

# ONEIDA RESERVATION COMPREHENSIVE PLAN

*A 20-Year Guide (2005-2025)*



***OBC Adopted: December 10, 2008***

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# PREAMBLE

## THE PLANNING PROCESS

The Oneida Reservation Comprehensive Plan (Plan) is the result of a multi-year effort involving Tribal leadership, departments, and members. Coordinated by the Planning Department, the Plan includes significant public participation efforts, statistical trends and projections, community history, and a variety of other sources. It represents the Oneida People's voice in addressing several factors (Planning Elements) affecting the community. It also acts as a "needs assessment" by which the Oneida People may continuously express their ideas, reactions, and concerns.

The Oneida Reservation Comprehensive Plan is a plan by and for the people. It was developed through a "grassroots" approach, which included: thirty public meetings; Tribal Membership questionnaires; and four Seven Generation Summits. During the planning process, several community members provided their input - 1,034 instances of participation were documented, which includes some repeat participants. Further, a number of Oneida Departments assisted the Planning Department in generating goals and objectives based upon the public input gathered during the process.

## THE PLAN DOCUMENT

The Oneida Reservation Comprehensive Plan was originally conceptualized in three parts:

- *Oneida Reservation Comprehensive Plan, Part 1 of 3 (2005)* was a **Poster Plan**, which provided information regarding the Reservation's past, present, and future. An introduction to each Planning Element was also provided, including sample goals. This document was intended to provide the community with a preliminary look at the Plan and would evolve into Part 2 of 3.
- *Oneida Reservation Comprehensive Plan, Part 2 of 3 (2007)* was intended to be the final version of the **Comprehensive Plan**, which would include: goals and objectives for each planning element; supportive documentation; implementation timelines; and monitoring and evaluation plans.
- *Oneida Reservation Comprehensive Plan, Part 3 of 3 (not completed)* was intended to be an **Executive Summary** of the final version of the Plan.



Over time, the Oneida Reservation Comprehensive Plan evolved from three-part model into the current format. This document includes all of the information presented in the 2007 version of the Oneida Reservation Comprehensive Plan (Part 2 of 3), as well as additional plan sections and tools. New material includes:

- Section 1: Plan Purpose & How to Use the Comprehensive Plan
- Section 3: Land Policy Framework
- Section 5: Implementation

## THE ROLE OF THE PLANNING DEPARTMENT

Throughout the planning process, the Planning Department has served as the community's primary resource and coordinator for the Comprehensive Plan. They have reviewed previous and ongoing planning efforts, gathered information on the Tribe's history, and analyzed statistical data and trends. The Planning Department, with assistance from other Tribal Departments, also presented this background information to the community and gathered input on several occasions throughout the process.

It is the responsibility of the Oneida Nation's Planning Department to update and keep current the "Oneida Reservation Comprehensive Plan" for the Oneida Tribe of Indians of Wisconsin. Upon adoption, the Planning Department will become the "keeper" of the Plan. In other words, they will: be the contact if there are questions or concerns about the Plan; coordinate the amendment process and be responsible for making changes in the physical plan document; and guide future planning update efforts.





*The following Oneida Mission Statement and Vision Statements (Ten National Priorities) set the stage for the Oneida Reservation Comprehensive Plan (both the Mission Statement and the Ten National Priorities were adopted at a special meeting of the General Tribal Council on January 28, 1995):*

## **ONEIDA MISSION STATEMENT**

The mission of the Oneida is to sustain a strong Oneida Nation by preserving our heritage through the Seventh Generation. The Oneida family will be strengthened through the values of our Oneida identity by providing housing, promoting education, protecting the land, and preserving the environment. Our Oneida Nation provides for the quality of life where the people come together for the common good.

## **ONEIDA VISION STATEMENT (TEN NATIONAL PRIORITIES)**

1. Oneida Leadership will encourage each other to honor Oneida Cultural values of peace, respect and friendship, on our use of time, our public conduct and our personal behavior.
2. All Oneida members are contacted every year and offered Oneida Services to improve themselves in whatever way they desire that is consistent with Oneida cultural values.
3. Establish an institutional task force to develop citizenship responsibilities and membership options, and then recommend a constitutional amendment or replacement that ensure Oneida will exist to the Seventh Generation.
4. We strengthen the extended family to provide unity, love, trust, and nurturing for the healing path of the Oneida people.
5. We ensure a stable Oneida community that sustains our sovereign government, family and community and affords all members the opportunity to participate in the economic resources.
6. We will emphasize the cultural foundation of the KayeLakowa to guide the development of governing principals of the Oneida Nation.
7. Our Oneida value of honoring our elders is demonstrated by our caring actions, fostering their independent well being and recognizing their contributions to the nation.
8. We will revitalize our Oneida history, culture and heritage by developing cultural resources and assuring their accessibility to Tribal, public and others.
9. We continue to acquire, preserve, protect and improve the Tribal land and environment. And we respond to the need of our Mother Earth through integrated management.
10. We build a solid educational foundation by addressing human needs of all members throughout the circle of life.





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# PLAN PURPOSE & HOW TO USE THE COMPREHENSIVE PLAN

## WHAT IS A COMPREHENSIVE PLAN?

A comprehensive plan is like a roadmap - showing the community where they are, where they want to go, and how to get there. It is a process that identifies community problems, needs, and wants, as well as possible solutions for the short and long-term future. At the end of the process, the data and public input gathered during the planning process becomes the community's comprehensive plan.

A comprehensive plan is intended to anticipate social and economic changes and guide public and private actions over time. Through the documentation of the community's vision, goals, objectives, and policies, the comprehensive plan ensures that development and policy decisions are supportive of the community's needs and wants. The plan also provides decision-makers with critical information about the existing physical, social, and economic conditions within the community, as well as demographic projections and trends.

In many other communities, a comprehensive plan is defined as a long range land use document that identifies where and how future growth needs will be addressed. These plans include goals, objectives, policies, and guidelines for growth and redevelopment in the municipality. In the State of Wisconsin, municipalities are required by State Legislation ("Smart Growth Law") to adopt a comprehensive plan by 2010 that address nine elements: issues & opportunities; housing; transportation; utilities and community facilities; agricultural, natural and cultural resources; economic development; intergovernmental cooperation; land use and implementation.

As a sovereign nation, the Oneida Nation of Wisconsin is not mandated by the State to complete a comprehensive plan or meet the "Smart Growth" requirements. However, if the Oneida Reservation Comprehensive Plan were measured against Wisconsin State Statutes for comprehensive planning, one would find that this document not only meets but exceeds the requirements for an adopted comprehensive plan in Wisconsin. The Oneida Reservation Comprehensive Plan is a much broader, more thorough document intended to reflect the unique vision and needs of the Oneida People.

## PURPOSE OF THE ONEIDA RESERVATION COMPREHENSIVE PLAN

The Oneida Reservation Comprehensive Plan (Plan) identifies broad goals and objectives to guide long-range growth, redevelopment, and policy decisions. The Plan will serve as the basis for both daily and long-range decisions that will influence the development of a range of aspects affecting the community, such as physical, social, political, economic, and aesthetic factors. The 16 interrelated areas (Planning Elements) addressed by the Plan include:

*Health Care, Education, Housing, Community Design, Parks and Recreations, Utilities, Community Facilities, Transportation, Public Safety, Governmental Coordination and Regulations, Economic Development, Agriculture, Natural Resources, Environmental Protection, Department of Culture, and Land Use.*



The Oneida Reservation Comprehensive Plan is an information resource that provides guidance to Tribal leaders, departments, and members. Based upon history and culture, data trends and projections, existing conditions, previous and ongoing planning efforts, and significant public participation, the Plan is a framework for making daily and long-term decisions pertaining to the Oneida Community. While the Plan is not a regulatory document, it is an adopted plan with an amendment process intended to guide daily and long-term decision-making.

The Comprehensive Plan should be viewed as an ongoing process and not a singular effort. In other words, the Comprehensive Plan is a “living” document that will be revised to reflect changes in current conditions, trends and demographics, and community values. Furthermore, the Comprehensive Plan should be a record of the Tribe’s: history and culture; recent accomplishments; and vision for the long-term future of the Reservation.

## WHAT IS THE STRUCTURE OF THE COMPREHENSIVE PLAN?

As a first step, users of the Oneida Reservation Comprehensive Plan should become generally familiar with the contents and overall structure of the Plan. A description of each of six Plan Sections\* can be found below:

*\*Note: Plan Sections refer to the six different parts of the Plan, indicated by tabs in the Comprehensive Plan document. Planning Elements refer to the sixteen, interrelated issues affecting the Reservation and the Tribal community.*



### **Section 1: Plan Purpose & How to Use the Comprehensive Plan**

This section begins by answering the question “what is a comprehensive plan?” and describing the purpose of the Oneida Reservation Comprehensive Plan. It also provides a detailed description of how different individuals or groups may use the Plan.

### **Section 2: Goals & Objectives**

This section includes the recommended goals and objectives that should be used to guide the decision making process by the Tribe and its various governmental units. The goals and objectives are categorized by the following Planning Elements:

- Health Care
- Education
- Housing
- Community Design
- Parks and Recreation
- Utilities
- Community Facilities
- Transportation
- Public Safety
- Government Coordination and Regulations
- Economic Development
- Agriculture
- Natural Resources
- Environmental Protection
- Cultural Resources
- Land Policy

Supporting background research, inventories of existing conditions, and statistical trends and projections for the goals and objectives can be found in **Section 4: Comprehensive**

**Inventory & Trends.** Additionally, public input used to generated each goal is documented in **Section 7: Appendix II - Public Participation Comments.**

### **Section 3: Land Policy Framework**

This section provides guidance to Tribal leadership, Tribal staff, Tribal members and the surrounding community regarding the desired future character of the different geographic “places” in and around the Tribal Reservation. The section includes: a Land Policy Framework Map illustrating Neighborhoods, Districts, and Corridors; a Land Policy Framework Table describing desired uses for each of the mapped areas; and a narrative description of the desired uses and activities, key environmental features and infrastructure goals and issues for each of the areas. A more thorough description of the Land Policy Framework, as well as an explanation of how to use this resource, can be found in the beginning of **Section 3.**

### **Section 4: Comprehensive Inventory & Trends**

This section provides the background data, trends, and supporting information that was used, in part, to generate the goals and objectives presented in **Section 2: Goals & Objectives.** In addition to a subsection for each of the Planning Elements, Population Demographics are also included in **Section 4,** which document the demographic trends and projections for the Oneida Nation of Wisconsin.

### **Section 5: Implementation**

This section identifies: who is responsible for implementing the Plan; how to implement, monitor, and evaluate the Plan; and a process for amending the Oneida Reservation Comprehensive Plan.



### **Section 6: Glossary**

This section defines terms commonly used in the Plan.

### **Section 7: Appendices**

This section includes additional key documents such as:

- Appendix I: Public Participation Activities
- Appendix II: Public Participation Comments



## HOW TO USE THE COMPREHENSIVE PLAN

Once an individual or group is familiar with the Plan, it should be used as a basis for proposing, evaluating, contesting, or discussing specific proposals for current or future action. Ideally, major proposals for new actions should include a statement indicating how such actions conform, or fail to conform, to the Plan. In most cases, proposals for action will conform to some aspects of the Plan and not others. Failure to conform to the Plan (and conversely, complete conformance to the Plan) is NOT an indicator of whether or not a proposed action should be approved. It is, however, the best starting point for discussion. The conclusion of such a discussion may, for example, lead to the following types of outcomes:

- Denying a particular action
- Approving the action
- Modifying the action
- Modifying the Plan

There are a variety of ways the Plan can be used and a variety of individuals and departments who can benefit from the vision, goals and objectives, and background information provided. The following lists identify **who** may use the Plan and **how** they would use it:

### **Oneida Departments**

Tribal Departments will use the Plan in a variety of ways, including:

- Creating their annual workplans, accomplishing Plan goals and objectives with departmental tasks.
- Coordinating efforts with other Tribal Departments and staying informed about ongoing efforts.
- Reviewing major proposals and actions (projects, programs, regulations, etc.) that impact the various components of the Plan.
- Amending the Plan goals and objectives, identifying completed and obsolete items for removal, updating the status, and proposing new additions.

#### Example

*When the Tribe's Health Department is developing their annual workplan, they should strive to identify work tasks that support the vision of the Plan. The Department may achieve this by taking the following steps:*

- Review **Section 2: Goals & Objectives** to identify which goals and/or objectives could be accomplished within the next budget cycle. This would include a review of the Health Care Planning Element, as well as any other Planning Element(s) that relate to the Health Department's plans. This review process may highlight opportunities for interdepartmental coordination.



- Refer to **Section 4: Comprehensive Inventory & Trends** for supporting information about the Planning Elements' goals and objectives, .
- Use **Section 3: Land Policy Framework** if the task involves use of the land. This section shows how the land could be used and what it may look like.
- Create an annual action plan that links departmental tasks to specific Plan goals and/or objectives for the next budget cycle. This departmental work plan will be incorporated into a larger coordinated Tribal work plan ( see **Section 5: Implementation**).
- If the department has identified tasks that do not relate to any Plan goals or objectives, they should refer to the amendment process identified in **Section 5** and consider proposing new and/or modified goals and objectives to address the issue.

### **Oneida Boards, Commissions, and Committees**

Boards, Commissions, and Committees will most frequently use the Plan as a decision-making resource, including:

- Developing, reviewing, and adopting tribal-wide policy decisions that support the vision of the Plan.
- Evaluating specific proposals (projects, programs, regulations, etc.) and recommending their approval, modification, or denial.

#### Example

*When the Land Commission is evaluating a development proposal, they should begin by reviewing the project against the vision of the Plan and the Land Policy Framework. The Land Commission may achieve this by taking the following steps:*

- Utilize **Section 3: Land Policy Framework** to discuss where the project could be located and review detailed recommendations.
- Review **Section 2: Goals & Objectives** to identify any goals and/or objectives addressed by the proposal. This may include a review of several Planning Elements, as they relate to the project.
- Refer to **Section 4: Comprehensive Inventory & Trends** for supporting information about the Planning Elements' goals and objectives.
- Based on the previous steps, identify additional requirements or recommend preliminary project approval. When a specific site is under review, the evaluation should be supported by more detailed review processes, including LUTU.
- Where there are inconsistencies between a project and the Land Policy Framework or the overall Plan, the Commission should refer to the amendment process outlined in **Section 5: Implementation** and consider proposing the appropriate changes.



## **Oneida Tribal Members**

Tribal members could utilize the Plan in a variety of ways, including:

- Staying informed about Tribal goals, objectives, and policies, as well as previous/ongoing planning efforts and accomplishments.
- Providing guidance for new initiatives, programs, and/or projects.
- Voicing support or concern for current decisions.
- Proposing revisions for a particular aspect(s) of the Plan.

### Example

*A tribal member interested in a particular aspect of the community, such as Education, may utilize the plan in the following way:*

- Review the goals and objectives related to Education identified in **Section 2: Goals & Objectives**. The tribal member may also look at the other Planning Elements to identify overlapping goals and objectives.
- Utilize **Section 7: Appendix I - Public Participation Activities** and **Section 7: Appendix II - Public Participation Comments** to learn more about the public participation and input used to generate the Education goals and objectives.
- Refer to **Section 4: Comprehensive Inventory & Trends** for more detailed background information, as well as supporting data and trends.
- If the member identifies issues and/or concerns that are not addressed by the Plan, they should refer to the amendment process identified in **Section 5** and consider proposing a change and/or addition.



## **Other Communities**

Municipalities located adjacent to or within the Oneida Reservation boundaries may use the Plan:

- To compare and contrast the Oneida Reservation Comprehensive Plan with their own “Smart Growth” plans. This will give both parties an understanding of what the long-term vision(s) for the area may be, while highlighting opportunities for cooperation.

## **COORDINATION WITH OTHER PLANS**

The Oneida Reservation Comprehensive Plan should be viewed as a key Tribal document, used to guide both daily and long-range decisions that influence a range of factors affecting the Oneida People, including physical, social, political, economic, and aesthetic factors. However, the Comprehensive Plan is only one of many planning efforts occurring within the Reservation, including: several detailed planning documents; programs; regulations; and initiatives. The purpose of the Oneida Reservation Comprehensive Plan is to: 1) identify these other resources; and 2) coordinate with these alternate planning processes in order to achieve the broader vision for the Oneida Reservation.

Other Tribal plans, programs, regulations, and/or initiatives include, but are not limited to, the following:

- Oneida Nation of Wisconsin Balanced Scorecard
- Area Development Plans
- Twenty Four Year/Phase 2006-2030 Residential Development Plan
- Oneida Farm Plan
- Oneida Code of Laws
- Zoning and Shoreland Protection Ordinance
- Building Code
- Water Resources Ordinance
- Protection and Management of Archeological & Historical Resources
- Sanitation Ordinance
- Capital Improvement Program

While it is difficult to achieve complete consistency between the various planning efforts, it is the intention of the overall planning process to continuously move towards greater coordination between the vision, goals, objectives and policies of the various plans.

## HOW TO CHANGE THE COMPREHENSIVE PLAN



The Plan is considered to be a “living” document that can respond to changes in the economy, Tribal demographics, or Tribal policies and vision. It is also intended to be flexible and grow with the community as current goals and objectives are achieved and new ones are proposed.

To ensure that the Plan continues to be current and relevant, the Planning Element goals and objectives, as well as supporting information, should be monitored, reviewed, and updated as soon as possible. It is anticipated that at minimum the status of goals and objectives will be updated on an annual basis, while major updates to the Plan should at minimum on a five year interval or an as needed basis.

In general, the on-going process for monitoring and amending the Plan should be aligned with the Oneida Nation’s Balanced Scorecard management tool. The broader Oneida community (Tribal members, Departments, Boards, Commissions and Committees) should be involved in key aspects of the planning process through the use of Planning Element Teams, surveys, community meetings and regular reports and articles. Suggestions for corrections and changes should be compiled, evaluated and considered for inclusion in the Plan.

A well defined procedure for changing the plan is important to ensure consistency and integrity within the amendment process. A detailed explanation and the approved framework for updating and amending the Plan is located in **Section 5: Implementation**. Generally speaking, simple corrections or changes can be made by the Planning Department while more complex or significant policy or content changes require a greater degree of authorization, input and approval from the relevant groups and possibly the broader Tribal community. Any

uncertainties or disputes that may arise during the amendment process should be resolved by direction of the General Manager.

### **WHO DO I CONTACT FOR ADDITIONAL INFORMATION ABOUT THE PLAN AND THE PLANNING PROCESS?**

It is the responsibility of the Oneida Nation’s Planning Department to update and keep current the “Oneida Reservation Comprehensive Plan” for the Oneida Tribe of Indians of Wisconsin. Upon adoption, the Planning Department will become the “keeper” of the Plan. In other words, they will: be the contact if there are questions or concerns about the Plan; coordinate the amendment process and be responsible for making changes in the physical plan document; and guide future planning update efforts.

If you would like to request larger versions of any of the maps or additional information about the Plan, the status of current goals and objectives, the status of the annual agenda for actions, or other aspects of the Plan please contact the Oneida Planning Department at:

*Mailing Address*

Little Bear Development Center  
N7332 Water Circle Place  
P. O. Box 365  
Oneida, WI 54155

*Phone & Email*

920.869.4527 (phone)  
1.800.236.2868 (toll free)  
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# GOALS & OBJECTIVES

This section of the Oneida Reservation Comprehensive Plan identifies the goals, objectives, and policies for each of the 16 plan elements:

- Health Care
- Education
- Housing
- Community Design
- Parks and Recreation
- Utilities
- Community Facilities
- Transportation
- Public Safety
- Governmental Coordination and Regulations
- Economic Development
- Agriculture
- Natural Resources
- Environmental Protection
- Department of Culture
- Land Use

For the purposes of this plan, goals, objectives, and policies are defined as follows:

**GOAL\*:** A functional idea or value that is part of obtaining the Community's vision statement. A broad statement that identifies the overall desire, future consideration, and/or results that provide the direction for community decisions. To achieve a goal, one or more objectives are necessary.

*Example: Preserve agricultural land as the principal component of the local open space program.*

**OBJECTIVE\*:** Measurable targets in a program or project selected to ensure achievement of the plan's goal. Objectives are specific statements of value indicating how a goal can be achieved. They are specific, measurable, achievable, realistic, relevant, timely, and written.

*Example: Maintain Urban Boundaries to direct urban growth into existing towns and cities to protect open space and agricultural lands.*





**POLICY\*:** Guidelines that are directed toward achieving objectives or that modify the objectives and should be followed in decision making.

*Example: Open space lands shall be protected from urban uses by limiting the extension of services, particularly sewers.*

*\*Note: The current goals and objectives are not necessarily consistent with the definitions provided. As the Comprehensive Plan is updated, it is recommended that future goals, objectives, and policies utilize the provided definitions as a guideline.*

In addition to identifying the goals and objectives by Planning Element, this section also provides a “Status” for each goal and objective. These “Status” reports are intended to provide the community, as well as Tribal leaders and departments, with an update of the Plan’s progress. The “Status” of each goal and objective should be confirmed on an annual basis.

For the purpose of the Plan, “Status” is defined in the following ways:

- Completed: This goal or objective has been achieved
- Ongoing: This goal or objective has begun and is currently in progress
- Pending: This goal or objective has been discussed, but action has not started
- No Activity: This goal or objective has not been discussed



# HEALTH CARE

## **GOAL 1: Provide quality health care programs and services to the users of the Oneida Comprehensive Health Care Facility, aligned with traditional Oneida values.**

*Status: On-going*

### **Objectives**

- 1.1 Establish, incorporate and maintain area specific standards for care utilizing current best practices.  
*Status: On-going*
- 1.2 Recognize the high esteem afforded our elders.  
*Status: On-going*
- 1.3 Recognize the high esteem afforded our veterans.  
*Status: On-going*
- 1.4 Recognize the life long commitment to a healthy Oneida community.  
*Status: On-going*
- 1.5 Address gaps in services determined on a needs-based system.  
*Status: On-going*



## **GOAL 2: To provide easy access to a broad spectrum of preventative, curative and rehabilitative services.**

*Status: On-going*

### **Objectives**

- 2.1 Complete a health needs assessment on the Oneida Community User Population to determine gaps, priorities and duplication.  
*Status: On-going/Completed*
- 2.2: Maximize the utilization of all funding sources.  
*Status: On-going*
- 2.3: Increase efficiency through the use of best business practices.  
*Status: On-going*
- 2.4: Maximize the utilization of all facility resources available.  
*Status: On-going*
- 2.5: Provide seasonal recreational activities.  
*Status: On-going*

- 2.6: Provide family oriented prevention programs including recreation, Indian Child Welfare, support services, fathering, youth groups, job training, work assistance, child abuse prevention, absent parent services and incarceration services.

*Status: On-going*

**GOAL 3: Recruit and retain dedicated, highly competent and courteous staff, especially professional staff, who are patient/client/community focused and knowledgeable of the community and patients we serve.**

*Status: On-going*

**Objectives**

- 3.1: Advertise vacant and new professional positions in health care journals, newspapers, colleges and universities, alumni associations, professional meetings, etc.

*Status: On-going*

- 3.2: Customer service training for all employees including specific training on cultural history, cultural sensitivity and cultural values.

*Status: On-going*

- 3.3: Development of a formal preceptorship and mentorship programs for staff and students.

*Status: On-going*

- 3.4: Provide a professional work environment which attracts qualified professionals and promotes the development of leadership skills.

*Status: On-going*



# EDUCATION

**GENERAL GOAL:** The goal of the 2026 Education and Training Plan is to meet the current and projected needs of community members and of the Oneida Nation to assure a high standard of living, effective and efficient business, organization, and community.

*Status: Ongoing*

**GOAL 1:** The Oneida Tribe shall provide access to funds for post secondary learning opportunities.

*Status: Ongoing*

## **Objectives**

1.1: Provide funds for additional support staff to assist in pursuing external grant/scholarship opportunities.

*Status: Ongoing*

1.2: Aggressively support an Education Endowment Fund to be self-sustaining in ten years.

*Status: Pending*

1.3: Communicate the higher education process and grant/scholarship opportunities.

*Status: Ongoing*



**GOAL 2:** The Oneida Tribe shall provide encouragement and support fostering life long learning opportunities ensuring self sufficiency.

*Status: Ongoing*

**GOAL 3: The Oneida Tribe shall develop, invest and nurture Oneida Community members by providing enrichment opportunities focused toward successful career paths.**

*Status: Ongoing*

**Objectives**

3.1: Enhance work experience programs.

*Status: Ongoing*

3.2: Forecast career opportunity trends to be incorporated into Oneidas' long range planning.

*Status: Ongoing*

3.3: Collaborate services recruiting Oneida people for positions.

*Status: Ongoing*

**GOAL 4: Offer courses that enhance personal growth and/or professional development.**

*Status: Ongoing*

**Objectives**

4.1: Provide college level course work on or near the reservation boundaries, and annually review, analyze and assess those needs.

*Status: Ongoing*

4.2: Assess the feasibility of offering course work developed in Oneida for distribution outside the Oneida Reservation Boundaries.

*Status: Ongoing*

4.3: Coordinate with surrounding community programs to provide additional educational opportunities within the Oneida Reservation Boundaries.

*Status: Ongoing*

**GOAL 5: The Oneida Tribe shall encourage and support an educational environment where parental involvement is integral to student success.**

*Status: On-going*

**Objectives**

5.1: Maintain a parental leave policy for tribal employees.

*Status: On-going*



- 5.2: Support programs and enterprises supporting parental involvement.  
*Status: On-going*
- 5.3: Create programs enhancing parent, family and community involvement in our children's educational path.  
*Status: On-going*

**GOAL 6: The Oneida Tribe shall establish and maintain an educational system, Pre-K through 12th grade, that embraces Oneida values and principles.**

*Status: On-going/Completed*

**Objectives**

- 6.1: Create measurable standards in an Oneida language and culture curriculum as a requirement for High School graduation.  
*Status: On-going*
- 6.2: Encourage and support family and community involvement in school systems.  
*Status: On-going*
- 6.3: Develop and implement tools or programs designed to increase retention rates of Oneida Students.  
*Status: On-going*



**GOAL 7: The Oneida Tribe shall have a highly effective and dynamic employee workforce.**

*Status: Ongoing*

**Objectives**

- 7.1: Develop, enhance and implement programs designed to improve work performance.  
*Status: On-going*
- 7.2: Develop and enhance a tribal wide customer service training program.  
*Status: On-going*

**GOAL 8: The Oneida Tribe shall effectively plan, build and utilize community facilities used for life-long learning.**

*Status: Ongoing*

**Objectives**

8.1: Coordinate community learning activities into existing educational facilities.

*Status: Ongoing*

8.2: Coordinate post-secondary level courses into existing educational facilities.

*Status: Ongoing*

8.3: Encourage the use of the Norbert Hill Center as the High School for the Oneida Nation and also the central facility for post secondary learning.

*Status: On-going*

8.4: Analyze and develop plans that trend current and future usage of Oneida educational facilities.

*Status: Ongoing*

**GOAL 9: The Oneida Tribe shall ensure that the collective Seven Generation Vision citizenship support individual responsibility back to the tribe.**

*Status: Ongoing*

**Objectives**

9.1: Create and implement a comprehensive curriculum and subsequent programming in Oneida citizenship.

*Status: On-going*

9.2: Define the benefits and responsibilities of Oneida citizenship as it pertains to accessing tribal resources.

*Status: On-going*

**GOAL 10: The Oneida Tribe shall employ highly qualified educational staff.**

*Status: Ongoing*

**Objectives**

10.1: Develop criteria for Oneida standards utilized in the community.

*Status: Ongoing*



10.2: Collaborate and develop consistent behavior management standards within the community.

*Status: Ongoing*

**GOAL 11: The Oneida Tribe shall establish an Oneida Education Code.**

*Status: On-going*

**Objectives**

11.1: Review and analyze all laws, codes and resolutions specific to education.

*Status: On-going*

11.2: Evaluate feedback creating policy and procedures supporting education and training.

*Status: On-going*

**GOAL 12: The Oneida Tribe shall create stewardship opportunities through its investment of Higher Education monies.**

*Status: Ongoing*

**Objectives**

12.1: Implement a system requiring individuals to give back to the community.

*Status: Ongoing*

12.2: Incorporate and enforce repayment policy and procedures due to the default of educational obligations.

*Status: Pending*







# HOUSING

**GENERAL GOAL: The primary goal of the Tribal Housing Entities is to provide multiple and affordable housing options for the citizens of our community.**

*Status: On-going*

**GOAL 1: Create an organizational framework which guides current and future housing development, programs and services.**

*Status: On-going*

## **Objectives**

1.1: Develop and implement a Tribal Housing Ordinance which addresses all relative aspects of housing issues and programs.

*Status: On-going*

1.2: Develop and implement a Comprehensive Housing Plan which addresses all relative aspects of housing development, issues and programs.

*Status: On-going*

1.3: Evaluate and change, as appropriate, all home financing options, both internal and external to the Oneida Tribe.

*Status: On-going*

1.4: Improve housing management practices and be consistent as housing policies and procedures will allow.

*Status: On-going*

**GOAL 2: Develop and implement a housing education program, which provides home owners and renters with the appropriate skills to maintain and perform minor repairs on their individual dwellings.**

*Status: On-going*

**GOAL 3: Maintain the “rural character” of the Oneida Reservation by utilizing sound environmental protection practices on the land, while developing housing sites and neighborhood locations with open green space, buffers, parks and recreation areas and connecting trail systems.**

*Status: On-going*





# COMMUNITY DESIGN

**GENERAL GOAL:** Community design shall promote a healthy lifestyle as well as a sense of place for all those who live in, work in, and visit the Oneida Community.

*Status: On-going*

**GOAL 1:** Define and maintain “rural character” for all Oneida Reservation lands and neighborhoods.

*Status: On-going*

## **Objective**

1.1: Adopt the draft Community Design Principles by 2007.

*Status: On-going*

**GOAL 2:** Promote a Healthy Lifestyle: All major life activities that support a healthy life style are available and supported in community design, for all age groups.

*Status: On-going*

## **Objectives**

2.1: By 2007, complete an overall reservation plan based upon a series of specific Area Development Plans, which will guide all future development within the reservation (Ref 3).

*Status: On-going*

2.2: By 2007, a Gap analysis will be completed for the entire community and area/neighborhood sections. Furthermore, strategic implementation plans will be developed to meet basic quality of life needs and gaps.

*Status: On-going*

2.3: By 2012, all major gaps have been remedied through design or new projects implemented. These plans should be reviewed annually and placed in priority as circumstances may dictate.

*Status: Pending*



**GOAL 3: Create “ A positive sense of place,” which identifies “An Oneida Community.” The following elements shall be integrated throughout the community in such a way that a positive sense of place and sovereign identity are supported: art; aesthetics (building design, landscape, trees); signs; culture and history integration; trails for walking and biking which connect all adjacent areas such as roadways, green space, natural features, visual corridors, parks and others.**

*Status: On-going*

**GOAL 4: There needs to be a “Central Oneida” designation, within which services, civic space, commerce, community events and a “central park” exist.**

*Status: On-going*

**Objectives**

4.1: By mid-year 2006, a Central Oneida revitalization/recreation/redevelopment initiative will begin, with a broad spectrum of all organizational and community stakeholders.

*Status: On-going*

4.2: By 2008, the plan will be completed and ready for implementation.

*Status: On-going*



# PARKS AND RECREATIONS

## **GOAL 1: Provide the people of the Oneida Nation with a state of the art family fitness, adventure and recreation complex located in Oneida.**

*Status: On-going*

### **Objectives**

- 1.1: Revitalize the Family Activity Center Capital Improvement Project.  
*Status: Pending*
- 1.2: Provide adequate funding to maintain the appropriate levels of service in a cost-effective manner.  
*Status: Pending*
- 1.3: Provide the Oneida Community with quality recreation and leisure activities that enhance holistic health and character development.  
*Status: On-going*
- 1.4: Develop a sports complex of athletic fields.  
*Status: Pending*
- 1.5: Provide programs that will allow community elders to participate in recreational activities in a safe, inviting atmosphere.  
*Status: On-going*



## **GOAL 2: Develop an interconnected reservation wide trail system.**

*Status: On-going*

### **Objectives**

- 2.1: Identify and establish a walking, running and biking trail system.  
*Status: Completed*
- 2.2: Identify and establish a hiking or nature trail system.  
*Status: Completed*
- 2.3: Identify and establish a horse back trail system.  
*Status: Completed*
- 2.4: Identify and establish a motorized vehicle trail system.  
*Status: Completed*

**GOAL 3: Develop a “Central Park” in Central Oneida where families can come together to participate in healthy activities.**

*Status: On-going*

**Objectives**

3.1: Keep parks and recreation sites safe, clean and identifiable.

*Status: Completed*

3.2: Provide proper supervision and law enforcement in all parks.

*Status: Completed*

3.3: Provide appropriate signage at all recreational sites in the Oneida Language.

*Status: On-going*



# UTILITIES

## **GOAL 1: Develop wastewater treatment facility for the Oneida Reservation.**

*Status: On-going*

### **Objectives**

- 1.1: Complete design, construction, and operation of the wastewater treatment facility by 2007.

*Status: Completed*

## **GOAL 2: Continue to plan and develop alternative methods for the provision of other utility type services.**

*Status: On-going*

### **Objectives**

- 2.1: Research and review all applicable Tribal laws, rules and regulations by October 2006.

*Status: Completed*

- 2.2: Research the viability of alternative means of providing utility services by October 2006.

*Status: On-going*



## **GOAL 3: Provide cost effective utility services to reservation residents.**

*Status: On-going*

### **Objectives**

- 3.1: Continue to annually examine rates and methods for providing water and sewer services.

*Status: On-going*

- 3.2: Continue to review the viability of alternative means of providing utility services.

*Status: On-going*

- 3.3: Initiate a feasibility study to determine a means to provide cost effective utility services to reservation residents.

*Status: On-going*

- 3.4: Continue to subsidize elderly and low-income utility customers.

*Status: On-going*



**GOAL 4: The Oneida Nation will become self-sufficient in the provision of as many utility services as possible.**

*Status: On-going*

**Objectives**

4.1: Research and analyze the cost of providing each utility service.

*Status: On-going*

**GOAL 5: Develop a more effective refuse management system.**

*Status: On-going*

**Objectives**

5.1: Initiate feasibility study for refuse and recycle services.

*Status: On-going*

**GOAL 6: Continue to update Sanitation Deficiency Systems (SDS).**

*Status: On-going*

**Objectives**

6.1: Complete assessment of sanitary sewer and water service to E & EE Area by Spring of 2007.

*Status: On-going*

6.2: Complete waste water treatment plant by Spring 2007.

*Status: Completed*

**GOAL 7: Assess and update fire hydrants as needed to comply with current standards.**

*Status: On-going*



# COMMUNITY FACILITIES

## **GOAL 1: Update Best-Use Plan for all Oneida Tribal facilities.**

*Status: On-going*

### **Objectives**

1.1: Coordinate facility code compliance inspections with the Zoning department.

*Status: On-going*

1.2: The Facilities Management Team will continue to establish Best-Use Plan.

*Status: On-going*

1.3: Facilities will consider and implement recommendations from the Facilities Management Team.

*Status: On-going*

## **GOAL 2: Establish a uniform Facility Maintenance Management Plan.**

*Status: On-going*

### **Objectives**

2.1: Implement Archibus system, a preventive maintenance program.

*Status: On-going*

2.2: Establish a true accumulated depreciation fund for facility upgrades and replacements.

*Status: On-going*



## **GOAL 3: Interface facility maintenance inspections on a minimum of an annual basis.**

*Status: On-going*

### **Objectives**

3.1: Upgrade certificates of occupancy with occupancy changes.

*Status: On-going*



# TRANSPORTATION

## **GOAL 1: Continue to expand road ownership within the Oneida Reservation boundaries.**

*Status: On-going*

### **Objectives**

1.1: Increase road ownership annually by 5%.

*Status: On-going*

1.2: Continue to implement the Transportation Improvement Plan (TIP).

*Status: On-going*

## **GOAL 2: Continue safety improvements and maintenance to roads and right of ways within the exterior boundaries of the Oneida Nation.**

*Status: On-going*

### **Objectives**

2.1: Continue to assess relevant safety and maintenance issues on all roads on the Oneida Reservation, and establish an annual repair schedule.

*Status: On-going*

2.2: Update the Transportation Improvement Plan on an annual basis.

*Status: On-going*

## **GOAL 3: Continue the cooperative efforts regarding transportation issues and safety between the Oneida Nation, the Bureau of Indian Affairs, the Wisconsin Department of Transportation (WisDOT), Brown and Outagamie County Highway Departments, local units of government both in and around the Oneida Reservation, and individual land owners within the exterior boundaries of the Oneida Reservation.**

*Status: On-going*

### **Objective**

3.1: Continue to communicate with and participate in all transportation related issues, meetings, studies, etc., both in, and around the Oneida Reservation with all stake-holders and jurisdictions.

*Status: On-going*



**GOAL 4: Develop trail systems within the Reservation boundaries for multi-purpose uses.**

*Status: On-going*

**Objectives**

4.1: Implement existing plans for the trail systems as identified in the TIP.

*Status: On-going*

4.2: Begin developing future plans for multi-purpose trails throughout the Oneida Reservation.

*Status: On-going*

**GOAL 5: Develop a comprehensive plan for Transit needs.**

*Status: On-going*

**Objective**

5.1: Evaluate the Oneida Nations Transit System and recommend necessary changes.

*Status: On-going*



# PUBLIC SAFETY

## **GOAL 1: Protect the Oneida Community in times of emergencies.**

*Status: On-going*

### **Objectives**

- 1.1: Develop and implement a comprehensive emergency preparedness plan. The Nation should continue to update and enhance its local emergency plan to ensure that it has adequate resources in place for effective emergency response under various scenarios.

*Status: Completed*

- 1.2: Develop and implement a public safety training program.

*Status: On-going*

- 1.3: Develop and implement strong, effective communication throughout the Tribal organization and community.

*Status: Pending*

- 1.4: Educate and alert all those in the community of the proper procedures for the various types of emergency situations.

*Status: On-going*

## **GOAL 2: Tribal buildings will be healthy and safe for employees, customers and visitors.**

*Status: On-going*

### **Objectives**

- 2.1: Research, review, update and ensure compliance with applicable codes.

*Status: On-going*

- 2.2: Research, review and implement best practices that promote healthy environments.

*Status: On-going*

- 2.3: Develop and implement a schedule(s) for inspections, monitoring plans and follow up reporting requirements to the enforcing entity within the Tribal Organization.

*Status: Pending*



**GOAL 3: The Nation will protect and serve the Oneida Community and its assets.**

*Status: On-going*

**Objectives**

3.1: Improve and expand injury prevention and other preventive measures on all levels to all groups.

*Status: On-going*

3.2: Research the need and appropriateness of various codes, i.e. traffic, alcohol and drug abuse.

*Status: No activity*

3.3: Seek out ways to improve cooperative efforts between Oneida and surrounding units of government regarding public safety.

*Status: On-going*

3.4: Have all applicable public safety codes up to date while identifying the appropriate enforcement regulations.

*Status: Pending*

**GOAL 4: Improve cooperative efforts between Oneida and surrounding units of government regarding police and fire protection, as well as emergency response services.**

*Status: On-going*

**Objectives**

4.1: Research the need for a rescue service for the Oneida Reservation.

*Status: Pending*

4.2: Seek out additional funding sources for the purpose of increasing and improving all safety services as an on-going activity.

*Status: On-going*

4.3: Establish and maintain government-to-government relationships between surrounding units of government and the Oneida Nation.

*Status: On-going*

4.4: Create more positive interaction opportunities between police and community members as an on-going activity.

*Status: No activity*



# GOVERNMENTAL COORDINATION AND REGULATIONS

## **GOAL 1: Identify, address and monitor the tribal needs utilizing boards, committees and commissions.**

*Status: On-going*

### **Objective**

- 1.1: Establish a review committee to thoroughly research and evaluate all boards, committees and commissions, and make recommendations to the Nation as appropriate. This should be completed by the end of 2006.

*Status: On-going*

## **GOAL 2: Have all governments (federal, state, other tribes, neighboring local units of government) work positively and collaboratively for the benefit of all respective citizens.**

*Status: On-going*

### **Objectives**

- 2.1: Establish and maintain government-to-government relationships between all units of government and the Oneida Nation.

*Status: On-going*

- 2.2: Develop a process to educate members of Congress, Senators and other legislators on the Oneida Nation and the concerns of its citizens.

*Status: On-going*

- 2.3: Develop a process to ensure all tribal departments are communicating their lobbying and political activities to the designated governmental entity(ies).

*Status: On-going*

- 2.3.1: *Develop a format in which all members of the Oneida Tribal organization document, record and report on significant issues, meetings and communications between the Oneida Nation and all other units of government.*

*Status: On-going*





- 2.4: Develop a process to educate tribal citizens and employees on the importance of being involved in the political activities, stressing the dual citizenship they possess and educating and informing them of elections, and legislation that impacts the Nation, the conduit (for employees), etc.

*Status: On-going*

**GOAL 3: Keep GTC informed of governmental activities and available resources.**

*Status: On-going*

**Objectives**

- 3.1: Communicate to GTC through the use of available reporting resources, including modern technology.

*Status: On-going*

- 3.1.1: Utilize public hearings, community meetings, Kalihwisaks, tribal newsletters, annual and semi-annual reports, etc.

*Status: On-going*

- 3.1.2: Allow access of information at public tribal locations.

*Status: On-going*



**GOAL 4: Enact laws to protect, preserve and enhance the rights and general welfare of the people.**

*Status: On-going*

**Objectives**

- 4.1: Research, develop, maintain and review all applicable laws, policies and regulations in a consistent and equitable manner.

*Status: On-going*

- 4.2: Ensure compliance and enforcement with all Tribal laws.

*Status: On-going*

- 4.2.1: Establish a compliance and enforcement authority.

*Status: On-going*

# ECONOMIC DEVELOPMENT

## **GOAL 1: Develop a Private Sector.**

*Status: Pending*

### **Objectives**

- 1.1: Create and maintain an Oneida Business Resource Center to include:  
a) Education, b) Mentoring program, c) Library of Resources, and d) Funding.

*Status: On-going*

- 1.2: Develop and maintain an Incubator Program.

*Status: On-going*

## **GOAL 2: Diversify the economy of the Oneida Tribe.**

*Status: On-going*

### **Objectives**

- 2.1: Address the Community/Member needs through community development initiatives.

*Status: On-going*

- 2.2: Develop and evaluate external business opportunities.

*Status: On-going*

- 2.3: Other objectives may include joint ventures, trade zone opportunities or other incentive programs.

*Status: On-going*



## **GOAL 3: Increase long-term revenue contribution to the General Fund through business development.**

*Status: On-going*

### **Objectives**

- 3.1: Reinvest in the existing Oneida Tribal Enterprises.

*Status: Pending*

- 3.2: Reallocate existing resources to align with our current diversification strategies. (Venture Fund)

*Status: Pending*

**GOAL 4: Develop a Central Oneida commerce, civic space, community events and a central park. It should be located in the historical “Old Oneida” area.**

*Status: On-going*

**Objectives**

4.1: By 2006, develop and implement a plan for redeveloping and revitalizing Old Oneida.

*Status: On-going*

4.2: By 2009 all areas adjacent to Old Oneida need to be physically connected to adjacent facilities and the surrounding neighborhoods by safe local roads and walkable trails.

*Status: On-going*



# AGRICULTURE

**GENERAL GOAL: Protect the rural character of the agricultural land base and infrastructure for development and maintenance of a culturally appropriate and self-sufficient, vertically integrated food, feed and fiber system for producing alternative crops and animals that are sustainable, healthy, and profitable.**

*Status: To be determined*

**GOAL 1: Develop alternative agricultural and agri-business opportunities to increase farm revenues.**

*Status: On-going*

## **Objectives**

1.1: Create a new "Oneida Agriculture Market Place."

*Status: On-going*

1.2: Offer land for entrepreneurs to farm.

*Status: Pending*

1.3: Rent land to Tribal/non-tribal people to generate revenue.

*Status: On-going*

1.4: Sell beef to area stores and restaurants.

*Status: On-going*

1.5: Update tribal farm.

*Status: On-going*

1.6: Seek federal program payments.

*Status: On-going*

1.7: Use agricultural lands for economic development.

*Status: On-going*



**GOAL 2: Improve agricultural product marketing tools.**

*Status: On-going*

## **Objective**

2.1: Improve/enhance advertising for the Oneida farmers market.

*Status: On-going*

**GOAL 3: Diversify the Oneida agricultural operations.**

*Status: On-going*

**Objectives**

3.1: Raise alternative crops for diversification.

*Status: On-going*

3.2: Raise alternative animals for diversification.

*Status: On-going*

**GOAL 4: Preserve and enhance Oneida Nation agricultural land base.**

*Status: No activity*

**Objective**

4.1: Protect the most important farmlands.

*Status: No activity*

**GOAL 5: Maintain and enhance the Oneida agricultural production operation as a local long-term and sustainable industry.**

*Status: No activity*

**Objective**

5.1: Promote, expand and stabilize the Oneida agricultural economy.

*Status: No activity*

**GOAL 6: Establish a “Food Security Program” that reduces hunger, food insecurity and enables the tribe to provide foods for all persons in the Oneida Community at all times.**

*Status: On-going*

**Objectives**

6.1: Enhance the Oneida Community Integrated food system (OCIFS) that provides access to culturally and nutritionally adequate food to persons in the community through local non-emergency sources at all times.

*Status: On-going*

6.2: Increase economic and job security.

*Status: On-going*

6.3: Strengthen the existing tribal and regional nutrition assistance safety net.

*Status: On-going*



- 6.4: Support/reinforce supplemental food products from volunteers and nonprofit groups.  
*Status: On-going*
- 6.5: Increase and improve marketing, sales and distribution of food products produced by the Oneida Community Integrated Food System (OCIFS) and entrepreneur raised products to increase revenues locally.  
*Status: Ongoing*
- 6.6: Ensure adequate staffing with knowledge, skills and abilities to maintain the food security system functions.  
*Status: On-going*
- 6.7: Undertake community “Capacity Building” to strengthen the community’s ability to be self-sufficient and provide local food security.  
*Status: On-going*
- 6.8: Charge affordable food prices.  
*Status: No activity*
- 6.9: Expand canning department.  
*Status: No activity*
- 6.10: Evaluate Oneida agriculture.  
*Status: Ongoing*
- 6.11: Develop the Oneida Reservation as an “oasis of life.”  
*Status: Pending*



**GOAL 7: Develop earth and animal friendly agricultural production, processing practices and policies for healthy people and for economic benefits.**

*Status: On-going*

**Objectives**

- 7.1: Balanced land use.  
*Status: No activity*
- 7.2: Maximize use of infrastructure.  
*Status: On-going*
- 7.3: Use best livestock production practices.  
*Status: On-going*
- 7.4: Use best farm conservation practices.  
*Status: On-going*

7.5: Develop an Oneida agricultural emergency plan.

*Status: On-going*

**GOAL 8: Provide technical assistance and training to tribal citizens so they can be self-sufficient in food growing, processing and storage.**

*Status: On-going*

**Objectives**

8.1: Emphasize building individuals capacity/capabilities to provide their own food needs rather than encouraging dependence on outside sources.

*Status: Pending*

8.2: Supply all Oneida food by continuing to raise/produce livestock/crops.

*Status: On-going*

**GOAL 9: Produce food that it is healthy for the people.**

*Status: On-going*

**Objective**

9.1: Plant, grow, and harvest healthy food crops for the Oneida People.

*Status: On-going*



**GOAL 10: Educate Oneida youth, students and adults in the community about agriculture.**

*Status: On-going*

**Objective**

10.1: Provide K-12 and adults with an education and awareness of opportunities in agricultural careers, nutrition, food safety and food security.

*Status: On-going*

**GOAL 11: Develop a sustainable agricultural operation.**

*Status: On-going*

**Objective**

11.1: Research and develop sustainable agriculture.

*Status: On-going*

# NATURAL RESOURCES

## **GOAL 1: Identify and characterize all of the reservation's natural resources.**

*Status: On-going*

### **Objective**

- 1.1: Develop a "Natural Resource Data Book" that details the characteristics of the reservations natural resources.

*Status: On-going*

## **GOAL 2: Develop Natural Resource Use Policies.**

*Status: On-going*

### **Objectives**

- 2.1: Identify alternative uses for marginally productive agricultural lands.

*Status: On-going*

- 2.1.1: *Prepare a planning study to determine the existence and potential use of marginally productive agricultural lands.*

*Status: On-going*

- 2.2: Create a natural resource supply for use in all Oneida construction projects.

*Status: No activity*

- 2.2.1: *Support the use of tribal natural resources in construction projects.*

*Status: No activity*

- 2.2.2: *Determine the types and amounts of natural resources being used by the Oneida Tribe in its construction projects.*

*Status: No activity*

- 2.2.3: *Determine sources and character of resources needed for future construction projects.*

*Status: No activity*

- 2.3: Maximize use of the land.

*Status: On-going*

- 2.3.1: *Use all Oneida lands.*

*Status: On-going*





2.4: Restore wildlife species.

*Status: On-going*

2.4.1: *Raise wildlife species to replenish supply.*

*Status: On-going*

2.5: Allow tree, shrub and medicinal plant species and products to be harvested by Oneida's.

*Status: On-going*

2.5.1: *Locate sources on the reservation.*

*Status: On-going*

**GOAL 3: Identify and map the locations of all significant reservation natural features and natural resources.**

*Status: On-going*

**Objective**

3.1: Identify significant natural features and natural resources.

*Status: On-going*

3.1.1: *Locate floodplains, woodlands, steep slopes, wetlands, sensitive geological formations, sensitive wildlife habitat, existing bodies of water and other features and resources that are considered significant within the reservation.*

*Status: On-going*

**GOAL 4: Protect and enhance existing green space to maintain rural character.**

*Status: On-going*

**Objectives**

4.1: Maintain Rural Character.

*Status: On-going*

4.1.1: *Propose initiatives that maintain rural character.*

*Status: On-going*

A. Develop an "Oneida Wild life Sanctuary".

B. Create recreation areas - ie., a ski hill and several ice skating ponds.

C. Develop scenic (flowers, etc.) trail route.

D. Enhance habitats and restore wetlands.



- E. Incorporate culturally significant plant species into resource management plans.
- F. Encourage use of natural areas by establishing parking areas, trails, signage.
- G. Add playgrounds in neighborhoods.
- H. Protect existing green spaces and conservancies.
- I. Designate trails for snowmobiles and ATV's.
- J. Develop a pathway from central Oneida to Cultural Heritage Building.
- K. Nurture and develop natural resources.

**GOAL 5: Develop a Sustainable Forestry Operation that provides environmental protection, wildlife habitat, aesthetic areas and economic benefits.**

*Status: On-going*

**Objectives**

- 5.1: Develop a History of Oneida Reservation Forestry.

*Status: On-going*

- 5.2: Institute a Campaign to Plant Trees.

*Status: On-going*

- 5.2.1: Rural multiple-use forests.

*Status: On-going*

- 5.2.2: Urban Forests.

*Status: On-going*



**GOAL 6: Develop gathering sites for berries, nuts and medicinal plants.**

*Status: On-going*

**Objectives**

- 6.1: Establish gathering sites

*Status: On-going*

- 6.1.1: Conduct a study to determine feasibility for success of developing gathering sites.

*Status: On-going*

6.2: Re-establish berry, nut and medicinal plants.

*Status: On-going*

6.2.1: *Develop a plan of action to be implemented for year 2007.*

*Status: On-going*

**GOAL 7: Develop natural resources for benefit of Oneida Nation.**

*Status: On-going*

**Objectives**

7.1: Develop a man-made recreation lake.

*Status: Pending*

7.1.1: *Improve communications about this project.*

*Status: On-going*

7.2.: Provide water quality and quantity information.

*Status: On-going*

7.2.1: *Develop periodic status reports about water resources.*

*Status: On-going*



**GOAL 8: Replenish wildlife species within the reservation.**

*Status: On-going*

**Objectives**

8.1: Develop a wildlife restocking program within the reservation to replenish an appropriate level that the land will support.

*Status: On-going*

8.1.1: *Prepare a well-thought out wildlife management plan.*

*Status: No activity*

# ENVIRONMENTAL PROTECTION

**GOAL 1: We will strengthen the Oneida Nation’s sovereignty by self - governance for the improvement of tribal lands, the environment, and health and welfare of our community and employees, through preservation, protection, restoration and compliance.**

*Status: On-going*

## **Objectives**

- 1.1: Implement federal programs to ensure compliance with federal law.  
*Status: On-going*
- 1.2: Accept federal funding to exercise jurisdiction.  
*Status: On-going*
- 1.3: Provide environmental services as the best local presence to environmental management.  
*Status: On-going*
- 1.4: Develop and implement an Oneida Nation Environmental Protection Ordinance.  
*Status: On-going*

**GOAL 2: We will ensure the integrity of the surface waters of the reservation by managing the quantity and quality of storm water runoff, defining, restoring, and enhancing the functions of the watershed/sub-watershed system of the reservation, including wetlands; and, restoring and protecting aquatic habitats in the waters of the reservation.**

*Status: On-going*

## **Objectives**

- 2.1: Ensure the long term quality and availability of the groundwater resources of the reservation by implementing source water protection programs, employing land use practices that encourage groundwater recharge and engaging in partnerships dedicated to sustainable use of the aquifers serving the Oneida Nation.  
*Status: On-going*
- 2.2: Establish and maintain fisheries to produce a manageable resource for members to utilize while providing a recreational opportunity with their families.  
*Status: On-going*



2.3: Enhance and restore wetland and increase recreational opportunity for tribal members through a long term wetland protection and restoration plan that targets and restores habitat, raises summer base flows in Duck Creek and captures sediment and phosphorus.

*Status: On-going*

2.4: The Priority Watershed Project is completed. The watersheds in the project area have met their reduction goals - greater than 50% reduction in sediment and phosphorus.

*Status: On-going*

**GOAL 3: We will guide the development and use of all Tribal Lands in order to ensure a sustainable landscape on the reservation: the long term availability of fertile soils, the protection of surface and groundwater systems, the enhancement and protection of wildlife habitats and the restoration and protection of the woodlands, grasslands and wetlands.**

*Status: On-going*

**Objectives**

3.1: Sustainable and healthy water, land, animal and plants managed and protected as inter-connected habitats and watersheds - and ecosystems.

*Status: On-going*

3.2: Create a participatory process for Tribal land development so as to ensure that commercial and residential environmental quality is achieved, while the natural environment is protected and enhanced.

*Status: On-going*

3.3: Increased recreational opportunities and wildlife habitat.

*Status: On-going*

**GOAL 4: We will ensure indoor and outdoor air quality, so as to protect the human, plant and wildlife communities of the Oneida Reservation.**

*Status: On-going*

**Objectives**

4.1: Administration and infrastructure development of an Oneida Nation Air Program.

*Status: On-going*



4.2: Conduct and evaluate a Basic Air Quality Assessment for the Reservation's airshed.

*Status: On-going*

4.3: Complete an Air Emission Inventory on and off the Reservation.

*Status: On-going*

4.4: Provide a comprehensive tribal indoor air quality program to protect the public health and welfare of tribal members and employees.

*Status: On-going*

**GOAL 5: We will assist in the identification of those stewardship values fundamental to the Oneida People and development of strategies for their protection and enjoyment for future generations.**

*Status: On-going*

**Objectives**

5.1: Lead in the policy and decision making process of the Oneida Nation in order to ensure the sustained provision and stewardship of ecological services and benefits to the human health and safety plan and wildlife communities of the reservation.

*Status: On-going*

5.2: Guide in the development of associations and partnerships for stewardship that will enhance the sovereignty of the Oneida Nation.

*Status: On-going*

5.3: Improve the quality of life that is protective of the health, safety and welfare of the Nation's community and its employees.

*Status: On-going*

5.4: Prevent environmental causing diseases, assure safe drinking water and food establishments free of food borne outbreaks for all persons within the reservation boundaries.

*Status: On-going*





# DEPARTMENT OF CULTURE

## **GOAL 1: Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida Culture.**

*Status: On-going*

### **Objectives**

1.1: Develop documentation on Oneida history from the Creation story to the present day.

*Status: On-going*

1.2: Offer a sequence of classes, seminars and conferences on Oneida culture, history, traditional art, music and language based on above document.

*Status: On-going*

1.3: As a department, offer a quarterly calendar of events.

*Status: On-going*

1.4: Research and publish an Oneida history and culture book in multi-media formats and distribute to Oneida members.

*Status: Pending*

1.5: Create signage which clearly identifies when people enter the Oneida reservation.

*Status: On-going*

1.6: Coordinate culturally relevant activities within the Oneida Nation School System curriculum.

*Status: On-going*



## **GOAL 2: Continue to encourage ALL Oneida Tribal members to participate in an Oneida language program.**

*Status: On-going*

### **Objectives**

2.1: Have 100 certified Oneida Nation Language teachers.

*Status: On-going*

2.2: Language classes will be held on a daily basis for Community members, families, children, schools, elders and employees.

*Status: On-going*



2.3: All departments will have On<sup>^</sup>yoteaka Niykwawanot<sup>^</sup> (Oneida of the words we speak) titles in Oneida language, use the Oneida flag, answer phone with Oneida greetings and basic work place language. Signs in buildings will be in the Oneida language.

*Status: On-going*

2.4: Provide incentives for members of the Oneida Nation as they gain specified levels of proficiency in speaking Oneida language with funding to begin in fiscal year 2007, including work release time during business hours for employees, and weekend class hours for community members.

*Status: Pending*

2.5: Outreach language classes to all tribal members utilizing WEB and technology (radio and television).

*Status: On-going*

2.6: All roads and signs identified in Oneida language.

*Status: Pending*

**GOAL 3: Continue with the Capital Improvement Project for the Cultural Center.**

*Status: On-going*



**Objectives**

3.1: Establish and implement a funding strategy by mid-year 2006.

*Status: On-going*

3.2: Complete construction of the Oneida Cultural Center which will contain: Museum state-of-the-art with collections storage space, permanent & temporary exhibits; Children's museum; expanded gift shop; Community meeting rooms & kitchen; Theater - black box seating for 120; Arts programming; Language Teacher training area; Historical archives research library; Tribal Historians & Genealogy offices; Tribal Historic Preservation offices; Cultural Wellness and Cultural Advisors.

*Status: On-going*

**GOAL 4: Educate and communicate our cultural values/beliefs and history to other Tribes and the general public.**

*Status: On-going*

**Objectives**

- 4.1: Increase the number of information venues with culturally relevant facts about our people as an on-going activity.

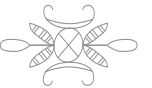
*Status: On-going*

- 4.2: Honor and promote our accomplishments.

*Status: On-going*

- 4.3: Create lesson plans on Oneida history and culture which will be made available to any school district.

*Status: On-going*





# LAND USE

**GOAL 1: Maintain a balance between the natural components of our land and the necessary economic developments of the past, present and future. We will maintain our lands for the specific and intended uses within our goals and objectives, as a sovereign Nation, by keeping the Oneida Reservation successful in maintaining its rural character, while continuing to provide a solid economic foundation.**

*Status: On-going*

## **Objectives**

1.1: Future plans and land uses will be done in harmony with nature so as to maintain Oneida's history, culture and rural character of the community.

*Status: On-going*

1.2: Development will not be allowed to encroach on any steep slopes, wetlands, environmentally or culturally sensitive areas. Any land use plans will respect all natural conditions and restore any areas as necessary.

*Status: Pending*

1.3: Any land use, existing or proposed within the historic woodland areas, will consider the natural area first. The majority of the land will be maintained or restored to its natural condition.

*Status: Pending*

1.4: Define the Oneida Reservation by dividing it into areas that represent common features, functions and land values, in order to better implement proper management practices for the land and each land use.

*Status: Pending*

1.5: Develop and define land use and the designation of adequate space for each use that will meet the social, cultural, physical, economic and community needs of the Oneida People.

*Status: Pending*

1.6: Define land use in a way that will allow the Oneida Reservation to become a self sufficient and sustainable community.

*Status: Pending*



1.7: Zone lands to their appropriate uses. These uses will be agricultural, residential, environmentally significant and commercial/industrial. This will result in the protection of natural features, environmentally and culturally significant areas, water and waterways, soils, natural areas and wildlife areas and still allow for the development of Tribal infrastructure, housing and facilities to meet the needs of the Oneida People.

*Status: Pending*

1.8: The zoning of lands will consider the supportive services, such as the availability of utility infrastructure and transportation.

*Status: No activity*

1.9: Develop and use the existing or proposed design features and appearances that are compatible with the rural character, and cultural feelings of the community, thereby developing a recognizable unity throughout the Reservation.

*Status: No activity*

## **GOAL 2: Preserve suitable land areas for agriculture and associated land uses.**

*Status: On-going*

### **Objectives**

2.1: Recognizing that productive farmland and other agricultural lands are a major natural resource that should be protected and maintained.

*Status: On-going*

2.2: Recognizing the importance of agriculture in the community in terms of its economic and cultural impacts.

*Status: On-going*

2.3: Understanding that agriculture requires significant amounts of contiguous open space, in which to operate as an efficient and viable economic unit.

*Status: On-going*

2.4: Preserve the agricultural land base.

*Status: On-going*

2.5: Determining which farming practices are best suited for each parcel of land and each soil type.

*Status: On-going*

2.6: Develop a control document which records continuous use of all acreage by crop type, fertilization, hydrology and soil types.

*Status: No activity*



**GOAL 3: Recognize commercial development as an essential land use, require quality, aesthetically pleasing developments and provide opportunities for an amount of development adequate to serve the needs of the community.**

*Status: On-going*

**Objectives**

- 3.1: Have future business needs met by providing locations in and around existing locations, thereby, not being incompatible with other land uses, while still serving the clientele.

*Status: On-going*

- 3.2: Develop exterior building appearance standards which compliment the surrounding land features and are complimentary to other existing facilities or businesses.

*Status: No activity*

**GOAL 4: Recognize the importance that industry will have an economic impact on the utilization of this land, which also may provide a major return on investment.**

*Status: On-going*

**Objectives**

- 4.1: Locate industrial developments away from, or screen from the view of, other developments.

*Status: No activity*

- 4.2: Encourage development in the proper locations through use of zoning requirements.

*Status: Pending*

- 4.3: Create design criteria that will enhance the aesthetic quality, and make industrial developments an integral part of the community.

*Status: No activity*

- 4.4: Regulate the development and use of industrial property in order to make sure it is not harming the environment, the community, or its employees.

*Status: On-going*



**GOAL 5: Develop a “master plan” of each location, within which, institutional facilities are a part of the community.**

*Status: On-going*

**Objectives**

5.1: Utilize the available planning tools, such as area development plans, master site plans and community design standards for each new institutional facility.

*Status: Pending*

5.2: Aesthetically design institutions so they enhance the community and not overpower them.

*Status: No activity*

**GOAL 6: Provide opportunities and locations for quality housing for Tribal members that will not encroach on prime agricultural lands, environmentally or culturally significant areas, but will compliment existing residential sites and fully use all available services.**

*Status: On-going*

**Objectives**

6.1: Encourage future developments in the historic community patterns.

*Status: On-going*

6.2: Promote the grouping of new residential development through applicable codes and ordinances.

*Status: Pending*

6.3: Design and build housing sites in a close pattern, but allow for open and shared common space, parks, gardens and efficiency in design and the utilization of infrastructure.

*Status: On-going*

6.4: Encourage “in-fill” of existing sites and lots which are currently available within our existing housing sites.

*Status: On-going*

6.5: Foster a sense of history and community among the present and future residents of the Oneida Reservation.

*Status: No activity*

6.6: Develop exterior appearance standards that are designed to be compatible with the rural character of the area.

*Status: No activity*



**GOAL 7: Build a community which protects and enhances the Reservation area's natural environment. Natural resources are to be used constructively and based on the premise that conservation and development need not be mutually exclusive.**

*Status: On-going*

**Objectives**

7.1: Planning for growth so as to maintain the character of the rural community and its harmony with the environment.

*Status: On-going*

7.2: Preserve open space along the scenic vistas and environmentally significant areas.

*Status: On-going*

7.3: Develop land use patterns which support the continuation and preservation of the Duck Creek corridor, as well as other environmentally significant areas.

*Status: On-going*

7.4: Avoid development in areas that drain directly into a waterway.

*Status: On-going*

7.5: Avoid large concentrations of impervious surface.

*Status: On-going*

7.6: Capture all runoff from impervious surfaces, retained/detained and allowed to filtrate in a natural fashion.

*Status: On-going*

7.7: Restore natural hydric conditions.

*Status: On-going*

7.8: Encourage linking forested areas, thereby protecting the natural habitat of trees, plants and animals.

*Status: On-going*

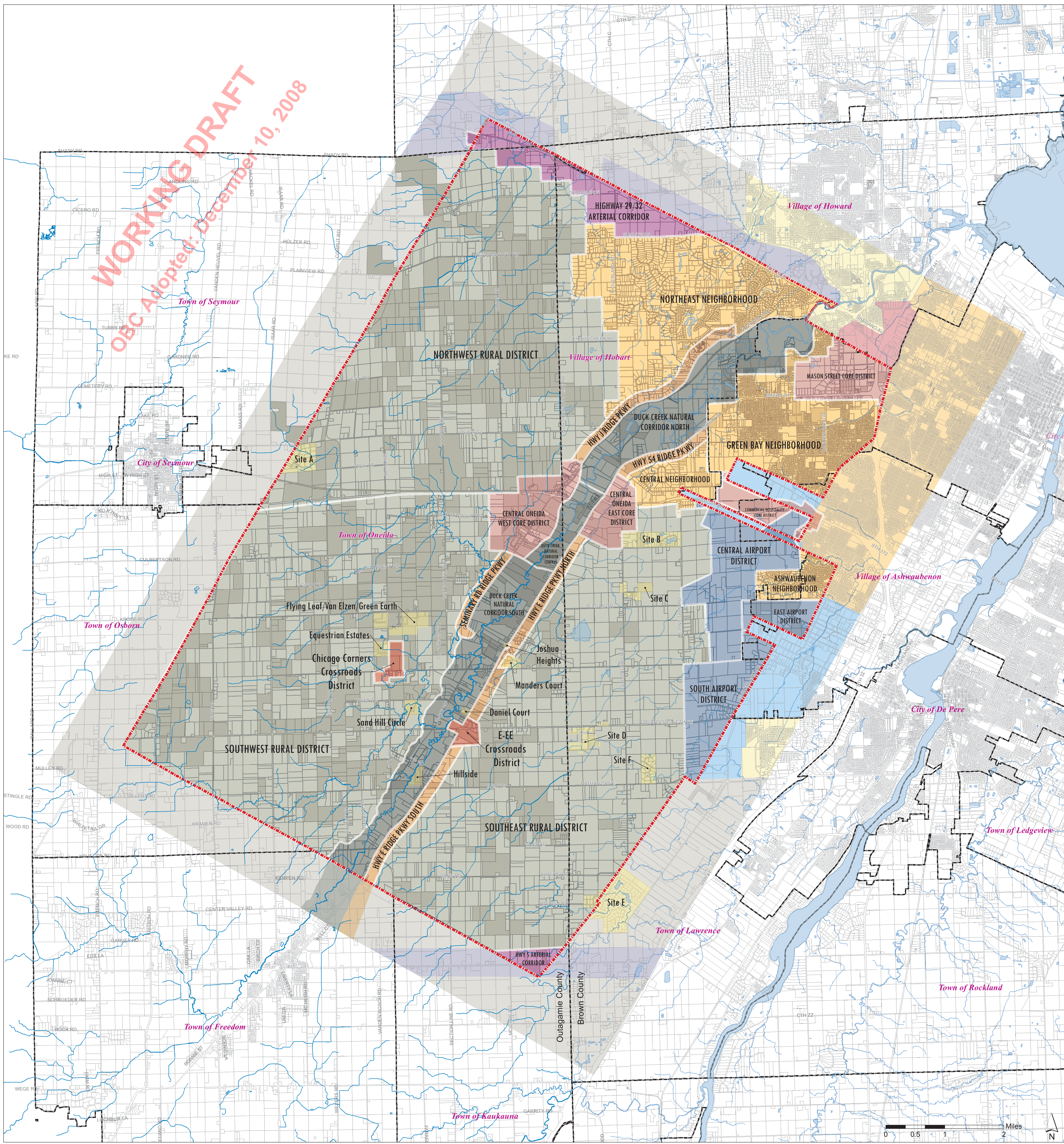
7.9: Develop proper site designing principles, and code designations that will allow interaction with nature and the built environment. Protect stream channels and riparian vegetation from unnecessary alteration or disturbance through the administration of best management practices and following the Oneida Natural Areas Plan.

*Status: On-going*





**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**



**Neighborhoods**

- Neighborhood
  - Green Bay
  - Ashwaubenon
  - Northeast
  - Central
- Rural Community
  - Daniel Court
  - Equestrian Estates
  - Flying Leaf
  - Green Earth
  - Joshua Heights
  - Manders Court
  - Sand Hill Circle
  - Van Elzen
  - Sites A-B-C-D-E-F

**Districts**

- Rural District
  - Northwest
  - Southwest
  - Southeast
- Core District
  - Central Oneida West
  - Central Oneida East
  - Mason Street
  - Commercial Hospitality
- Crossroads District
  - Chicago Corners
  - E-EE
- Airport District
  - Central
  - South
  - East

**Corridors**

- Ridge Parkway Corridor
  - Highway J
  - Highway 54
  - Seminary Road
  - Highway E North
  - Highway E South
- Arterial Corridor
  - Highway 29/32
  - Highway S
- Natural Corridor
  - Duck Creek North
  - Duck Creek Central
  - Duck Creek South

Tribal Lands





# LAND POLICY FRAMEWORK TABLE

Working Draft, OBC Adopted December 10, 2008

PLACE NAME	DESIRED COMMUNITY USES AND ACTIVITIES																																												
	RESIDENTIAL								COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL			ENVIRONMENTAL PRESERVATION & CONSERVATION															
	Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial	Retail	Office	Other	Small-Scale Industrial (any)	Large-Scale Industrial	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Large-Scale Institutional	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare	Museum	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture	Cultivation	Livestock	Forestry	Other	Habitat Restoration	Other

## NEIGHBORHOODS

Neighborhood	Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial	Retail	Office	Other	Small-Scale Industrial (any)	Large-Scale Industrial	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Large-Scale Institutional	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare	Museum	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture	Cultivation	Livestock	Forestry	Other	Habitat Restoration	Other
Green Bay	D	D	D	D	D	D	D	D	D	A	U	U			U	U	U	U			A	A	A	D	A	D	A	A	U	A	D	D	A	D	A	U	U	A			D				
Ashwaubenon	D	D	D	D	D	D	D	D	D	A	U	U			U	U	U	U			A	A	A	A	A	A	A	A	U	U	D	D	A	D	A	U	U	U			D				
Northeast	D	D	A	D	D	D	D	A		A	U	U			U	U	U	U			A	A	A	A	A	A	A	A	U	A	D	D	A	D	A	A	U	A			D				
Central	D	D	A	D	D	D	D	A		A	U	U			U	U	U	U			A	A	A	A	A	A	A	A	U	A	D	D	A	D	A	U	U	A			D				
<b>Rural Community</b>																																													
Daniel Court	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	U	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Equestrian Estates	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	A	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Flying Leaf	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	A	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Green Earth	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	U	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Joshua Heights	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	U	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Manders Court	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	U	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Sand Hill Circle	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	U	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
Van Elzen	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	A	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					
A-B-C-D-E-F	D	D	A	A	A	D	D	A		U	U	U			U	U	U	U			U	U	A	U	U	U	A	U	A	A	A	A	D	A	U	U	U			D					

## DISTRICTS

<b>Rural District</b>																																													
District	Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial	Retail	Office	Other	Small-Scale Industrial (any)	Large-Scale Industrial	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Large-Scale Institutional	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare	Museum	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture	Cultivation	Livestock	Forestry	Other	Habitat Restoration	Other
Northwest	A	A	U	U	U	A	A	U		U	U	U			U	U	U	U			U	U	U	U	U	U	U	D	D	D	A	U	D	A	A	A	D			D					
Southwest	A	A	U	U	U	A	A	U		U	U	U			U	U	U	U			U	U	U	U	U	U	U	D	D	D	D	U	D	A	D	D	D			D					
Southeast	A	A	U	U	U	A	A	U		U	U	U			U	U	U	U			U	U	U	U	U	U	U	D	D	D	D	U	D	A	D	D	D			D					
<b>Core District</b>																																													
Central Oneida West	D	D	D	D	D	D	D	D		D	U	U			A	U	A	U			D	D	D	D	D	D	D	U	A	D	D	D	D	A	U	U	U			D					
Central Oneida East	D	D	D	D	D	D	D	D		D	U	U			U	U	U	U			D	D	D	D	D	D	D	U	A	D	D	D	D	A	U	U	U			D					
Mason Street	U	U	U	U	U	U	U	D		D	D	D			D	D	D	U			A	U	U	A	A	A	A	U	U	A	U	U	D	U	U	U	U			U					
Commercial Hospitality	U	U	A	A	A	U	U	A		A	D	D			U	U	U	U			U	U	A	U	U	A	U	U	U	A	U	U	D	A	A	U	A			A					
<b>Crossroads District</b>																																													
Chicago Corners	D	D	D	D	D	D	D	D		D	U	U			U	U	U	U			A	D	D	A	A	A	A	U	A	D	A	A	D	A	U	U	U			D					
E-EE	D	D	D	D	D	D	D	D		D	U	U			U	U	U	U			A	A	A	A	A	A	A	U	A	D	A	A	D	A	U	U	U			D					
<b>Airport District</b>																																													
Central	U	U	U	U	U	U	U	U		U	U	U			D	D	D	U			A	U	U	U	U	U	U	U	U	U	U	D	A	A	U	A			D						
South	U	U	A	A	A	U	U	A		A	D	D			D	D	D	U			A	U	U	U	U	U	U	U	U	U	U	D	A	A	U	A			D						
East	U	U	A	A	A	U	U	A		D	D	D			D	D	D	U			A	U	U	U	U	U	U	U	U	U	U	D	A	A	U	A			D						

## CORRIDORS

<b>Ridge Parkway Corridor</b>																																													
Corridor	Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial	Retail	Office	Other	Small-Scale Industrial (any)	Large-Scale Industrial	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Large-Scale Institutional	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare	Museum	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture	Cultivation	Livestock	Forestry	Other	Habitat Restoration	Other
Highway J	A	A	U	U	U	A	A	U		A	U	U			U	U	U	U			U	U	U	U	U	U	A	U	A	A	A	A	D	A	A	U	A			D					
Highway 54	A	A	A	A	A	A	A	A		A	U	U			A	A	A	U			A	A	A	A	A	A	A	U	A	A	A	A	D	A	A	U	A			D					
Seminary Road	A	A	A	A	A	A	A	A		A	U	U			U	U	U	U			U	U	U	U	U	U	A	U	A	A	A	A	D	A	A	U	A			D					
Highway E North	A	A	U	U	U	A	A	U		U	U	U			U	U	U	U			U	U	U	U	U	U	A	U	A	A	A	A	D	A	A	U	A			D					
Highway E South	A	A	U	U	U	A	A	U		U	U	U			U	U	U	U			U	U	U	U	U	U	A	U	A	A	A	A	D	A	A	U	A			D					
<b>Arterial Corridor</b>																																													
Highway 29/32	U	U	A	A	A	U	U	A		D	D	D			A	A	A	U			A	A	A	A	A	A	A	U	A	A	A	A	D	A	A	A	A			D					
Highway S	U	U	A	A	A	U	U	A		D	D	D			A	A	A	U			A	A	A	A	A	A	A	U	A	A	A	A	D	A	A	A	A			D					
<b>Natural Corridor</b>																																													
Duck Creek North	U	U	U	U	U	U	U	U		U	U	U			U	U	U	U			U	U	U	U	U	U	U	A	D	D	D	A	D	A	A	U	A			D					
Duck Creek Central	U	U	U	U	U	U	U	U		U	U	U			U	U	U	U			A	U	U	U	A	U	U	U	U	D	D	D	A	D	A	A	U	A			D				
Duck Creek South	U	U	U	U	U	U	U	U		U	U	U			U	U	U	U			U	U	U	U	U	U	U	A	D	D	D	A	D	A	A	U	A			D					

**Key**  
 D = Desirable; these uses should be encouraged and support the desired character of the area.  
 A = Allowable; these uses are appropriate for the area, but may require additional consideration to fit the vision.  
 U = Undesirable; in general, these uses should not be encouraged, but may still be acceptable for the area under special circumstances.

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# LAND POLICY FRAMEWORK

## INTRODUCTION

### LAND POLICY FRAMEWORK: WHAT IT IS

The Land Policy Framework is:

- A “language” for expressing the vision for the many unique places within the Reservation.
- A framework for describing the desired future character of “places” on and around the Reservation, including a range of possible uses and/or activities.
- A customized tool to help create and/or preserve the unique character of the land.
- A flexible way to discuss many possible future uses for the land and respond to current projects and/or changing conditions.
- A comprehensive resource that organizes the important cultural, social, economic, environmental, physical, and political information about the land.

In short, the Land Policy Framework provides detailed information about the land and allows the Tribe to talk about: what types of uses should be encouraged; what uses need more careful consideration; the different types of places that make up the community; and how these places should look and feel in the years to come. It is a

tool designed to spark and organize discussion, while working with many of the Tribe’s more detailed analyses.

### LAND POLICY FRAMEWORK: WHAT IT IS NOT

The Land Policy Framework is not:

- A typical land use map, assigning a single acceptable future land use to parcels.
- A strict regulatory device that identifies specific permitted uses and standards for a particular parcel, as a zoning map and code would.
- A “one-size-fits-all” approach to planning, identifying one future use for one property and defining that use the same way throughout the Reservation.

### THE STRUCTURE OF THE LAND POLICY FRAMEWORK

The Land Policy Framework is made up of three components: a map, a table, and descriptive text. The purpose of each component and how it is used is described below.

### Land Policy Framework Map

The Land Policy Framework Map illustrates the Reservation as a series of “places.” The distinction of “places” recognizes that the Reservation is not one, homogenous area but a collection of several, integrated places. Each place has a unique cultural, social, economic, and/or natural character or a special identity within the Reservation.

The types of places on the Reservation are categorized into Neighborhoods, Districts, and Corridors.

- Neighborhoods are mainly residential in nature, but may contain a number of supporting uses and activities that serve the residents. Examples may include schools, parks, and/or small shops and restaurants.
- Districts generally focus on a special single use or purpose, such as agriculture, industrial, or commercial purposes, but may also contain a number of other uses and activities. For example, a shopping district may have primarily commercial uses with a few small-scale industrial uses mixed in.
- Corridors are linear edges and connectors of neighborhoods and





districts, such as roads, railways, rivers, or parkways.

The Land Policy Framework Map illustrates each of the Neighborhoods, Districts, and Corridors with soft boundary lines. In other words, the boundaries are intended to be an approximation of the place in order to facilitate discussion, not a hard-and-fast designation. Further, the areas identified on the map are not representative of a singular use but instead illustrate an area with some existing and/or future identifiable character.

As the Land Policy Framework evolves, the boundaries can be amended or places may be added/deleted to reflect the status of the Reservation. The process for changing the framework can be found in **Section 5: Implementation**.

#### **Land Policy Framework Table**

The Land Policy Framework Table identifies the desirable uses and activities for the various places within the Reservation. The designation of a use as Desirable, Allowable, or Undesirable within a particular place is intended to spark discussion about the project and its role in supporting the overall future vision for the area.

The designations are defined as follows:

- **Desirable** - These uses should be encouraged and support the desired character of the area.

- **Allowable** - These uses are appropriate for the area, but may require additional consideration to fit the vision.
- **Undesirable** - In general, these uses should not be encouraged, but may still be acceptable for the area under special circumstances.

The Land Policy Framework Table is organized with a list of the Neighborhoods, Districts, and Corridors along the side and possible future uses and activities along the top of the table. While the uses and activities are not exclusive, they do describe general ways of utilizing the land. Generalized types of uses include:

- Residential
- Commercial
- Industrial
- Institutional
- Recreational
- Agricultural
- Environmental Preservation & Conservation

Within these general uses, more detailed uses/activities are identified (example: Residential includes single-family, duplex, multi-unit apartment, etc.). These categories are tailored to the use of land within the Oneida Reservation. Where a unique type of use is not identified, the “Other” column can be utilized under the appropriate “Use” heading.

There are two other terms included in the “Desired Uses & Activities” columns that require explanation. The terms are “Small-Scale” and “Large-Scale” and they apply to the commercial, industrial, institutional, and agricultural uses. As a general rule of thumb, these terms can be defined as follows:

- **Small-Scale:** A building or use of a limited size and/or scope. These uses are typically less intense, requiring less land and blending into the surrounding area. Examples include a:
  - Small diner or coffee shop (Neighborhood Commercial)
  - Small auto-body shop (Industrial)
  - Neighborhood library (Institutional)
  - Community garden (Agricultural)
- **Large-Scale:** A mid- to large-format use or building. These uses are more intense, requiring more land and having a larger impact on the surrounding area. Examples include a:
  - Big-box grocery store, like Festival Foods (Retail)
  - Manufacturing plant (Industrial)
  - Hospital (Institutional)
  - Dairy farm (Agricultural)

These terms provide guidance without being restrictive. The definitions are intentionally subjective, as their relative meaning may change

based on their location within the reservation. For example, a rural small-scale use may be different than an urban small-scale use. Projects should be reviewed on a case-by-case basis, based on their location and a variety of other factors.

It is important to note that the Land Policy Framework Table identifies possible future uses, but it does not propose the discontinuation of existing uses. There are a wide variety of existing uses throughout the Reservation and these uses should not be discouraged. However, as uses become obsolete or change and future uses are proposed for the area, the Land Policy Framework Table should be utilized to guide the discussions.

As the Land Policy Framework evolves, the possible future uses/activities and their ratings within a particular place may be amended, added, or removed. The process for changing the framework can be found in **Section 5: Implementation**.

#### **Land Policy Framework Descriptive Text**

The Land Policy Framework Descriptive Text is a supplementary tool meant to provide greater insight and detail. While the Map and Table provide the basic information about a particular Neighborhood, District, or Corridor, they serve as more of a quick-reference guide and are not able to provide in-depth descriptions or examples. The Descriptive Text serves this purpose.

Each Neighborhood, District, and Corridor identified within the Land Policy Framework has a sub-section within the Descriptive Text. This

sub-section illustrates the desired character and future vision for an area, painting a picture with detailed character descriptions and image examples.

In addition to providing a narrative description of the vision and desired character for the area, the Descriptive Text also serves as an information resource with information regarding existing conditions, significant features, related planning efforts, policies and regulations, and other important considerations. Proposed action steps for the Neighborhood, District, and Corridor are also included.

As with the other Land Policy Framework components, the Descriptive Text may be amended or sections may be added or deleted to reflect changing conditions or amendments to the Map and/or Table. The process for changing the framework can be found in **Section 5: Implementation**.

#### **HOW DOES THE LAND POLICY FRAMEWORK WORK?**

The Land Policy Framework can be used in many different ways to answer a variety of different questions. The following examples illustrate how the Land Policy Framework can be used in a question/response format.

#### **Question 1**

***I want to build a hot dog stand. Where would a desirable location be within the Reservation?***

#### ***Response 1***

*Someone could answer this question using the following steps:*

- Step 1: The person must decide how big their hot dog stand will be. In this example, it is a small-scale hot dog stand with no indoor seating.
- Step 2: Go to the **Table** and find the “Desired Use & Activity” column that would generally fit the idea of a small hot dog stand. In this example, a small hot dog stand is a “Small-Scale Neighborhood Commercial” use.
- Step 3: Go down the “Small-Scale Neighborhood Commercial” column to identify locations where a hot dog stand would be “Desirable,” “Acceptable,” or “Undesirable” (refer to definitions on previous page). Six “Districts” identify “Small-Scale Neighborhood Commercial” as a desirable use.
- Step 4: Use the Map to identify where the six “Districts” are located. In this example, the person looks at the map and decides he most interested in **Central Oneida East Core District** because it is close to his home.
- Step 5: After deciding to explore the **Central Oneida East Core District**, the person turns to the Descriptive Text for







more detailed information about the area. The text describes the desired character for the District and also identifies additional considerations, regulations, and planning efforts to review. The person reviews this information and contacts the Planning Department to proceed with the project proposal process.

### **Question 2**

***A Tribal member goes to the Land Commission with a development proposal. The member would like to build a family restaurant in the Chicago Corners Crossroads District. How does this proposal fit within the Land Policy Framework?***

#### **Response 2**

*The Land Commission could answer this question using the following steps:*

- Step 1: To begin the review process, the Land Commission will need to know how big the family restaurant would be. In this example, the proposal is for a restaurant with approximately 30 to 40 tables.
- Step 2: Go to the **Table** and find the “Desired Use & Activity” column that describes the proposed type of restaurant. In this example, the Commission feels the proposed restaurant is best described as a “Retail” use in the “Large-Scale Commercial” category.

- Step 3: The Land Commission finds the cell in the “Retail” column that applies to the **Chicago Corners Crossroads District**. The cell identifies a large-scale commercial retail use as “Undesirable” in this location.
- Step 4: An “Undesirable” designation signals to the Land Commission that this scale of restaurant in the Chicago Corners area may not be appropriate, but does not rule it out completely. The Commission continues to review the desired character (Descriptive Text) and project proposal in greater detail to determine if there are unique circumstances or additional conditions for the project.
- Step 5: After reviewing the Descriptive Text, the Land Commission recommends preliminary approval of the restaurant proposal based on additional requirements. This means that the concept is considered appropriate for the Chicago Corners Crossroads District under special conditions. The proposal would then be sent through the more detailed project review process, including analysis by the Land Use Technical Unit (LUTU). Alternatively, the Land Commission could recommend the Tribal member consider an area of the Reservation where a large-scale commercial retail use is identified as “Desirable.”

### **Question 3**

***I live in the southwestern part of the reservation - how can I learn about the Tribe’s vision for this area?***

#### **Response 3**

*Someone could use the Land Policy Framework to answer this question by taking the following steps:*

- Step 1: Use the **Land Policy Framework Map** to identify which Neighborhood, District, or Corridor the property is in. In this example, the person’s home is located in the Southwest Rural District.
- Step 2: Go to the **Table** and review the “Desirable,” “Acceptable,” and “Undesirable” uses and activities for the **Southwest Rural District**. In this example, the general long-term vision for the Southwest Rural District emphasizes agricultural and recreational uses and activities with some residential uses.
- Step 3: Read the Descriptive Text to learn more about the desired character for the Southwest Rural District. Information about additional considerations, applicable regulations, and other plans for the District are also included.
- Step 4: If there are questions, contact the Planning Department for additional information.



## HOW WILL THE TRIBE USE THE LAND POLICY FRAMEWORK BE USED?

As a community, the Tribe will be able to use the Land Policy Framework to further the long-term vision for the reservation. The following bullets identify some of the ways the Land Policy Framework may be used by the Tribe:

- Tribal leaders, policy makers, staff, community members, and others will use the Framework to discuss, record, and communicate the Tribe's vision for the future character of the land and the unique places in and around the Reservation.
- Tribal leaders, policy makers, and staff will use the Framework to guide future decisions about the preservation and development of land.
- The Framework will help communicate the Tribe's preferred locations for new and proposed land uses and activities.
- The Framework will coordinate with existing detailed technical evaluations (ex: LUTU) regarding appropriate sites for proposed uses and activities.
- The Framework will help communicate the Tribe's vision for the preferred character of the land to surrounding municipalities.

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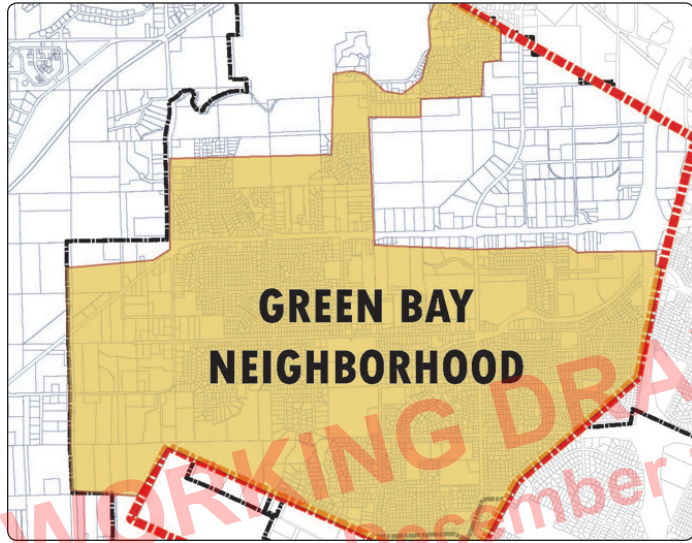
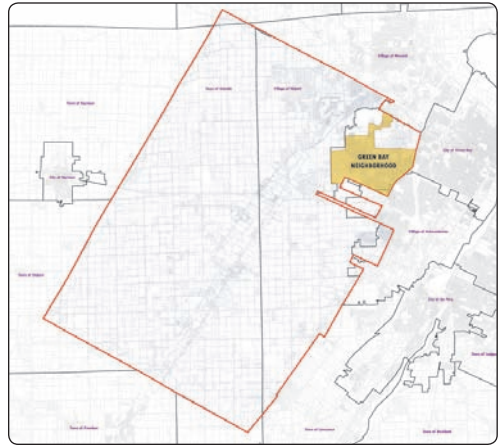




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# LAND POLICY FRAMEWORK

## GREEN BAY NEIGHBORHOOD



### VISION

To be determined.

A statement describing the Green Bay Neighborhood as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

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#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - GREEN BAY NEIGHBORHOOD

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION										
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other
D	D	D	D	D	D	D	D		A	U	U		U	U	U	U		A	A	A	D	A	D	A	A		U	A	D	D	A	D		A	U	U	A			D	





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**DESIRED CHARACTER**

**History & Culture**

- To be determined

**Uses & Activities**

- Development and redevelopment should follow Traditional Neighborhood patterns. Neighborhoods should consist of a mix of housing types on urban lots (1/4 acres or less, on average) with proximity to small-scale, neighborhood retail and a diversity of services, including health, education, and social services.
- The primary corridors should support small-scale neighborhood commercial, services, and mixed-use developments with clear linkages into the surrounding residential neighborhoods.
- Development opportunities will primarily consist of rehabilitation, redevelopment, and infill projects.

**Natural Environment & Amenities**

- There should be a variety of public open spaces including: larger community parks (athletic fields, large green spaces, etc) located near primary corridors; small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within the residential areas; public plazas located near primary corridors and neighborhood retail/service districts; and non-motorized recreation trails connecting residential

areas to parks, commercial districts, and services.

- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors, including street trees, landscaping features, pedestrian-scale lighting, benches or other gathering places.
- Mature street trees should be an important feature of residential streets.

**Infrastructure**

- The Green Bay Neighborhood should be served by sewer and water services with an emphasis on sustainable best management practices.
- Development and redevelopment should follow the existing grid street and block pattern, supporting connectivity and a clear street hierarchy between primary corridors and local streets.
- Connectivity between neighborhoods and supporting retail/services should be emphasized. This would be achieved through maintenance of existing sidewalks and clearly marked crosswalks at the intersections. The expansion of

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the existing sidewalk network should be encouraged as redevelopment occurs. Non-motorized recreational trails could also be used to increase pedestrian access throughout the area.

- Regular transit service should connect residential areas to local and regional services, while also reducing vehicle dependence and providing alternative modes of transportation.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Green Bay Neighborhood has water and sewer utility service.

The following projects have been identified as CIP Projects within the Green Bay Neighborhood:

- To be determined.

**REGULATIONS**

Recommended zoning for the Green Bay Neighborhood may include:

- To be determined

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- Where applicable, equivalent Green Bay zoning districts should also be reviewed.

### **POLICIES FOR LAND TENURE**

To be determined.

### **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Green Bay Neighborhood and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Green Bay Smart Growth 2022 (2003)
- Brown County Comprehensive Plan (2004)

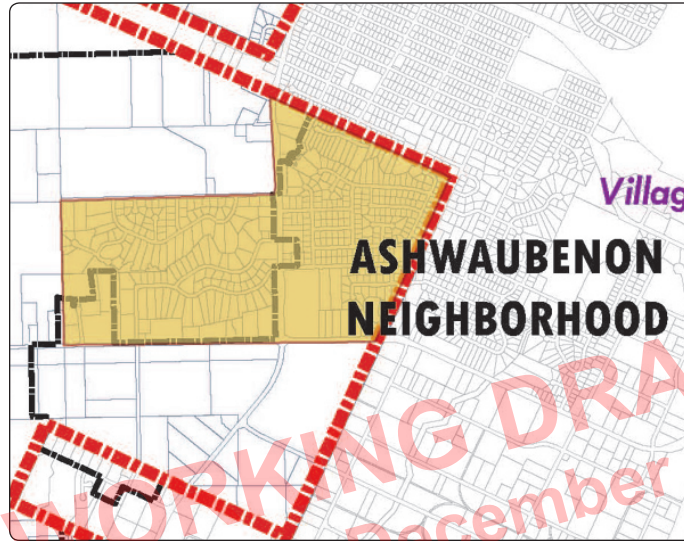
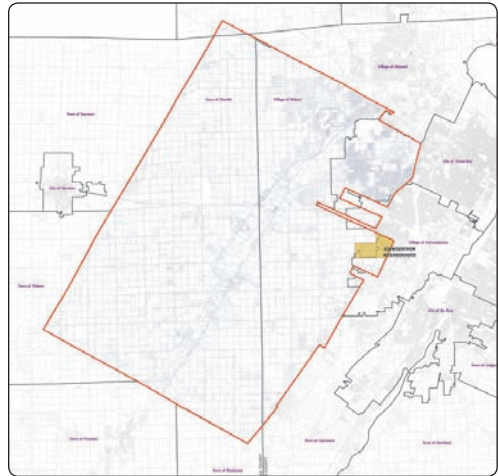
### **ACTION STEPS**

- Develop a detailed area plan for the Green Bay Neighborhood
- To be determined

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# LAND POLICY FRAMEWORK

## ASHWAUBENON NEIGHBORHOOD



### VISION

To be determined.

A statement describing the Ashwaubenon Neighborhood as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - ASHWAUBENON NEIGHBORHOOD

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL					ENVIRONMENTAL PRESERVATION & CONSERVATION											
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture						Habitat Restoration	Other	
D	D	D	D	D	D	D	D		A	U	U		U	U	U	U		A	A	A	A	A	A	A	A		U	U	D	D	A	D		A	U	U	U					D	







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should follow existing suburban patterns. Residential neighborhoods should primarily consist of single-family homes on suburban lots, ranging from 1/4 to 1/2 acres on average.
- The primary corridors should support small-scale neighborhood commercial, services, and mixed-use developments with residential or office units above retail. There should be clear linkages into the surrounding residential neighborhoods, including sidewalks or recreation trails along the primary corridors.
- Development opportunities will primarily consist of rehabilitation, redevelopment, and infill projects.

### *Natural Environment & Amenities*

- As spaces allows, a variety of public open spaces could be considered for the Ashwaubenon Neighborhood including: small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within or adjacent to residential neighborhoods; public plazas located near primary corridors and neighborhood retail/service districts; and non-motorized recreation trails connecting

residential areas to parks, commercial districts, services, and employment centers.

- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors, including street trees, landscaping features, pedestrian-scale lighting, benches or other gathering places.
- Mature trees and other natural landscape features should be an important part of residential neighborhoods. Existing features should be maintained and incorporated into development/redevelopment whenever possible.

### *Infrastructure*

- The Ashwaubenon Neighborhood should be served by sewer and water utility services with an emphasis on sustainable best management practices.
- Development and redevelopment should follow the existing street and block patterns with an emphasis on connectivity and a clear street hierarchy between primary corridors and local streets.

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- Connectivity between neighborhoods and supporting retail/services should be emphasized. This would be achieved through maintenance of existing sidewalks and clearly marked crosswalks at the intersections. The expansion of the existing sidewalk network should be encouraged as redevelopment occurs. Non-motorized recreation trails could also be used to increase pedestrian access throughout the area.
- Regular transit service should connect residential areas to local and regional services, while also reducing vehicle dependence and providing alternative modes of transportation.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Ashwaubenon Neighborhood has water and sewer utility service.

The following projects have been identified as CIP Projects within the Ashwaubenon Neighborhood:

- To be determined.

**REGULATIONS**

Recommended zoning for the Ashwaubenon Neighborhood may include:

- To be determined

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- Where applicable, equivalent Village of Ashwaubenon zoning districts should also be reviewed.

### **POLICIES FOR LAND TENURE**

To be determined.

### **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Ashwaubenon Neighborhood and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Ashwaubenon Comprehensive Smart Growth Plan (2003)
- Brown County Comprehensive Plan (2004)

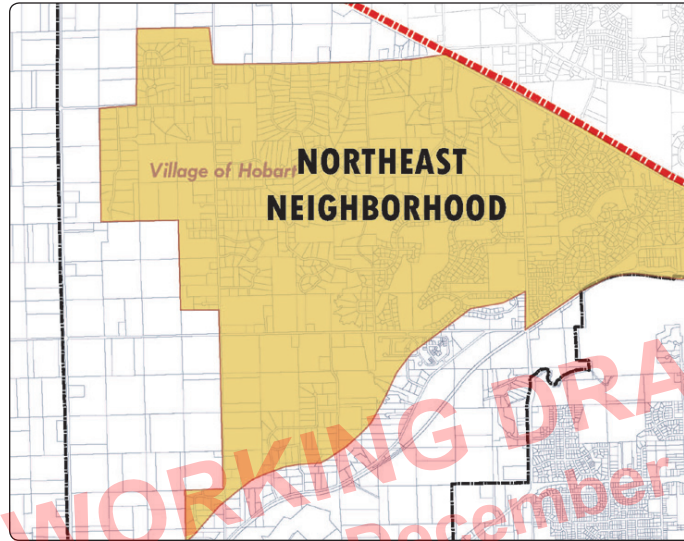
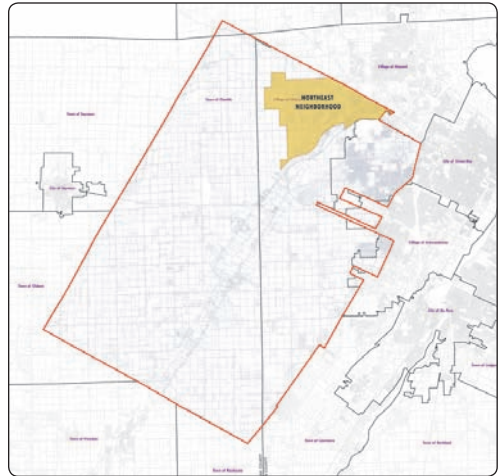
### **ACTION STEPS**

- Develop a detailed area plan for the Ashwaubenon Neighborhood
- To be determined

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# LAND POLICY FRAMEWORK

## NORTHEAST NEIGHBORHOOD



### VISION

To be determined.

A statement describing the Northeast Neighborhood as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

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#### Key

- D - Desirable
- A - Allowable, subject to detailed evaluation
- U - Undesirable, except under extraordinary circumstances
- TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - NORTHEAST NEIGHBORHOOD

RESIDENTIAL										COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION												
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other		Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other		
D	D	A	D	D	D	D	A			A	U	U		U	U	U	U		A	A	A	A	A	A	A	A		U	A	D	D	A	D			A	A	U	A				D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should follow suburban growth patterns with an emphasis on the preservation of natural features and resources. Examples may include conservation-type residential subdivisions or clustered commercial nodes along primary corridors.
- New residential developments should allow for a variety of housing unit types and should consider the context of the site and be designed to enhance the character of the natural and physical environment.
- On average, residential lot sizes should range from 1/2 to 1 acre.
- Small-scale commercial developments should be located along primary corridors and mainly serve the surrounding neighborhoods. Developments should be clustered with shared parking lots and significant landscaping. Small-scale industrial developments may also be acceptable under these conditions.

## *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced throughout the Northeast Neighborhood, including along corridors and around development clusters. In preservation areas, non-motorized recreation trails may allow for community access.
- Environmental features should be preserved and, where appropriate, incorporated into developments whenever possible. Features include: trees, water ways, and topographical features.
- There should be a variety of public open spaces, including: larger community parks (athletic fields, large green spaces, etc) located near primary corridors; small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within or adjacent to residential neighborhoods; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary

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corridors, including sidewalks or paths, significant landscaping, pedestrian-scale lighting, benches or other gathering places.

**Infrastructure**

- The Northeast Neighborhood should be served by sewer and water utility services with an emphasis on sustainable best management practices.
- Development and redevelopment should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features and connectivity.
- Connectivity between neighborhoods and supporting retail/services should be emphasized. This would be achieved through the incorporation of sidewalks or paths along primary corridors and clearly marked crosswalks at the intersections. Non-motorized recreation trails could also be used to increase pedestrian access throughout the area.

**Significant Features**

Significant features within the Northeast Neighborhood include:

- Trout Creek

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Northeast Neighborhood has water and sewer utility service.

The following projects have been identified as CIP Projects within the Northeast Neighborhood:

- To be determined.

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## REGULATIONS

Recommended zoning for the Northeast Neighborhood may include:

- To be determined
- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Northeast Neighborhood and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

## ACTION STEPS

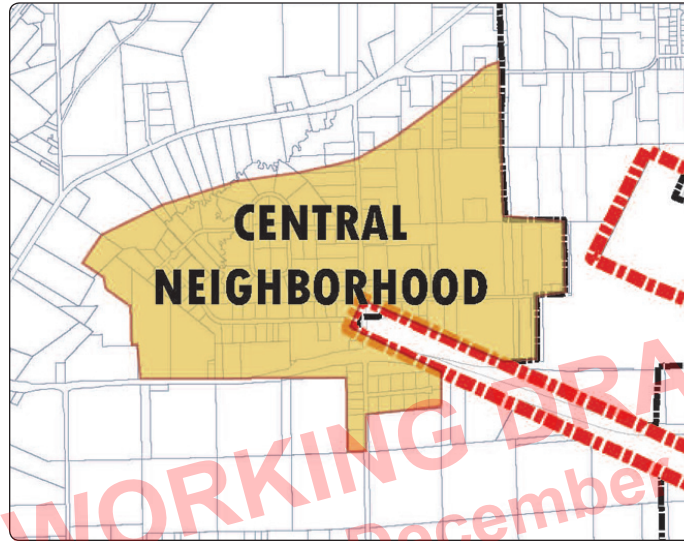
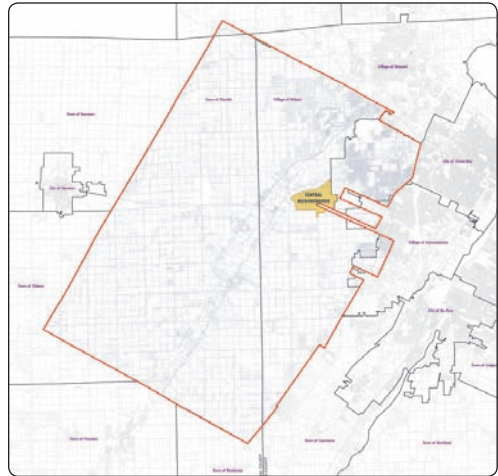
- Develop a detailed area plan for the Northeast Neighborhood
- To be determined

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# LAND POLICY FRAMEWORK

## CENTRAL NEIGHBORHOOD



### VISION

To be determined.

A statement describing the Central Neighborhood as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

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#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - CENTRAL NEIGHBORHOOD

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION										
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other
D	D	A	D	D	D	D	A		A	U	U		U	U	U	U		A	A	A	A	A	A	A	A		U	A	D	D	A	D		A	U	U	A			D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should follow suburban growth patterns with an emphasis on the preservation of natural features and resources. Examples may include conservation-type residential subdivisions or clustered commercial nodes along primary corridors.
- New residential developments should allow for a variety of housing unit types and should consider the context of the site and be designed to enhance the character of the natural and physical environment.
- On average, residential lot sizes should range from 1/2 to 1 acre.
- Small-scale commercial developments should be located along primary corridors and mainly serve the surrounding neighborhoods. Developments should be clustered with shared parking lots and significant landscaping. Small-scale industrial developments may also be acceptable under these conditions.

## *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced throughout the Central Neighborhood, including along corridors and around development clusters. In preservation areas, non-motorized recreation trails may allow for community access.
- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- There should be a variety of public open spaces including: larger community parks (athletic fields, large green spaces, etc) located near primary corridors; small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within or adjacent to residential neighborhoods; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors, including sidewalks or paths,

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significant landscaping, pedestrian-scale lighting, benches or other gathering places.

**Infrastructure**

- The Central Neighborhood should be served by sewer and water utility services with an emphasis on sustainable best management practices.
- Development and redevelopment should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features and connectivity.
- Connectivity between neighborhoods and supporting retail/services should be emphasized. This would be achieved through the incorporation of sidewalks or paths along primary corridors and clearly marked crosswalks at the intersections. Non-motorized recreation trails could also be used to increase pedestrian access throughout the area.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Central Neighborhood has water and sewer utility service.

The following projects have been identified as CIP Projects within the Central Neighborhood:

- To be determined.

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## REGULATIONS

Recommended zoning for the Central Neighborhood may include:

- To be determined
- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Central Neighborhood and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

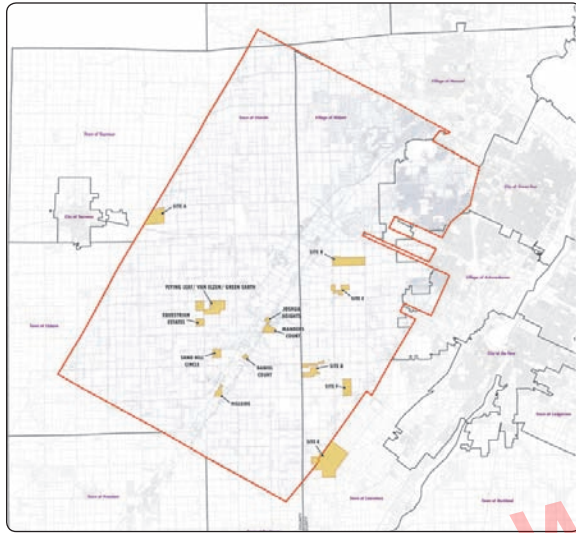
## ACTION STEPS

- Develop a detailed area plan for the Central Neighborhood
- To be determined

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**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

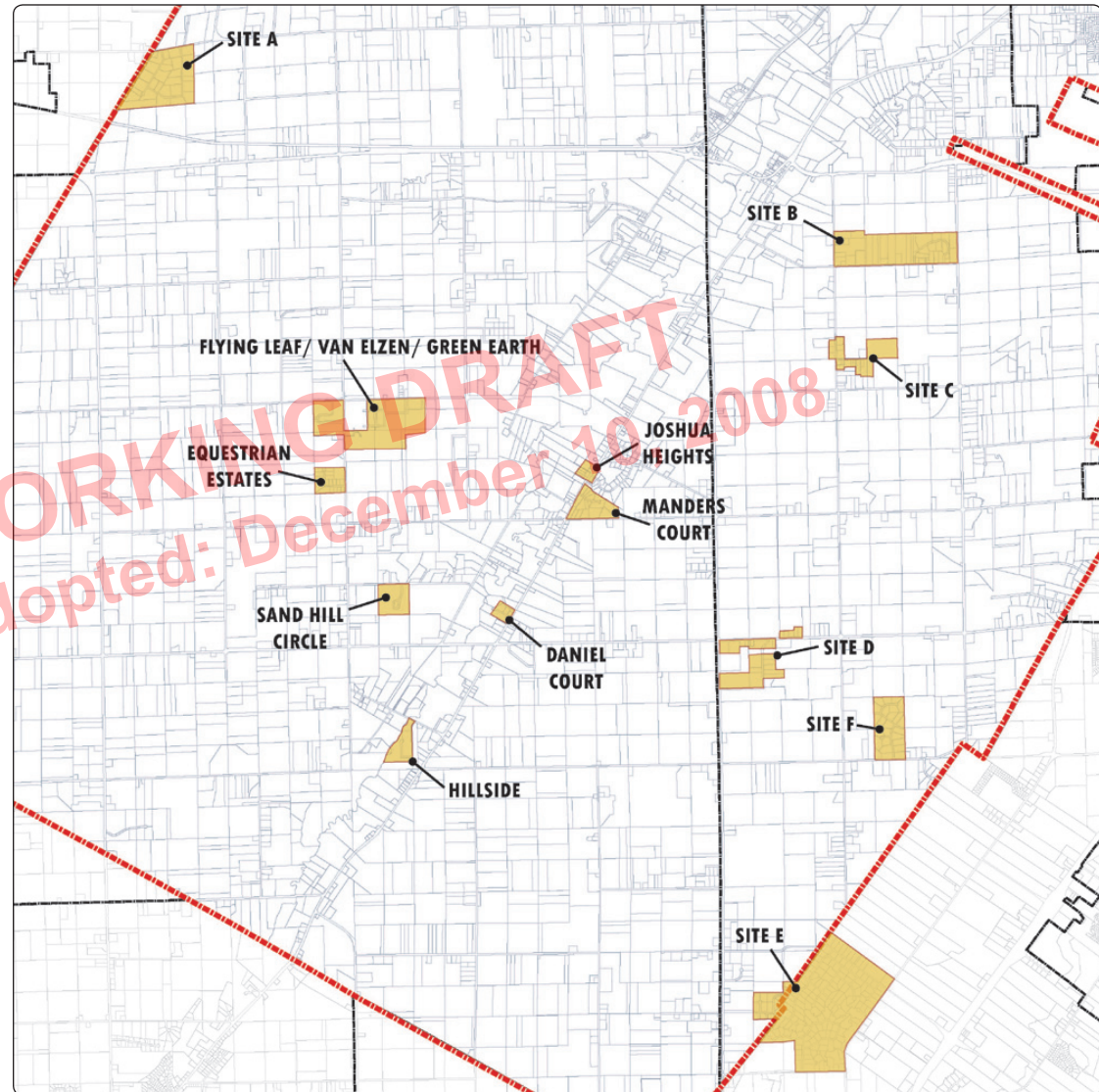
## RURAL COMMUNITIES



### VISION

To be determined.

A statement describing the Rural Communities as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).





**DESIRED COMMUNITY USES & ACTIVITIES - RURAL COMMUNITIES**

	RESIDENTIAL								COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION									
	Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial	Other	Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture	Cultivation	Livestock	Forestry	Other	Habitat Restoration
Rural Community - Daniel Court	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	U	U	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Equestrian Estates	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	A	A	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Flying Leaf	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	A	A	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Green Earth	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	U	A	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Joshua Heights	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	U	U	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Manders Court	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	U	U	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Sand Hill Circle	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	U	U	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - Van Elzen	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	A	A	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D
Rural Community - A-B-C-D-E-F	D	D	A	A	A	D	D	A		U	U	U		U	U	U	U		U	U	U	A	U	U	U	A		U	A	A	A	A	D		A	U	U	U		D

**Key**  
 D - Desirable  
 A - Allowable, subject to detailed evaluation  
 U - Undesirable, except under extraordinary circumstances  
 TBD - To Be Determined

## DESIRED CHARACTER

### History & Culture

- To be determined

### Uses & Activities

- Development should primarily be residential with an emphasis on the preservation of natural features and resources. Examples may include conservation-type residential subdivisions.
- New residential developments should allow for a variety of housing unit types and should consider the context of the site and be designed to enhance the character of the natural and physical environment.
- Small-scale institutional uses may be permitted and should be located along primary corridors and mainly serve the immediate neighborhood and adjacent rural communities.
- Residential homes should be clustered with a gateway feature marking the entrance(s) to the rural neighborhood. Examples of gateway features may include significant landscaping or small-scale monument signage.

## Natural Environment & Amenities

- Viewsheds and scenic vistas should be preserved and enhanced throughout the Rural Communities, including at neighborhood entryways and within the neighborhood development. In preservation areas, non-motorized recreation trails may allow for community access.
- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- A variety of public open spaces may be incorporated into Rural Communities including small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within or adjacent to residential neighborhoods; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

## RESERVED FOR FUTURE IMAGES





**Infrastructure**

- Rural Communities may be served by sewer and water utility services with an emphasis on sustainable best management practices. Alternately, residential developments could utilize cluster septic systems.
- Development and redevelopment should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features and connectivity.
- Connectivity between neighborhoods and supporting retail/services should be emphasized. This would be achieved through the incorporation of sidewalks or paths along primary corridors. Non-motorized recreation trails could also be used to increase pedestrian access throughout the area.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

Some, but not all, of the Rural Communities have sewer and water utility services.

The following projects have been identified as CIP Projects within the Rural Communities:

- To be determined.

**REGULATIONS**

Recommended zoning for the Rural Communities may include:

- To be determined
- Where applicable, equivalent Brown County, Outagamie County, or Village of Hobart zoning districts should also be reviewed.

**POLICIES FOR LAND TENURE**

To be determined.

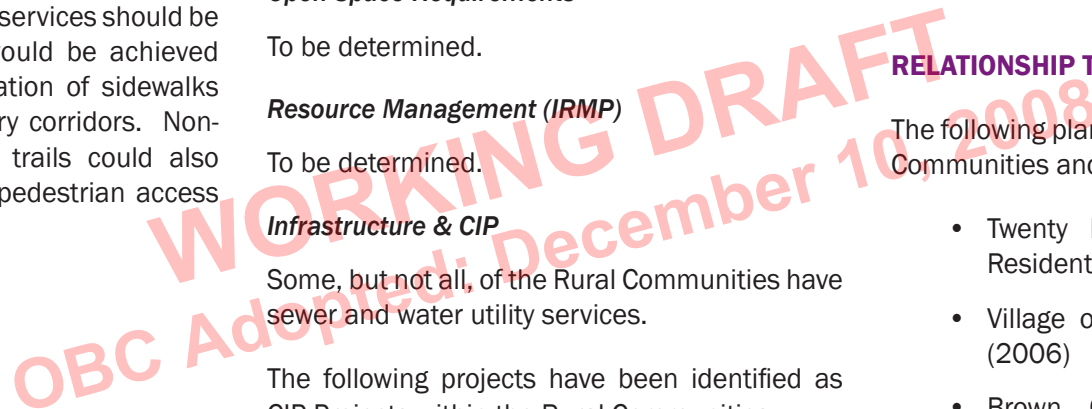
**RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Rural Communities and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)
- Outagamie County Comprehensive Plan (2007)

**ACTION STEPS**

- Develop detailed area plans for the Rural Communities, as applicable
- To be determined









## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- While existing development in the Northwest Rural District is acceptable, future development and redevelopment opportunities should be very limited and follow rural growth patterns with an emphasis on the preservation of natural features and resources.
- Residential development should be limited and primarily focused on farmstead type units. Any new development must consider the context of the site, as well as the broader district, and be designed to enhance the character of the natural and physical environment. Residential units should not be developed within environmental corridors or preservation areas.
- On average, residential lots should be a minimum of 2 acres in size.
- Agriculturally-related forestry should be considered a desirable practice in the Northwest Rural District. Other agricultural uses may be permitted, as determined by soil and environmental conditions.

- With the exception of small farm-related sales, commercial and industrial development should not be permitted in the Northwest Rural District.

### *Natural Environment & Amenities*

- Environmental restoration and preservation areas (such as wetlands, woodlands, and prairies), wildlife corridors, and non-motorized recreation paths and nature trails should be the primary types of common open space in the Northwest Rural District. In conjunction with wildlife habitat restoration and corridors, areas for hunting and fishing should be established and conserved.
- Where there is development, viewsheds and scenic vistas should be preserved and enhanced. This should also be true along vehicular corridors.
- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

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### **Infrastructure**

- The Northwest Rural District should not be served by sewer and water utility services. Developments would need to maintain individual septic or cluster systems with an emphasis on sustainable best management practices.
- Development should be limited throughout the Northwest Rural District. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.
- The removal of certain road segments may be appropriate in order to maintain the integrity of environmental features and wildlife corridors

### **Significant Features**

- To be determined

### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### ***LUTU - Site constraints***

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### ***Open Space Requirements***

To be determined.

#### ***Resource Management (IRMP)***

To be determined.

#### ***Infrastructure & CIP***

The Northwest Rural District does not have sewer and water utility services.

The following projects have been identified as CIP Projects within the Northwest Rural District:

- To be determined.

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## **REGULATIONS**

Recommended zoning for the Northwest Rural District may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Northwest Rural District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Oneida Nation Farm Plan
- Outagamie County Comprehensive Plan (2007)

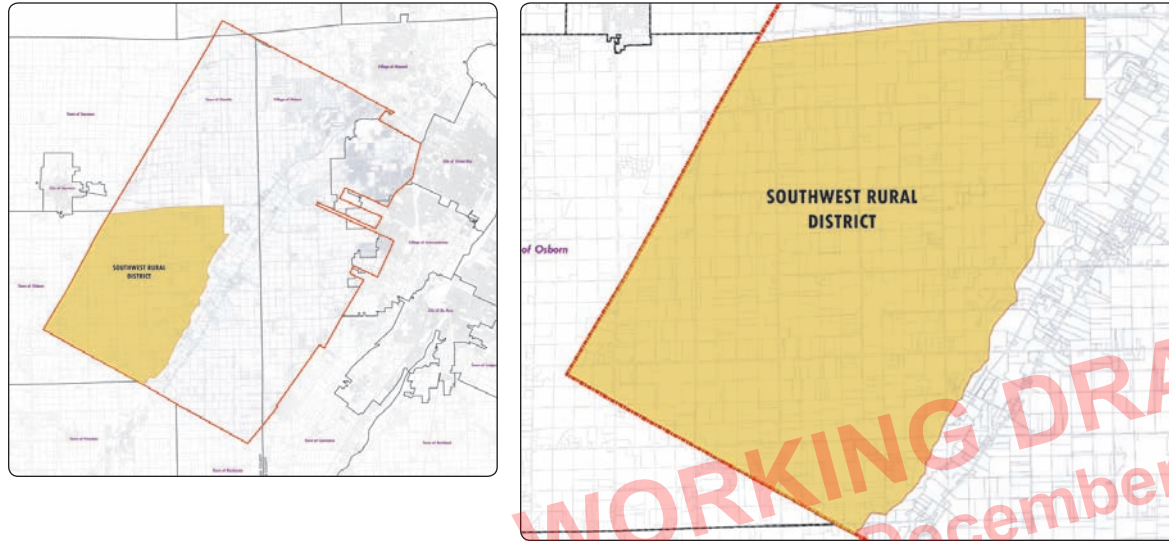
## **ACTION STEPS**

- Develop a detailed area plan for the Northwest Rural District
- To be determined

**WORKING DRAFT**  
**OCG Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## SOUTHWEST RURAL DISTRICT



### VISION

To be determined.

A statement describing the Southwest Rural District as the community wants it to be in the future. This statement is further described in the “Desired Character” section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - SOUTHWEST RURAL DISTRICT

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION												
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other		
A	A	U	U	U	A	A	U		U	U	U		U	U	U	U		U	U	U	U	U	U	U	U		D	D	D	D	U	D										D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should be limited and follow rural growth patterns with an emphasis on the preservation of natural features and resources.
- Residential development should be limited and primarily focused on farmstead type units. Any new development must consider the context of the site, as well as the broader district, and be designed to enhance the character of the natural and physical environment. Residential units should not be developed within environmental corridors or preservation areas.
- On average, residential lots should be a minimum of 2 acres in size.
- Agricultural uses should be encouraged as an important feature. Specifically, the consolidation of Oneida Farm operations should be supported in the Southwest Rural District.
- With the exception of small farm-related sales, commercial and industrial development should not be permitted in the Southwest Rural District.

### *Natural Environment & Amenities*

- Environmental restoration and preservation areas (such as wetlands, woodlands, and prairies), wildlife corridors, and non-motorized recreation paths and nature trails should be the primary types of common open space in the Southwest Rural District. In conjunction with wildlife habitat restoration and corridors, areas for hunting and fishing should be established and conserved.
- Productive agricultural land should be preserved and serve as another form of common open space.
- Where there is development, viewsheds and scenic vistas should be preserved and enhanced. This should also be true along vehicular corridors.
- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

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### **Infrastructure**

- The Southwest Rural District should not be served by sewer and water utility services. Developments would need to maintain individual septic or cluster systems with an emphasis on sustainable best management practices.
- Development should be limited throughout the Southwest Rural District. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.

### **Significant Features**

- To be determined

### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### ***LUTU - Site constraints***

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### ***Open Space Requirements***

To be determined.

#### ***Resource Management (IRMP)***

To be determined.

#### ***Infrastructure & CIP***

The Southwest Rural District does not have sewer and water utility services.

The following projects have been identified as CIP Projects within the Southwest Rural District:

- To be determined.

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## **REGULATIONS**

Recommended zoning for the Southwest Rural District may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Southwest Rural District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Oneida Nation Farm Plan
- Outagamie County Comprehensive Plan (2007)

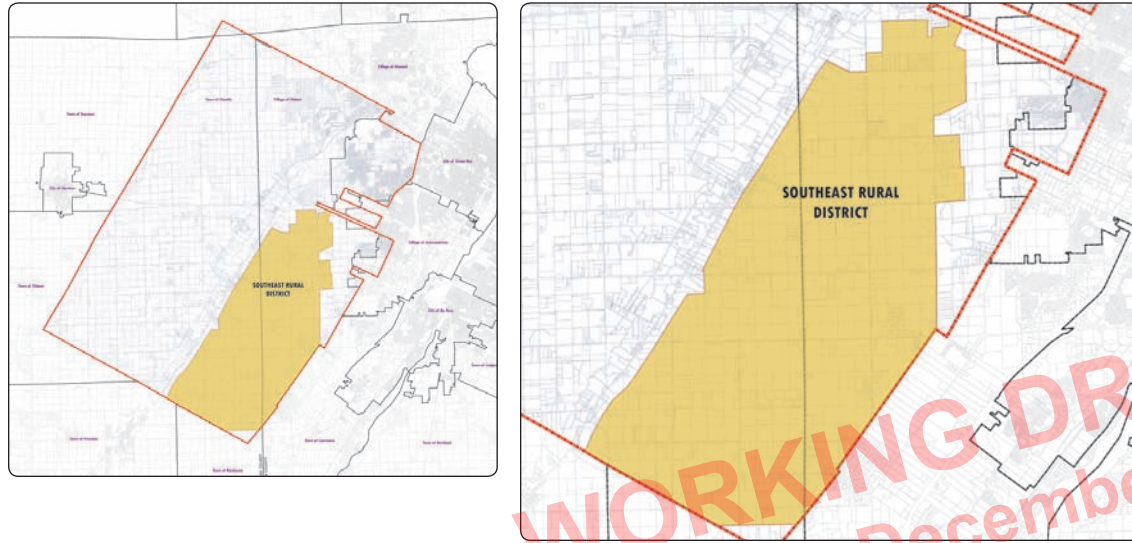
## **ACTION STEPS**

- Develop a detailed area plan for the Southwest Rural District
- To be determined

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**OCG Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## SOUTHEAST RURAL DISTRICT



### VISION

To be determined.

A statement describing the Southeast Rural District as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - SOUTHEAST RURAL DISTRICT

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL					ENVIRONMENTAL PRESERVATION & CONSERVATION												
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture						Habitat Restoration	Other		
A	A	U	U	U	A	A	U		U	U	U		U	U	U	U		U	U	U	U	U	U	U	U		D	D	D	D	U	D											D	







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should be limited and follow rural growth patterns with an emphasis on the preservation of natural features and resources.
- Residential development should be limited and primarily focused on farmstead type units. Any new development must consider the context of the site, as well as the broader district, and be designed to enhance the character of the natural and physical environment. Residential units should not be developed within environmental corridors or preservation areas.
- On average, residential lots should be a minimum of 2 acres in size.
- Agricultural uses should be encouraged as an important feature within the Southeast Rural District.
- With the exception of small farm-related sales, commercial and industrial development should not be permitted in the Southeast Rural District.

## *Natural Environment & Amenities*

- Environmental restoration and preservation areas (such as wetlands, woodlands, and prairies), wildlife corridors, and non-motorized recreation paths and nature trails should be the primary types of common open space in the Southeast Rural District. In conjunction with wildlife habitat restoration and corridors, areas for hunting and fishing should be established and conserved.
- Productive agricultural land should be preserved and serve as another form of common open space.
- Where there is development, viewsheds and scenic vistas should be preserved and enhanced. This should also be true along vehicular corridors.
- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

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### **Infrastructure**

- The Southeast Rural District should not be served by sewer and water utility services. Developments would need to maintain individual septic or cluster systems with an emphasis on sustainable best management practices.
- Development should be limited throughout the Southeast Rural District. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.

### **Significant Features**

- To be determined

### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### ***LUTU - Site constraints***

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### ***Open Space Requirements***

To be determined.

#### ***Resource Management (IRMP)***

To be determined.

#### ***Infrastructure & CIP***

The Southeast Rural District does not have sewer and water utility services.

The following projects have been identified as CIP Projects within the Southeast Rural District:

- To be determined.

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**OBC Adopted: December 10, 2008**





## REGULATIONS

Recommended zoning for the Southeast Rural District may include:

- To be determined
- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Southwest Rural District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Outagamie County Comprehensive Plan (2007)

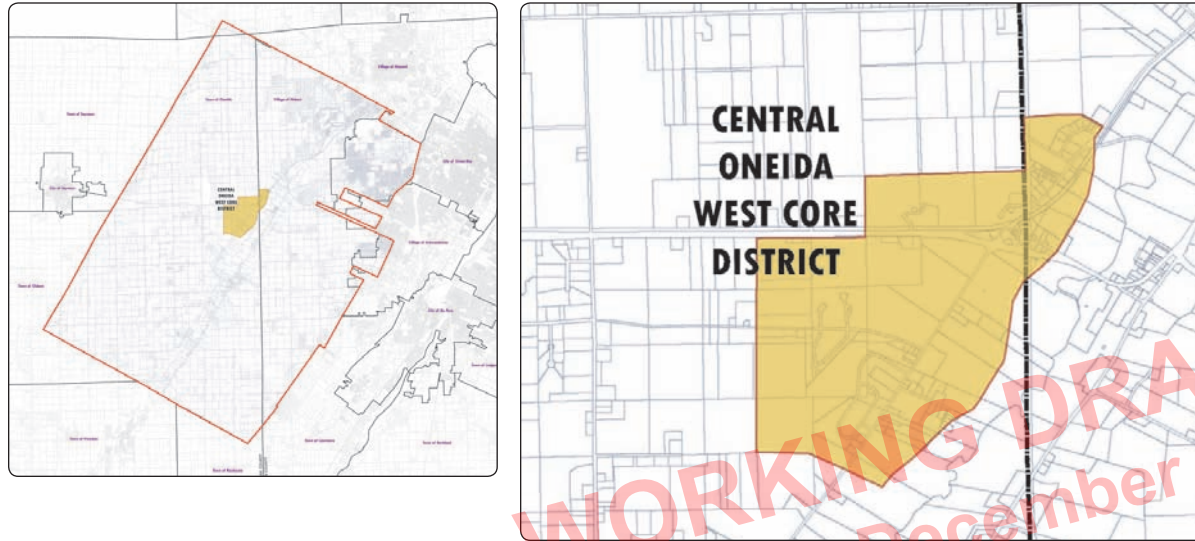
## ACTION STEPS

- Develop a detailed area plan for the Southwest Rural District
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## CENTRAL ONEIDA WEST CORE DISTRICT



### VISION

To be determined.

A statement describing the Central Oneida West Core District as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - CENTRAL ONEIDA WEST CORE DISTRICT

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL				AGRICULTURAL			ENVIRONMENTAL PRESERVATION & CONSERVATION							
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial		Small-Scale Industrial (any)	Large-Scale Industrial			Small-Scale Institutional (any)	Large-Scale Institutional					Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)		Large-Scale Place (park, athletic fields, etc)		Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture			Habitat Restoration	Other
								Retail		Office	Other		Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction		Other	Government Offices	Community Center	Health & Wellness	Library			Education/Daycare*	Museum*	Religious Institutions	Other					Cultivation	Livestock	Forestry		
D	D	D	D	D	D	D	D		D	U	U		A	U	A	U		D	D	D	D	D	D	D	D	D	D	D	D	D	D	D	D			





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should follow existing patterns. Neighborhoods should consist of a mix of housing types on a variety of lot sizes. For example, smaller lots (1/2 acres or less) may be located near primary corridors and near the core of the district, while larger lots (1 acre or less) may be sited towards the periphery of the Central Oneida West District.
- Central Oneida East and West should serve as the core district for the community. Community services should primarily be located within the district, such as educational facilities, main health care facilities, and community centers. The majority of government offices should also be sited in Central Oneida East and West.
- Along with community services, Central Oneida West Core District should provide small-scale commercial and mixed-use developments intended to serve the District's residents and employees.
- Industrial development should be unique to the Central Oneida West Core District and centered in the business park. There should be significant landscaping

features and integration of the district-wide pathway system.

- Residential and employment areas should be connected to commercial developments, community services, and other gathering sites by an integrated pathway and sidewalk system.

### *Natural Environment & Amenities*

- Within the Central Oneida West Core District there should be a variety of public open spaces including: a larger community-wide park located near a primary corridor; small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within the residential areas; public plazas located near primary corridors and neighborhood retail/service districts; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services. These spaces should be developed in conjunction with public spaces in the Central Oneida East District.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc. These features would be especially important where the Central Oneida Core Districts abut the Duck Creek Corridor.

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- The pedestrian streetscape should be an important feature of the primary corridors and pathway systems, including mature trees and landscaping features, pedestrian-scale lighting, benches or other gathering places.
- Mature street trees should be an important feature of residential streets.

**Significant Features**

- To be determined

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**Infrastructure**

- The Central Oneida West Core District should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development and redevelopment should emphasize a street and block pattern that respects the physical and environmental context of the site. Developments should support connectivity and a clear street hierarchy between primary corridors and local streets.
- Connectivity between neighborhoods, employment centers, and supporting retail/services should be emphasized. This would be achieved through an integrated pathway and sidewalk system with clearly marked crosswalks at the intersections. Pathways may include non-motorized recreation paths or natural trail systems.
- Transit services should connect residential areas to local and regional services, while also reducing vehicle dependence and providing alternative modes of transportation.

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 Adopted: December 10, 2008





### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### **LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### **Open Space Requirements**

To be determined.

#### **Resource Management (IRMP)**

To be determined.

#### **Infrastructure & CIP**

The Central Oneida West Core District has water and sewer utility service.

The following projects have been identified as CIP Projects within the Central Oneida West Core District:

- To be determined.

### **REGULATIONS**

Recommended zoning for the Central Oneida West Core District may include:

- To be determined

- Where applicable, equivalent Village of Hobart and Outagamie County zoning districts should also be reviewed.

### **POLICIES FOR LAND TENURE**

To be determined.

### **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Central Oneida West Core District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)
- Outagamie County Comprehensive Plan (2007)

### **ACTION STEPS**

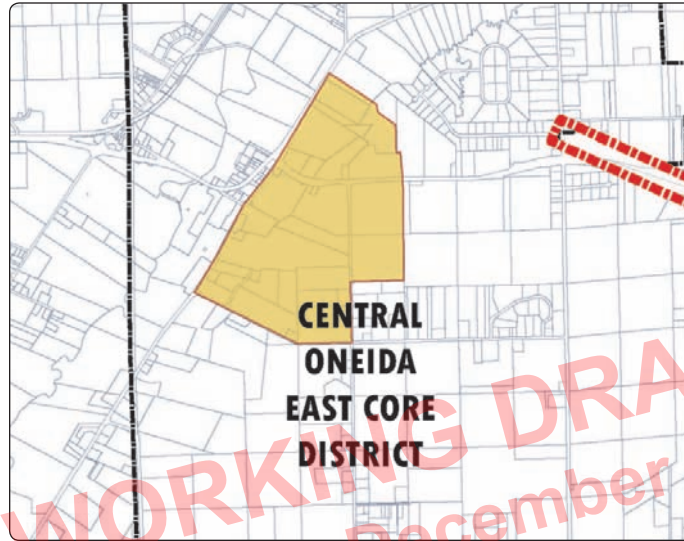
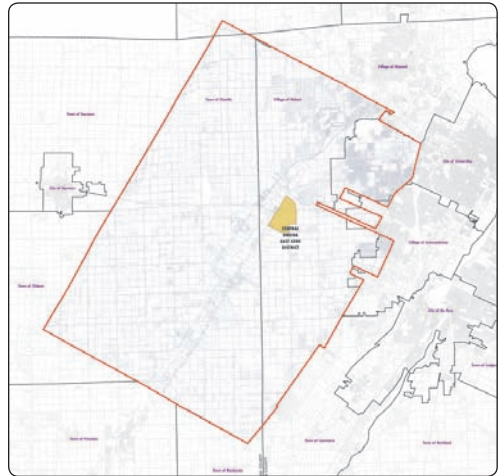
- Develop an integrated detailed area plan for the Central Oneida East and West Core Districts
- To be determined

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OBC Adopted: December 10, 2008



# LAND POLICY FRAMEWORK

## CENTRAL ONEIDA EAST CORE DISTRICT



### VISION

To be determined.

A statement describing the Central Oneida East Core District as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

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 CBC Adopted: December 10, 2008

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - CENTRAL ONEIDA EAST CORE DISTRICT

RESIDENTIAL										COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL					ENVIRONMENTAL PRESERVATION & CONSERVATION										
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other		Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture						Habitat Restoration	Other
D	D	D	D	D	D	D	D	D		D	U	U		U	U	U	U		D	D	D	D	D	D	D	D		U	A	D	D	D	D		A	U	U	U		D			





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- Development and redevelopment should follow existing patterns. Neighborhoods should consist of a mix of housing types on a variety of lot sizes. For example, smaller lots (1/2 acres or less) may be located near primary corridors and near the core of the district, while larger lots (1 acre or less) may be sited towards the periphery of the Central Oneida East District.
- Central Oneida East and West should serve as the core district for the community. Community services should primarily be located within the district, such as educational facilities, main health care facilities, and community centers. The majority of government offices should also be sited in Central Oneida East and West.
- Along with community services, Central Oneida East Core District should provide small-scale commercial and mixed-use developments intended to serve the District's residents and employees.

- Residential and employment areas should be connected to commercial developments, community services, and other gathering sites by an integrated pathway and sidewalk system.

### *Natural Environment & Amenities*

- Within the Central Oneida East District there should be a variety of public open spaces including: small-scale neighborhood parks (smaller green spaces, tot-lots, playgrounds, etc) located within the residential areas; public plazas located near primary corridors and neighborhood retail/service districts; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services. These spaces should be developed in conjunction with public spaces in the Central Oneida West District.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc. These features would be especially important where the Central Oneida Core Districts abut the Duck Creek Corridor.
- The pedestrian streetscape should be an important feature of the primary corridors and pathway systems, including mature trees and landscaping features,

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pedestrian-scale lighting, benches or other gathering places.

- Mature street trees should be an important feature of residential streets.

### **Infrastructure**

- The Central Oneida East Core District should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development and redevelopment should emphasize a street and block pattern that respects the physical and environmental context of the site. Developments should support connectivity and a clear street hierarchy between primary corridors and local streets.
- Connectivity between neighborhoods, employment centers, and supporting retail/services should be emphasized. This would be achieved through an integrated pathway and sidewalk system with clearly marked crosswalks at the intersections. Pathways may include non-motorized recreation paths or natural trail systems.
- Transit service should connect residential areas to local and regional services, while also reducing vehicle dependence and providing alternative modes of transportation.

### **Significant Features**

- To be determined

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### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### **LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### **Open Space Requirements**

To be determined.

#### **Resource Management (IRMP)**

To be determined.

#### **Infrastructure & CIP**

The Central Oneida East Core District has water and sewer utility service.

The following projects have been identified as CIP Projects within the Central Oneida East Core District:

- To be determined.

### **REGULATIONS**

Recommended zoning for the Central Oneida East Core District may include:

- To be determined

- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

### **POLICIES FOR LAND TENURE**

To be determined.

### **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Central Oneida East Core District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

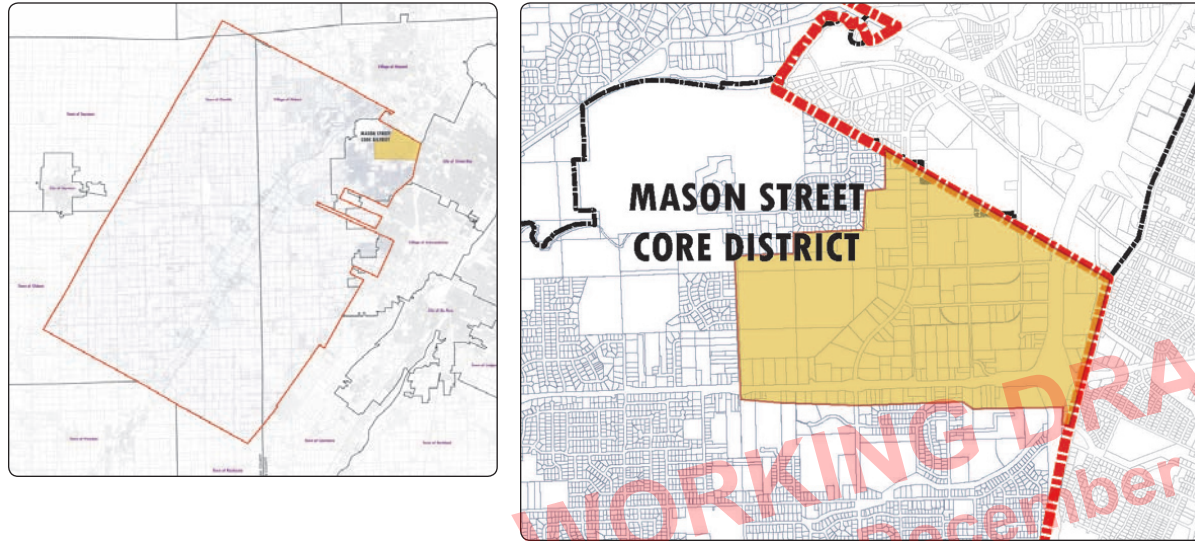
### **ACTION STEPS**

- Develop an integrated detailed area plan for the Central Oneida East and West Core Districts
- To be determined

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OBC Adopted: December 10, 2008

# LAND POLICY FRAMEWORK

## MASON STREET CORE DISTRICT



### VISION

To be determined.

A statement describing the Mason Street Core District as the community wants it to be in the future. This statement is further described in the “Desired Character” section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - MASON STREET CORE DISTRICT

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL							RECREATIONAL					AGRICULTURAL					ENVIRONMENTAL PRESERVATION & CONSERVATION								
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other
U	U	U*	U	U	U	U	U	D	D	D	D	D	D	D	D	U		A	U	U	A	A	A	A	A		U	U	A	U	U*	D		U	U	U	U			U	





**RESERVED FOR FUTURE IMAGES**

**DESIRED CHARACTER**

**History & Culture**

- To be determined

**Uses & Activities**

- The Mason Street Core District should primarily be composed of commercial, industrial, and institutional uses. Residential opportunities should be mainly limited to multi-unit apartments/condos incorporated into mixed-use developments.
- Development and redevelopment opportunities should serve a regional market with mid-to-large format buildings.
- Developments should be encouraged to build along the street edge with parking areas behind. Big-box buildings may be set back from the street when smaller liner buildings are developed along the street edge.
- Whenever possible, buildings should be sited around shared parking courts to minimize curb cuts along the primary corridors and emphasize pedestrian connectivity. Additionally, there should be an emphasis on landscaping within and adjacent to parking courts.
- Landscape screening should be encouraged along parking areas and where the Mason Street Core District is adjacent to less intensive uses.

- Residential and employment areas should be connected to the Mason Street Core District by an integrated pathway and sidewalk system.
- Development opportunities will primarily consist of rehabilitation, redevelopment, and infill projects.

**Natural Environment & Amenities**

- Public open spaces within the Mason Street Core District should be more urban in nature and may include: public plazas and gathering sites (landscaped or hardscaped); and non-motorized recreation paths connecting to residential and employment areas.
- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors and pathway systems, including mature trees and landscaping features, pedestrian-scale lighting, benches or other gathering places.

**Infrastructure**

- The Mason Street Core District should be served by sewer and water utilities with an emphasis on sustainable best management practices.

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- Vehicular access along the Mason Street corridor may be routed to controlled intersections
- Development and redevelopment should follow the existing grid street and block pattern, supporting connectivity and a clear street hierarchy between primary corridors and local streets.
- Connectivity between neighborhoods and supporting retail/services should be emphasized. This would be achieved through maintenance of existing sidewalks and clearly marked crosswalks at the intersections. The expansion of the existing sidewalk network should be encouraged as redevelopment occurs. Non-motorized recreation paths could also be used to increase pedestrian access throughout the area.
- Regular transit service should connect residential areas to local and regional services, while also reducing vehicle dependence and providing alternative modes of transportation.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Mason Street Core District has water and sewer utility service.

The following projects have been identified as CIP Projects within the Mason Street Core District:

- To be determined.

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 CBC Adopted: December 10, 2008





## REGULATIONS

Recommended zoning for the Mason Street Core District may include:

- To be determined
- Where applicable, equivalent City of Green Bay zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Mason Street Core District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Green Bay Smart Growth 2022 (2003)
- Brown County Comprehensive Plan (2004)

## ACTION STEPS

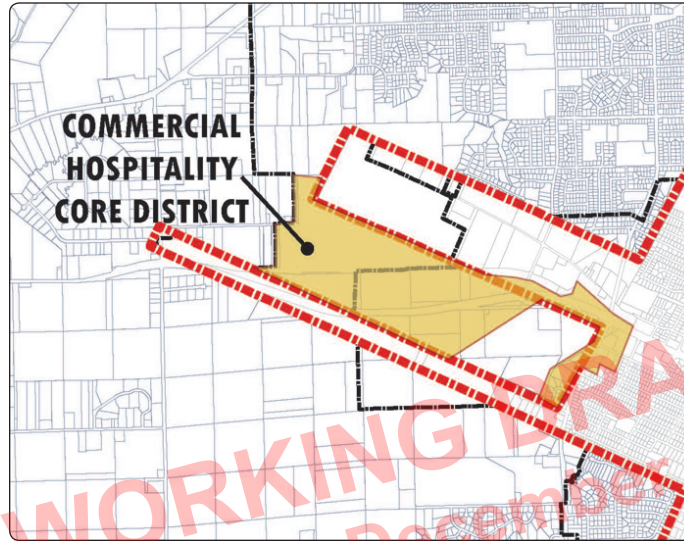
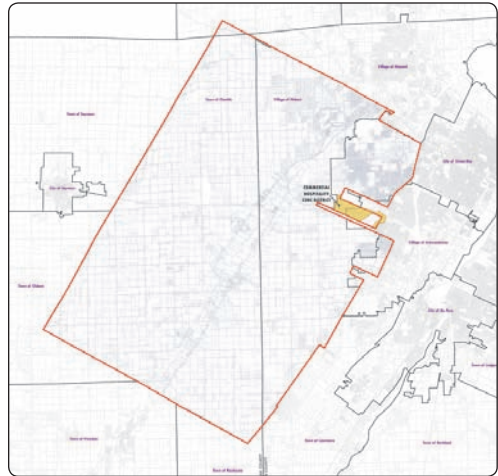
- Develop a detailed area plan for the Mason Street Core District
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**



# LAND POLICY FRAMEWORK

## COMMERCIAL HOSPITALITY CORE DISTRICT



### VISION

To be determined.

A statement describing the Commercial Hospitality Core District as the community wants it to be in the future. This statement is further described in the “Desired Character” section (below).

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 CBC Adopted: December 10, 2008

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - COMMERCIAL HOSPITALITY DISTRICT

RESIDENTIAL										COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION											
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other		Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other	
U	U	A	A	A	U	U	A			A	D	D		U	U	U	U		U	U	U	A	U	U	A	U		U	U	A	U	U	D			A	A	U	A			A	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The Commercial Hospitality District should primarily be composed of commercial, service and institutional uses with a focus on tourism and entertainment.
- Residential opportunities should be mainly limited to multi-unit apartments/condos incorporated into mixed-use developments and concentrated along Packerland Drive.
- Along Highway 172, development and redevelopment opportunities should serve a regional market with mid-to-large format buildings.
- Development and redevelopment along Packerland Drive should also target a regional market, but primarily be composed of small-to-mid format buildings.
- Developments along Packerland Drive should be encouraged to build along the street edge with parking areas behind or alongside the building.
- Whenever possible, buildings should be sited around shared parking courts to minimize curb cuts along the primary corridors and emphasize pedestrian connectivity. Additionally, there should

be an emphasis on landscaping within and adjacent to parking courts.

- Landscape screening should be encouraged along parking areas and where the Commercial Hospitality District is adjacent to less intensive uses. The scale and type of landscaping should be more significant along Highway 172 than Packerland Drive.
- Development opportunities will primarily consist of rehabilitation, redevelopment, and infill projects.

### *Natural Environment & Amenities*

- Public open spaces should be more urban in nature and may include: public plazas and gathering sites (landscaped or hardscaped); and non-motorized recreation paths connecting to residential and employment areas. Along Highway 172, public open spaces should be incorporated into individual development sites, as opposed to along the right-of-way.
- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of Packerland Drive and any pathway systems, including mature trees and landscaping features,

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pedestrian-scale lighting, benches or other gathering places.

**Infrastructure**

- The Commercial Hospitality District should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development along the Highway 172 corridor should primarily be concentrated around controlled intersections.
- Along Packerland Drive, development and redevelopment should follow the existing grid street and block pattern and support connectivity.
- Connectivity between neighborhoods and supporting retail/services should be emphasized along Packerland Drive. This would be achieved through maintenance of existing sidewalks and clearly marked crosswalks at the intersections. The expansion of the existing sidewalk network should be encouraged as redevelopment occurs. Non-motorized recreation paths could also be used to increase pedestrian access throughout the area.

**Significant Features**

Significant features within the Commercial Hospitality District include:

- Oneida Casino (Highway 172 corridor)
- Hotels, including the Radisson Hotel & Conference Center and Wingate by Wyndham (Highway 172 corridor)
- Services along Packerland Drive, including Bay Bank and several restaurants.

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## ADDITIONAL CONSIDERATIONS

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

### **LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

### **Open Space Requirements**

To be determined.

### **Resource Management (IRMP)**

To be determined.

### **Infrastructure & CIP**

The Commercial Hospitality District has water and sewer utility service.

The following projects have been identified as CIP Projects within the Commercial Hospitality District:

- To be determined.

## REGULATIONS

Recommended zoning for the Commercial Hospitality District may include:

- To be determined
- Where applicable, equivalent City of Green Bay zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Commercial Hospitality District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Green Bay Smart Growth 2022 (2003)
- Brown County Comprehensive Plan (2004)

## ACTION STEPS

- Develop a detailed area plan for the Commercial Hospitality District
- To be determined

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 OBC Adopted: December 10, 2008





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The Chicago Corners Crossroads District should serve as a small-scale development node, primarily serving the more rural areas of the Oneida Reservation.
- Neighborhood commercial and institutional uses should be located along the street edge at the intersection of the crossroads. Parking should be located behind or to the side of the buildings and lots should be shared whenever possible.
- Mixed-use buildings should be encouraged to locate within the crossroads district, providing the opportunity for multi-unit housing in a more rural setting.
- Adjacent residential areas should be linked to the Chicago Corners Crossroads District by an integrated pathway system, including non-motorized recreation paths and natural trails.

### *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced throughout the Chicago Corners Crossroads District, including along the corridors and around development clusters.

- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- A variety of public open spaces should be possible within the district including: a small-scale neighborhood park (smaller green spaces, tot-lots, playgrounds, etc); public plazas located near primary corridors and neighborhood retail/service districts; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors, including sidewalks or paths, significant landscaping, pedestrian-scale lighting, benches or other gathering places.

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### **Infrastructure**

- The Chicago Corners Crossroads District should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development and redevelopment should respect the physical and environmental context of the site.
- Connectivity between neighborhoods, and the crossroads district should be emphasized. This would be achieved through an integrated pathway and sidewalk system with clearly marked crosswalks at the intersections. Pathways may include non-motorized recreation paths or natural trail systems.

### **Significant Features**

- To be determined

### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### ***LUTU - Site constraints***

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### ***Open Space Requirements***

To be determined.

#### ***Resource Management (IRMP)***

To be determined.

#### ***Infrastructure & CIP***

The Chicago Corners Crossroads District has water and sewer utility service.

The following projects have been identified as CIP Projects within the Chicago Corners Crossroads District:

- To be determined.

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**OBC Adopted: December 10, 2008**





## REGULATIONS

Recommended zoning for the Chicago Corners Crossroads District may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Chicago Corners Crossroads District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Outagamie County Comprehensive Plan (2007)

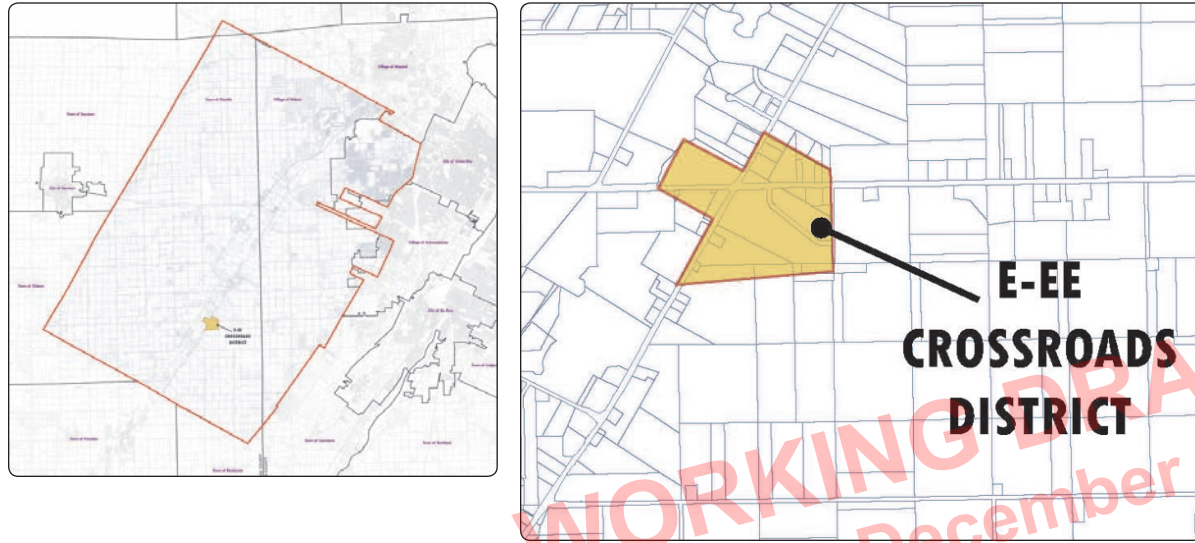
## ACTION STEPS

- Develop a detailed area plan for the Chicago Corners Crossroads District
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## E-EE CROSSROADS DISTRICT



### VISION

To be determined.

A statement describing the E-EE Crossroads District as the community wants it to be in the future. This statement is further described in the “Desired Character” section (below).

### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - E-EE CROSSROADS DISTRICT

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION	
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial		Small-Scale Industrial (any)	Large-Scale Industrial			Small-Scale Institutional (any)	Large-Scale Institutional					Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture			Habitat Restoration	Other
								Retail		Office	Other		Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction		Other	Government Offices	Community Center	Health & Wellness	Library							Education/Daycare*	Museum*	Religious Institutions		
D	D	D	D	D	D	D	D		D	U	U	U	U	U	U	A	A	A	A	A	A	A	A	D		A	U	U	U		D	







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The E-EE Crossroads District should serve as a small-scale development node, primarily serving the more rural areas of the Oneida Reservation.
- Neighborhood commercial and institutional uses should be located along the street edge at the intersection of the crossroads. Parking should be located behind or to the side of the buildings and lots should be shared whenever possible.
- Mixed-use buildings should be encouraged to locate within the crossroads district, providing the opportunity for multi-unit housing in a more rural setting.
- Adjacent residential areas should be linked to the E-EE Crossroads District by an integrated pathway system, including non-motorized recreation paths and natural trails.

### *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced throughout the E-EE Crossroads District, including along the corridors and around development clusters. This should be particularly

emphasized where the District abuts the Duck Creek Corridor.

- Environmental features should be preserved and incorporated into developments whenever possible. Features may include trees, water ways, topographical features.
- A variety of public open spaces should be possible within the district including: a small-scale neighborhood park (smaller green spaces, tot-lots, playgrounds, etc); public plazas located near primary corridors and neighborhood retail/service districts; and non-motorized recreation trails connecting residential areas to parks, commercial districts, and services.
- Stormwater management should be incorporated into development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors, including sidewalks or paths, significant landscaping, pedestrian-scale lighting, benches or other gathering places.

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### **Infrastructure**

- The E-EE Crossroads District should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development and redevelopment should respect the physical and environmental context of the site.
- Connectivity between neighborhoods, and the crossroads district should be emphasized. This would be achieved through an integrated pathway and sidewalk system with clearly marked crosswalks at the intersections. Pathways may include non-motorized recreation paths or natural trail systems.

### **Significant Features**

- To be determined

### **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

#### ***LUTU - Site constraints***

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

#### ***Open Space Requirements***

To be determined.

#### ***Resource Management (IRMP)***

To be determined.

#### ***Infrastructure & CIP***

The E-EE Crossroads District has water and sewer utility service.

The following projects have been identified as CIP Projects within the E-EE Crossroads District:

- To be determined.

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**OBC Adopted: December 10, 2008**





## **REGULATIONS**

Recommended zoning for the E-EE Crossroads District may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the E-EE Crossroads District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Outagamie County Comprehensive Plan (2007)

## **ACTION STEPS**

- Develop a detailed area plan for the E-EE Crossroads District
- To be determined

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**OBC Adopted: December 10, 2008**





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The Central Airport District should primarily be utilized for an international airport serving northeastern Wisconsin.
- Commercial and industrial uses should also be permitted within the Central Airport District, either in direct connection with the international airport or as a supporting use.
- Development and redevelopment opportunities should comply with the regulations and restrictions governing airports and airspace.
- Screening and buffers should be incorporated into areas where the Central Airport District is adjacent to less intensive uses. The scale and type of buffer should be selected based on the type of adjacent use. For example, residential areas would require a more significant buffer than industrial areas.
- Landscape screening should be encouraged along parking areas. Additionally, there should be an emphasis on landscaping within and adjacent to parking courts.

### *Natural Environment & Amenities*

- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- A significant gateway feature should mark the main airport entrance along the Highway 172 corridor. Features may include signage, landscaping, and/or public art.

### *Infrastructure*

- The Central Airport District should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Transit service should be encouraged to connect the airport to local and regional services - as well as residential cores and employment centers, while also reducing vehicle dependence and providing alternative modes of transportation.

### *Significant Features*

Significant features within the Central Airport District include:

- Austin Straubel International Airport

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## **ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

### ***LUTU - Site constraints***

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

### ***Open Space Requirements***

To be determined.

### ***Resource Management (IRMP)***

To be determined.

### ***Infrastructure & CIP***

The Central Airport District has water and sewer utility service.

The following projects have been identified as CIP Projects within the Hospitality Airport District:

- To be determined.

## **REGULATIONS**

Recommended zoning for the Hospitality Airport District may include:

- To be determined
- Where applicable, equivalent City of Green Bay zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Central Airport District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Green Bay Smart Growth 2022 (2003)
- Brown County Comprehensive Plan (2004)

## **ACTION STEPS**

- Develop a detailed area plan for the Central Airport District
- To be determined

## **RESERVED FOR FUTURE IMAGES**

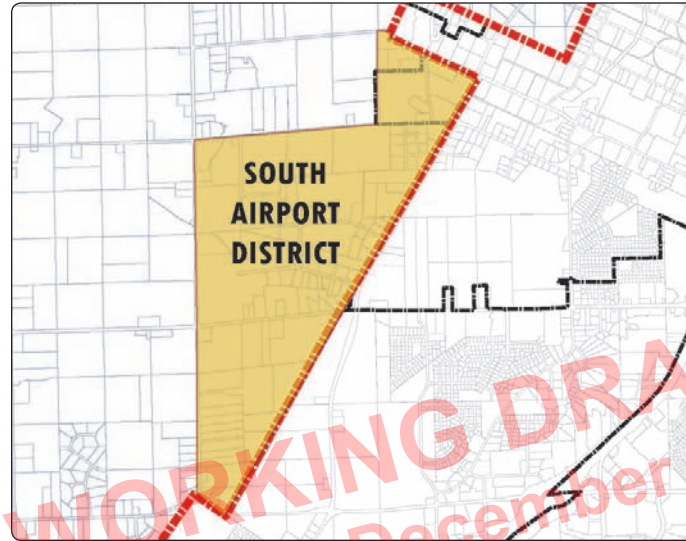




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**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## SOUTH AIRPORT DISTRICT



### VISION

To be determined.

A statement describing the South Airport District as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - SOUTH AIRPORT DISTRICT

RESIDENTIAL			COMMERCIAL			INDUSTRIAL			INSTITUTIONAL			RECREATIONAL			AGRICULTURAL			ENVIRONMENTAL PRESERVATION & CONSERVATION																								
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Retail	Office	Other	Large-Scale Commercial	Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture	Cultivation	Livestock	Forestry	Other	Habitat Restoration	Other
U	U	A	A	A	A	U	U	A	A	D	D			D	D	D	U		A	U	U	U	U	U	U	U		U	U	U	U	U	D		A	A	U	A		D		







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The South Airport District should primarily be composed of industrial and commercial uses. Residential opportunities should be mainly limited to multi-unit apartments/condos incorporated into mixed-use developments.
- Development and redevelopment opportunities should serve a regional market with mid-to-large format buildings.
- Whenever possible and practical, buildings should be sited around shared parking courts to minimize curb cuts along the primary corridors and emphasize pedestrian connectivity. Additionally, there should be an emphasis on landscaping within and adjacent to parking courts.
- Landscape screening should be encouraged along parking areas and where the South Airport District - particularly industrial uses - is adjacent to primary corridors and/or less intensive uses.
- Employment areas within the district should be connected to commercial uses and surrounding residential

neighborhoods by an integrated pathway and sidewalk system.

### *Natural Environment & Amenities*

- Public open spaces within the South Airport District should include non-motorized recreation paths connecting to residential and employment areas. Additional public spaces, such as plazas or small parks, could be incorporated into development clusters or within large industrial parcels.
- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors and pathway systems, including trees and/or landscaping features, pedestrian-scale lighting, benches or other gathering places.

### *Infrastructure*

- The South Airport District should be served by sewer and water utilities with an emphasis on sustainable best management practices.

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OBC Adopted December 10, 2008



- Development and redevelopment should follow the existing patterns, supporting connectivity and a clear street hierarchy between primary corridors and local streets.
- Connectivity between neighborhoods, employment centers, and supporting retail/services should be emphasized. This would be achieved through maintenance of existing sidewalks and clearly marked crosswalks at the intersections. The expansion of the existing sidewalk network should be encouraged as redevelopment occurs. Non-motorized recreation paths could also be used to increase pedestrian access throughout the area.
- Transit services should also be encouraged as a means of connecting residential neighborhoods and employment centers.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

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In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The South Airport District has water and sewer utility service.

The following projects have been identified as CIP Projects within the South Airport District:

- To be determined.

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 OBC Adopted: December 10, 2008





## **REGULATIONS**

Recommended zoning for the South Airport District may include:

- To be determined
- Where applicable, equivalent Village of Ashwaubenon zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the South Airport District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Ashwaubenon Comprehensive Smart Growth Plan (2003)
- Brown County Comprehensive Plan (2004)

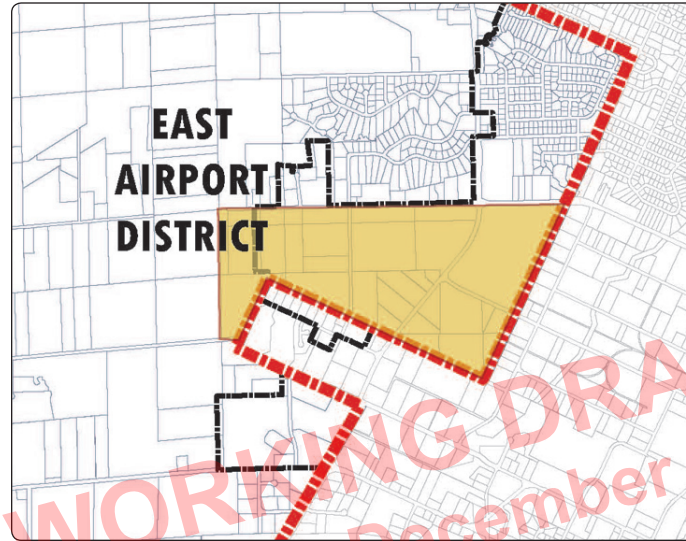
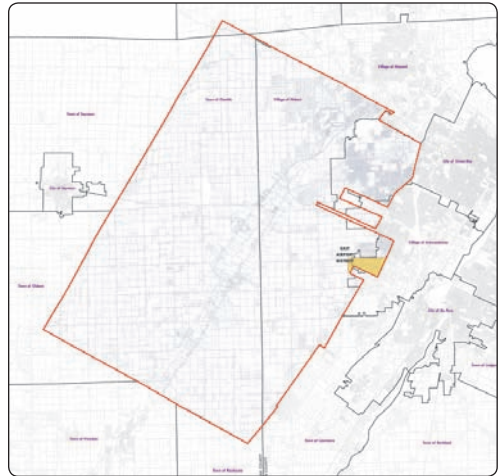
## **ACTION STEPS**

- Develop a detailed area plan for the South Airport District
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## EAST AIRPORT DISTRICT



### VISION

To be determined.

A statement describing the East Airport District as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

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 CBC Adopted: December 10, 2008

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - EAST AIRPORT DISTRICT

RESIDENTIAL										COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION										
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other		Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other
U	U	A	A	A	U	U	A			D	D	D		D	D	D	U		A	U	U	U	U	U	U	U		U	U	U	U	U	D		A	A	U	A		D		





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The East Airport District should primarily be composed of industrial and commercial uses. Residential opportunities should be mainly limited to multi-unit apartments/condos incorporated into mixed-use developments.
- Development and redevelopment opportunities should serve a regional market with mid-to-large format buildings. Small-scale commercial buildings may also be appropriate.
- Whenever possible and practical, buildings should be sited around shared parking courts to minimize curb cuts along the primary corridors and emphasize pedestrian connectivity. Additionally, there should be an emphasis on landscaping within and adjacent to parking courts.
- Landscape screening should be encouraged along parking areas and where the East Airport District - particularly industrial uses - is adjacent to primary corridors and/or less intensive uses.
- Employment areas within the district should be connected to commercial uses and surrounding residential

neighborhoods by an integrated pathway and sidewalk system.

### *Natural Environment & Amenities*

- Public open spaces within the East Airport District should include non-motorized recreation paths connecting to residential and employment areas. Additional public spaces, such as plazas or small parks, could be incorporated into development clusters or within large industrial parcels.
- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature of the primary corridors and pathway systems, including trees and/or landscaping features, pedestrian-scale lighting, benches or other gathering places.

### *Infrastructure*

- The East Airport District should be served by sewer and water utilities with an emphasis on sustainable best management practices.

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OBC Adopted December 10, 2008

- Development and redevelopment should follow the existing patterns, supporting connectivity and a clear street hierarchy between primary corridors and local streets.
- Connectivity between neighborhoods, employment centers, and supporting retail/services should be emphasized. This would be achieved through maintenance of existing sidewalks and clearly marked crosswalks at the intersections. The expansion of the existing sidewalk network should be encouraged as redevelopment occurs. Non-motorized recreation paths could also be used to increase pedestrian access throughout the area.
- Transit services should also be encouraged as a means of connecting residential neighborhoods and employment centers.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

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In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The East Airport District has water and sewer utility service.

The following projects have been identified as CIP Projects within the East Airport District:

- To be determined.

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## **REGULATIONS**

Recommended zoning for the East Airport District may include:

- To be determined
- Where applicable, equivalent Village of Ashwaubenon zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the East Airport District and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Ashwaubenon Comprehensive Smart Growth Plan (2003)
- Brown County Comprehensive Plan (2004)

## **ACTION STEPS**

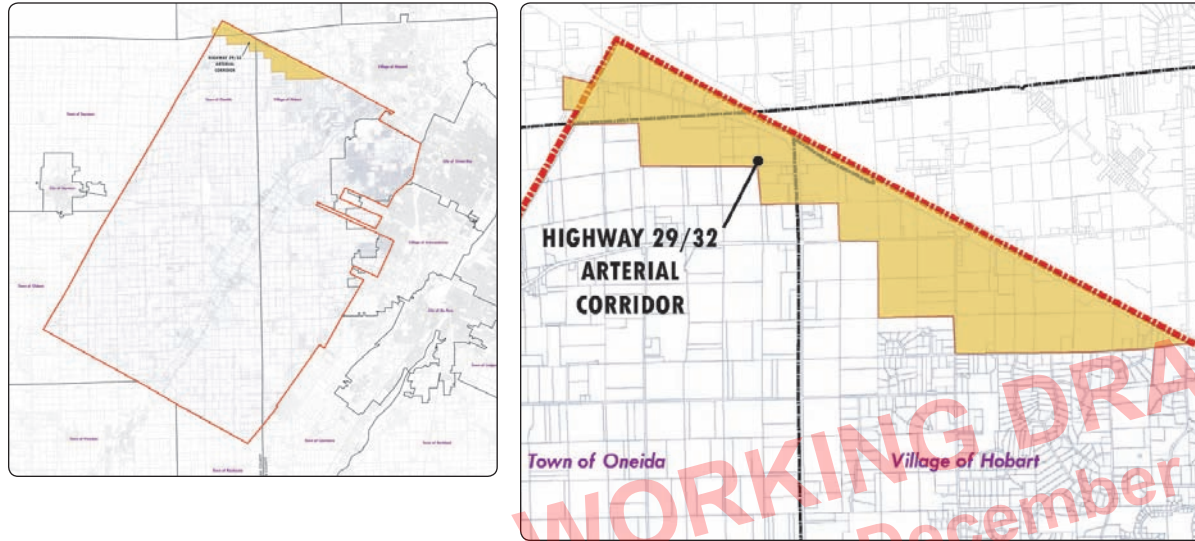
- Develop a detailed area plan for the East Airport District
- To be determined

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**OBC Adopted: December 10, 2008**



# LAND POLICY FRAMEWORK

## HIGHWAY 29/32 ARTERIAL CORRIDOR



### VISION

To be determined.

A statement describing the Highway 29/32 Arterial Corridor as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

### DESIRED COMMUNITY USES & ACTIVITIES - HIGHWAY 29/32 ARTERIAL CORRIDOR

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

RESIDENTIAL										COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION											
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other		Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other	
U	U	A	A	A	U	U	U			D	D	D		A	A	A	U		A	A	A	A	A	A	A			U	A	A	A	A	D			A	A	A	A			D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The Highway 29/32 Arterial Corridor should primarily be composed of commercial, industrial, and institutional uses. Residential opportunities should be mainly limited to multi-unit apartments/condos incorporated into mixed-use developments.
- Development and redevelopment opportunities should serve a regional market with mid-to-large format buildings.
- Developments should be concentrated around major access points with some smaller scale developments located along frontage roads.
- Whenever possible, buildings should be sited around shared parking courts to minimize curb cuts along the primary corridors and emphasize pedestrian connectivity. Additionally, there should be an emphasis on landscaping within and adjacent to parking courts.
- Residential areas should be connected to the Highway 29/32 Arterial Corridor by an integrated pathway and sidewalk system.

### *Natural Environment & Amenities*

- Public open spaces within the Highway 29/32 Arterial Corridor should be more urban in nature and may include: public plazas and gathering sites (landscaped or hardscaped); and non-motorized recreation paths connecting to residential and employment areas.
- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature connecting the various development clusters. Streetscape features should compliment the pedestrian pathway system and may include: mature trees and landscaping features; pedestrian-scale lighting; benches; or other gathering places.

### *Infrastructure*

- The Highway 29/32 Arterial Corridor should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development and redevelopment should follow the existing highway development pattern with an emphasis on cluster development.
- Development and redevelopment should address state highway requirements, including issues concerning the ultimate-

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OBC Adopted: December 10, 2008

right-of-way of the corridor and access points.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Highway 29/32 Arterial Corridor has water and sewer utility service.

The following projects have been identified as CIP Projects within the Highway 29/32 Arterial Corridor:

- To be determined.

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**OBC Adopted: December 10, 2008**





## REGULATIONS

Recommended zoning for the Highway 29/32 Arterial Corridor may include:

- To be determined
- Where applicable, equivalent Village of Hobart and Outagamie County zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Highway 29/32 Arterial Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)
- Outagamie County Comprehensive Plan (2007)

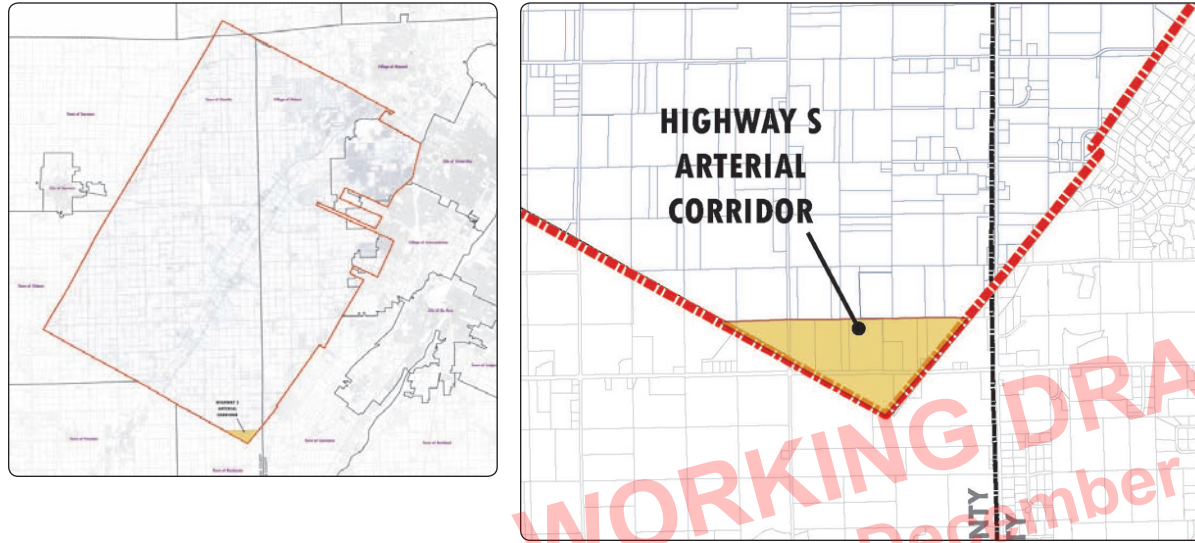
## ACTION STEPS

- Develop a detailed area plan for the Highway 29/32 Arterial Corridor
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## HIGHWAY S ARTERIAL CORRIDOR



### VISION

To be determined.

A statement describing the Highway S Arterial Corridor as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - HIGHWAY S ARTERIAL CORRIDOR

RESIDENTIAL										COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION													
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other		Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other			
U	U	A	A	A	U	U	A			D	D	D		A	A	A	U		A	A	A	A	A	A	A			U	A	A	A	A	D			A	A	A	A					D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The Highway S Arterial Corridor should primarily be composed of commercial, industrial, and institutional uses. Residential opportunities should be mainly limited to multi-unit apartments/condos incorporated into mixed-use developments.
- Development and redevelopment opportunities should serve a regional market with mid-to-large format buildings.
- Developments should be encouraged to build along the street edge with parking areas behind. Big-box buildings may be set back from the street when smaller liner buildings are developed along the street edge.
- Whenever possible, buildings should be sited around shared parking courts to minimize curb cuts along the primary corridors and emphasize pedestrian connectivity. Additionally, there should be an emphasis on landscaping within and adjacent to parking courts.

- Residential areas should be connected to the Highway S Arterial Corridor by an integrated pathway and sidewalk system.

### *Natural Environment & Amenities*

- Public open spaces within the Highway S Arterial Corridor should be more urban in nature and may include: public plazas and gathering sites (landscaped or hardscaped); and non-motorized recreation paths connecting to residential and employment areas.
- Stormwater management should be incorporated into development projects. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.
- The pedestrian streetscape should be an important feature connecting the various development clusters. Streetscape features should compliment the pedestrian pathway system and may include: mature trees and landscaping features; pedestrian-scale lighting; benches; or other gathering places.

### *Infrastructure*

- The Highway S Arterial Corridor should be served by sewer and water utilities with an emphasis on sustainable best management practices.
- Development and redevelopment should follow the existing highway development

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pattern with an emphasis on cluster development.

- Development and redevelopment should address state highway requirements, including issues concerning the ultimate-right-of-way of the corridor and access points.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Highway S Arterial Corridor has water and sewer utility service.

The following projects have been identified as CIP Projects within the Highway S Arterial Corridor:

- To be determined.

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**OBC Adopted: December 10, 2008**





## REGULATIONS

Recommended zoning for the Highway S Arterial Corridor may include:

- To be determined
- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Highway S Arterial Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

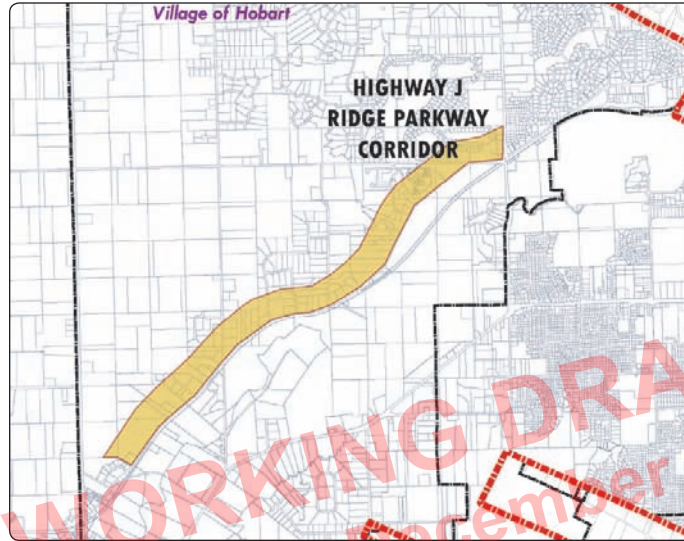
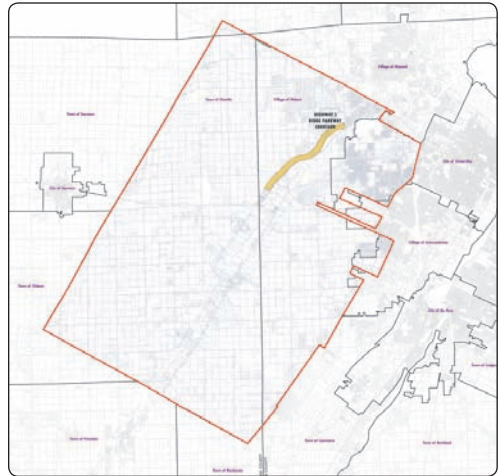
## ACTION STEPS

- Develop a detailed area plan for the Highway S Arterial Corridor
- To be determined

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**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## HIGHWAY J RIDGE PARKWAY CORRIDOR



### VISION

To be determined.

A statement describing the Highway J Ridge Parkway Corridor as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - HIGHWAY J RIDGE PARKWAY CORRIDOR

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL				AGRICULTURAL			ENVIRONMENTAL PRESERVATION & CONSERVATION													
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture			Habitat Restoration	Other			
A	A	U	U	U	A	A	U		A	U	U		U	U	U	U		U	U	U	U	U	U	U	A		U	A	A	A	A	D			A	A	U	A			D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The primary purpose of the Highway J Ridge Parkway Corridor is to serve as a transportation corridor, while also preserving the scenic, rural qualities and protecting the environmental character of the adjacent Duck Creek Corridor.
- Development opportunities should be limited and sited along the northwest side of the corridor. Development along the southeast side of the corridor would be within the Duck Creek Environmental Corridor and should be discouraged.
- Where development does occur, cluster-style development patterns with small-scale buildings should be encouraged.
- The Highway J Ridge Parkway Corridor should be primarily low-intensity residential with limited small-scale commercial developments. A variety of active or passive recreation may also be appropriate within this corridor.

### *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced for public use.
- Significant landscaping, composed of native plantings, should be encouraged along the length of the Highway J Ridge

Parkway Corridor. Native landscape buffers and/or natural gateway features should be emphasized where development and/or access points intersect with the corridor.

- Environmental features should be preserved and incorporated along the corridor and into developments whenever possible. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

### *Infrastructure*

- The Highway J Ridge Parkway Corridor should be served by sewer and water utility services.
- Development should be limited along the Highway J Ridge Parkway Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated

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along corridors and into common open spaces, as appropriate.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Highway J Ridge Parkway Corridor has sewer and water utility services.

The following projects have been identified as CIP Projects within the Highway J Ridge Parkway Corridor:

- To be determined.

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## REGULATIONS

Recommended zoning for the Highway J Ridge Parkway Corridor may include:

- To be determined
- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Highway J Ridge Parkway Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

## ACTION STEPS

- Develop a detailed area plan for the Highway J Ridge Parkway Corridor
- To be determined

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**OBC Adopted: December 10, 2008**







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The primary purpose of the Highway 54 Ridge Parkway Corridor is to serve as a transportation corridor, while also preserving the scenic, rural qualities and protecting the environmental character of the adjacent Duck Creek Corridor.
- Development opportunities should be sensitive to the existing physical and natural environment and sited along the south side of the corridor. Development along the north side of the corridor would be within the Duck Creek Environmental Corridor and should be discouraged.
- Where development does occur, cluster-style development patterns with small-scale buildings should be encouraged.
- The Highway 54 Ridge Parkway Corridor should support a variety of housing types. Small-scale uses could also include commercial, institutional, or industrial. A variety of active or passive recreation may also be appropriate within this corridor.

## *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced for public use.
- Significant landscaping, composed of native plantings, should be encouraged along the length of the Highway 54 Ridge Parkway Corridor. Native landscape buffers and/or natural gateway features should be emphasized where development and/or access points intersect with the corridor.
- Environmental features should be preserved and incorporated along the corridor and into developments whenever possible. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

### *Infrastructure*

- The Highway 54 Ridge Parkway Corridor should be served by sewer and water utility services.
- While development should not be discouraged along the Highway 54 Ridge Parkway Corridor, it should be sensitive to the surrounding physical and natural environment. Significant environmental

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features should be preserved whenever possible. Further developments should be designed to minimize their environmental impact.

- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Highway 54 Ridge Parkway Corridor has sewer and water utility services.

The following projects have been identified as CIP Projects within the Highway 54 Ridge Parkway Corridor:

- To be determined.

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**OBC Adopted: December 10, 2008**





## REGULATIONS

Recommended zoning for the Highway 54 Ridge Parkway Corridor may include:

- To be determined
- Where applicable, equivalent Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Highway 54 Ridge Parkway Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

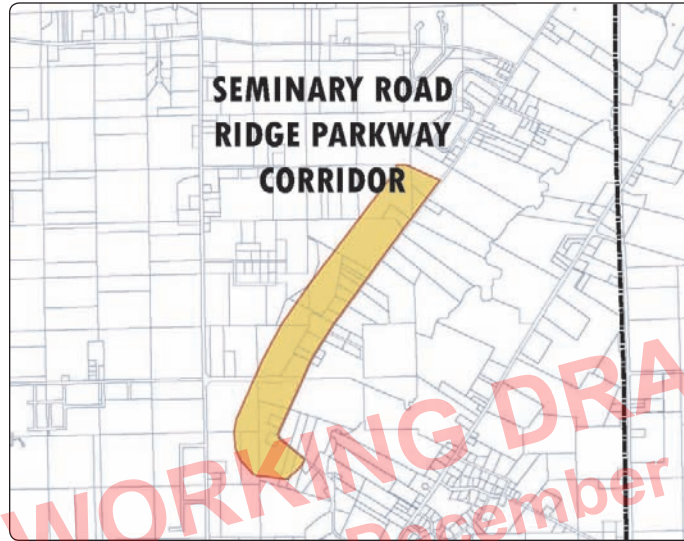
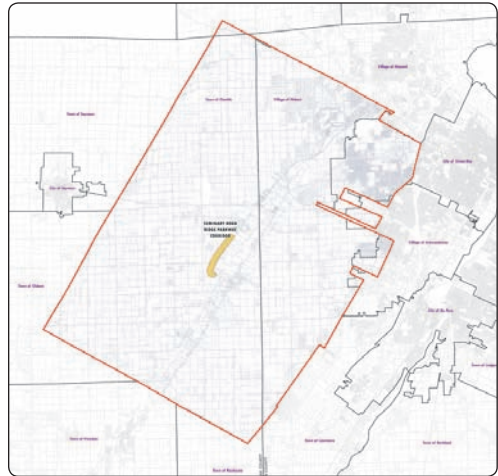
## ACTION STEPS

- Develop a detailed area plan for the Highway 54 Ridge Parkway Corridor
- To be determined

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**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## SEMINARY ROAD RIDGE PARKWAY CORRIDOR



### VISION

To be determined.

A statement describing the Seminary Road Ridge Parkway Corridor as the community wants it to be in the future. This statement is further described in the “Desired Character” section (below).

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 CBC Adopted: December 10, 2008

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - SEMINARY ROAD RIDGE PARKWAY CORRIDOR

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION												
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other		
A	A	A	A	A	A	A	A		A	U	U		U	U	U	U		U	U	U	U	U	U	U	A		U	A	A	A	A	D			A	A	U	A				D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The primary purpose of the Seminary Road Ridge Parkway Corridor is to serve as a transportation corridor, while also preserving the scenic, rural qualities and protecting the environmental character of the adjacent Duck Creek Corridor.
- Development opportunities should be limited and sited along the northwest side of the corridor. Development along the southeast side of the corridor would be within the Duck Creek Environmental Corridor and should be discouraged.
- Where development does occur, cluster-style development patterns with small-scale buildings should be encouraged.
- The Seminary Road Ridge Parkway Corridor should be primarily support a variety of residential types with limited small-scale commercial developments. A variety of active or passive recreation may also be appropriate within this corridor

## *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced for public use.
- Significant landscaping, composed of native plantings, should be encouraged along the length of the Seminary Road Ridge Parkway Corridor. Native landscape buffers and/or natural gateway features should be emphasized where development and/or access points intersect with the corridor.
- Environmental features should be preserved and incorporated along the corridor and into developments whenever possible. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

## *Infrastructure*

- The Seminary Road Ridge Parkway Corridor should be served by sewer and water utility services.
- Development should be limited along the Seminary Road Ridge Parkway Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis

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on preservation of environmental features.

- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Seminary Road Ridge Parkway Corridor has sewer and water utility services.

The following projects have been identified as CIP Projects within the Seminary Road Ridge Parkway Corridor:

- To be determined.

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## REGULATIONS

Recommended zoning for the Seminary Road Ridge Parkway Corridor may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Seminary Road Ridge Parkway Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Outagamie County Comprehensive Plan (2007)

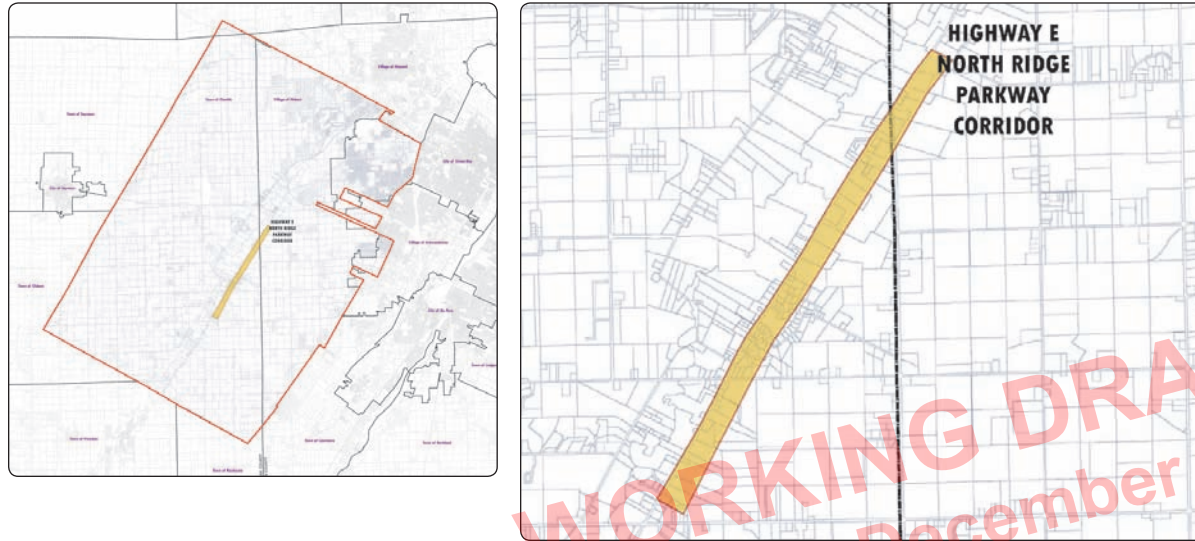
## ACTION STEPS

- Develop a detailed area plan for the Seminary Road Ridge Parkway Corridor
- To be determined

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**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## HIGHWAY E NORTH RIDGE PARKWAY CORRIDOR



### VISION

To be determined.

A statement describing the Highway E North Ridge Parkway Corridor as the community wants it to be in the future. This statement is further described in the “Desired Character” section (below).

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### DESIRED COMMUNITY USES & ACTIVITIES - HIGHWAY E NORTH RIDGE PARKWAY CORRIDOR

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL					ENVIRONMENTAL PRESERVATION & CONSERVATION											
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture						Habitat Restoration	Other	
A	A	U	U	U	A	A	U		U	U	U		U	U	U	U		U	U	U	U	U	U	U	A		U	A	A	A	A	D			A	A	U	A				D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The primary purpose of the Highway E North Ridge Parkway Corridor is to serve as a transportation corridor, while also preserving the scenic, rural qualities and protecting the environmental character of the adjacent Duck Creek Corridor.
- Development opportunities should be limited and sited along the southeast side of the corridor. Development along the northwest side of the corridor would be within the Duck Creek Environmental Corridor and should be discouraged.
- Where development does occur, cluster-style development patterns with small-scale buildings should be encouraged.
- The Highway E North Ridge Parkway Corridor should be primarily low-intensity residential with limited small-scale commercial developments. A variety of active or passive recreation may also be appropriate within this corridor.

## *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced for public use.
- Significant landscaping, composed of native plantings, should be encouraged along the length of the Highway E North Ridge Parkway Corridor. Native landscape buffers and/or natural gateway features should be emphasized where development and/or access points intersect with the corridor.
- Environmental features should be preserved and incorporated along the corridor and into developments whenever possible. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

### *Infrastructure*

- The Highway E North Ridge Parkway Corridor should be served by sewer and water utility services.
- Development should be limited along the Highway E North Ridge Parkway Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis

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on preservation of environmental features.

- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Highway E North Ridge Parkway Corridor has sewer and water utility services.

The following projects have been identified as CIP Projects within the Highway E North Ridge Parkway Corridor:

- To be determined.

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OBC Adopted: December 10, 2008





## REGULATIONS

Recommended zoning for the Highway E North Ridge Parkway Corridor may include:

- To be determined
- Where applicable, equivalent Village of Hobart and Outagamie County zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the Highway E North Ridge Parkway Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)
- Outagamie County Comprehensive Plan (2007)

## ACTION STEPS

- Develop a detailed area plan for the Highway E North Ridge Parkway Corridor
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- The primary purpose of the Highway E South Ridge Parkway Corridor is to serve as a transportation corridor, while also preserving the scenic, rural qualities and protecting the environmental character of the adjacent Duck Creek Corridor.
- Development opportunities should be limited and sited along the southeast side of the corridor. Development along the northwest side of the corridor would be within the Duck Creek Environmental Corridor and should be discouraged.
- Where development does occur, cluster-style development patterns with small-scale buildings should be encouraged.
- The Highway E South Ridge Parkway Corridor should be primarily low-intensity residential with limited small-scale commercial developments. A variety of active or passive recreation may also be appropriate within this corridor.

## *Natural Environment & Amenities*

- Viewsheds and scenic vistas should be preserved and enhanced for public use.
- Significant landscaping, composed of native plantings, should be encouraged along the length of the Highway E South Ridge Parkway Corridor. Native landscape buffers and/or natural gateway features should be emphasized where development and/or access points intersect with the corridor.
- Environmental features should be preserved and incorporated along the corridor and into developments whenever possible. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

## *Infrastructure*

- The Highway E South Ridge Parkway Corridor should be served by sewer and water utility services.
- Development should be limited along the Highway E South Ridge Parkway Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis

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on preservation of environmental features.

- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Highway E South Ridge Parkway Corridor has sewer and water utility services.

The following projects have been identified as CIP Projects within the Highway E South Ridge Parkway Corridor:

- To be determined.

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**OBC Adopted: December 10, 2008**





## **REGULATIONS**

Recommended zoning for the Highway E South Ridge Parkway Corridor may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## **POLICIES FOR LAND TENURE**

To be determined.

## **RELATIONSHIP TO OTHER PLANS & POLICIES**

The following plans and policies impact the Highway E South Ridge Parkway Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Outagamie County Comprehensive Plan (2007)

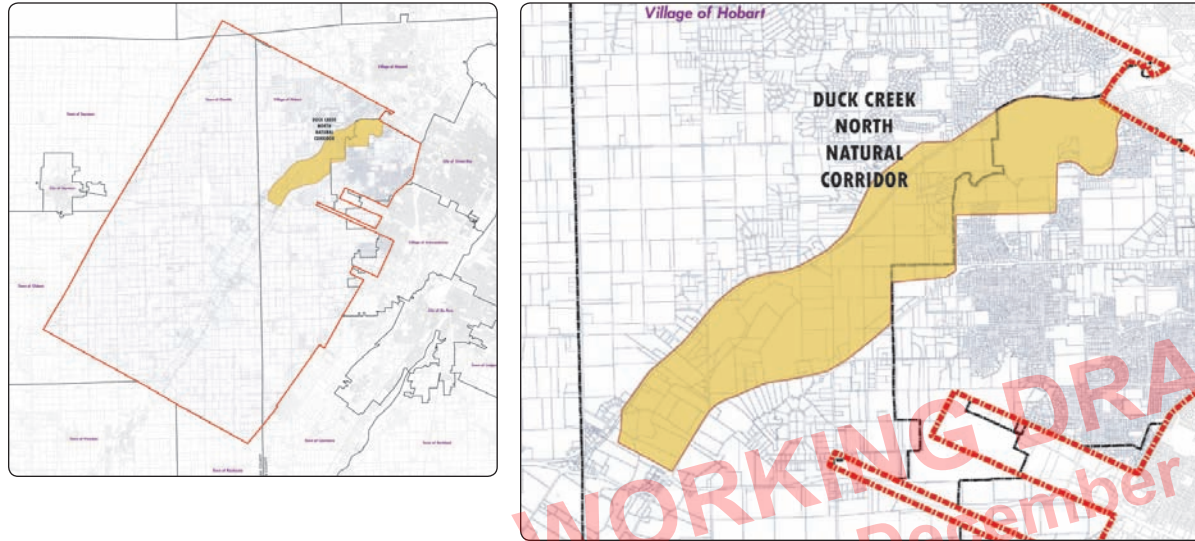
## **ACTION STEPS**

- Develop a detailed area plan for the Highway E South Ridge Parkway Corridor
- To be determined

**WORKING DRAFT**  
**OBC Adopted: December 10, 2008**

# LAND POLICY FRAMEWORK

## NORTH DUCK CREEK NATURAL CORRIDOR



### VISION

To be determined.

A statement describing the North Duck Creek Natural Corridor as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - NORTH DUCK CREEK NATURAL CORRIDOR

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION										
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture					Habitat Restoration	Other
U	U	U	U	U	U	U	U		U	U	U		U	U	U	U		U	U	U	U	U	U	U	U		A	D	D	D	A	D		A	A	U	A			D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- While existing development within and adjacent to the North Duck Creek Natural Corridor is acceptable, future development and redevelopment opportunities should be discouraged in lieu of an emphasis on the preservation of natural features and resources.
- Various agricultural practices may be permitted, as determined by soil and environmental conditions, with an emphasis on appropriate buffers and best management practices.

### *Natural Environment & Amenities*

- Environmental restoration and preservation areas (such as wetlands, woodlands, and prairies), wildlife corridors, and non-motorized recreation paths and nature trails should be the primary types of common open space in the North Duck Creek Natural Corridor. In conjunction with wildlife habitat restoration and corridors, areas for hunting and fishing should be established and conserved.
- Where there is development, viewsheds and scenic vistas should be preserved and enhanced. This should also be true along vehicular corridors.

- Environmental features should be preserved and incorporated into developments whenever possible, including passive or active park spaces. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

### *Infrastructure*

- Overall, the North Duck Creek Natural Corridor should not be served by sewer and water utility services.
- Development should be limited throughout the Duck Creek Natural Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.
- The removal of certain road segments may be appropriate in order to maintain

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OBC Adopted December 10, 2008

the integrity of environmental features and wildlife corridors

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The North Duck Creek Natural Corridor does not have sewer and water utility services.

The following projects have been identified as CIP Projects within the North Duck Creek Natural Corridor:

- To be determined.

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## REGULATIONS

Recommended zoning for the North Duck Creek Natural Corridor may include:

- To be determined
- Where applicable, equivalent City of Green Bay and Village of Hobart zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the North Duck Creek Natural Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Green Bay Smart Growth 2022 (2003)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)

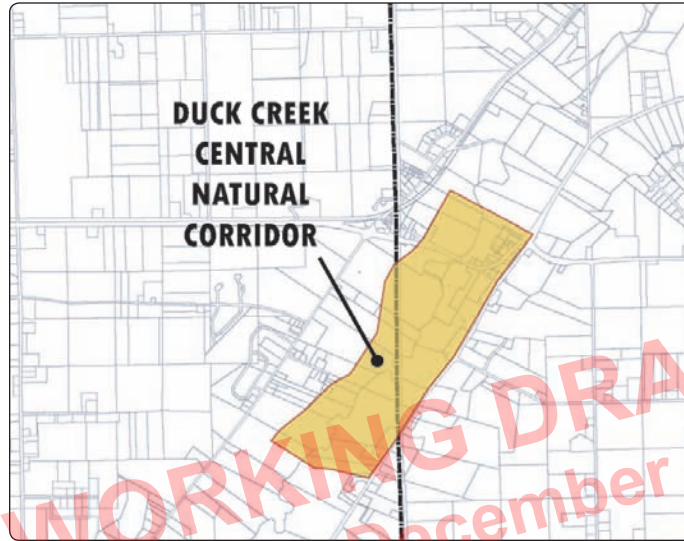
## ACTION STEPS

- Develop an integrated area plan for the length of the Duck Creek Natural Corridor
- To be determined

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# LAND POLICY FRAMEWORK

## CENTRAL DUCK CREEK NATURAL CORRIDOR



### VISION

To be determined.

A statement describing the Central Duck Creek Natural Corridor as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

### DESIRED COMMUNITY USES & ACTIVITIES - CENTRAL DUCK CREEK ENVIRONMENTAL CORRIDOR

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL					ENVIRONMENTAL PRESERVATION & CONSERVATION											
Single-Family Unit	Duplex Unit	Multi-Unit Apartment	Multi-Unit Condo	Multi-Unit Townhome	Auxiliary Residential Unit	Elder	Mixed-Use Residential	Other	Small-Scale Neighborhood Commercial (any)	Large-Scale Commercial			Small-Scale Industrial (any)	Manufacturing & Processing	Warehousing & Distribution	Mining & Extraction	Other	Small-Scale Institutional (any)	Government Offices	Community Center	Health & Wellness	Library	Education/Daycare*	Museum*	Religious Institutions	Other	Hunting	Fishing	Small-Scale Place (park, playground, plaza, etc)	Large-Scale Place (park, athletic fields, etc)	Recreation Facility	Trails (hiking, snow, bike, xc)	Other	Community-Based Agriculture (small-scale, any)	Large-Scale Agriculture						Habitat Restoration	Other	
U	U	U	U	U	U	U	U		U	U	U		U	U	U	U		A	U	U	U	A	U	U	U		U	D	D	D	A	D			A	A	U	A				D	





## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- While existing development within and adjacent to the Central Duck Creek Natural Corridor is acceptable, future development and redevelopment opportunities should be limited with an emphasis on the preservation of natural features and resources.
- Various agricultural practices may be permitted, as determined by soil and environmental conditions, with an emphasis on appropriate buffers and best management practices.

### *Natural Environment & Amenities*

- Environmental restoration and preservation areas (such as wetlands, woodlands, and prairies), wildlife corridors, and non-motorized recreation paths and nature trails should be the primary types of common open space in the Central Duck Creek Natural Corridor. In conjunction with wildlife habitat restoration and corridors, areas for hunting and fishing should be established and conserved.
- Where there is development, viewsheds and scenic vistas should be preserved and enhanced. This should also be true along vehicular corridors.

- Environmental features should be preserved and incorporated into developments whenever possible, including passive or active park spaces. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

### *Infrastructure*

- Overall, the Central Duck Creek Natural Corridor should not be served by sewer and water utility services.
- Development should be limited throughout the Duck Creek Environmental Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.
- The removal of certain road segments may be appropriate in order to maintain

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the integrity of environmental features and wildlife corridors

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The Central Duck Creek Natural Corridor does not have sewer and water utility services.

The following projects have been identified as CIP Projects within the Central Duck Creek Natural Corridor:

- To be determined.

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## REGULATIONS

Recommended zoning for the Central Duck Creek Natural Corridor may include:

- To be determined
- Where applicable, equivalent Village of Hobart and Outagamie County zoning districts should also be reviewed.

## ACTION STEPS

- Develop an integrated area plan for the length of the Duck Creek NaturalCorridor
- To be determined

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

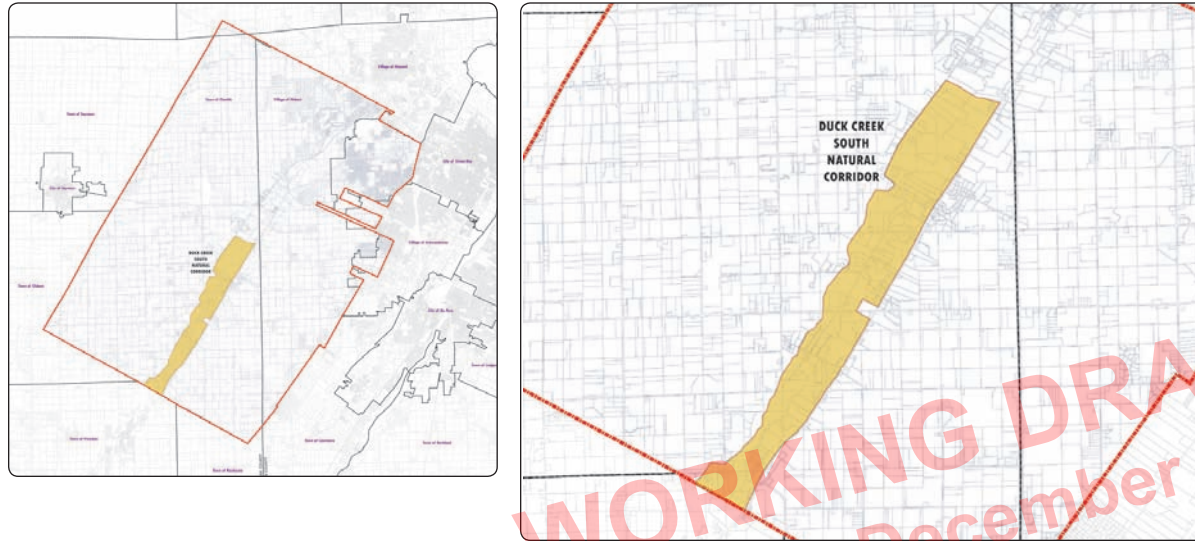
The following plans and policies impact the Central Duck Creek Natural Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Village of Hobart Smart Growth 2026 (2006)
- Brown County Comprehensive Plan (2004)
- Outagamie County Comprehensive Plan (2007)

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# LAND POLICY FRAMEWORK

## SOUTH DUCK CREEK NATURAL CORRIDOR



### VISION

To be determined.

A statement describing the South Duck Creek Natural Corridor as the community wants it to be in the future. This statement is further described in the "Desired Character" section (below).

#### Key

D - Desirable

A - Allowable, subject to detailed evaluation

U - Undesirable, except under extraordinary circumstances

TBD - To Be Determined

### DESIRED COMMUNITY USES & ACTIVITIES - SOUTH DUCK CREEK NATURAL CORRIDOR

RESIDENTIAL									COMMERCIAL			INDUSTRIAL				INSTITUTIONAL						RECREATIONAL					AGRICULTURAL				ENVIRONMENTAL PRESERVATION & CONSERVATION											
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U	U	U	U	U	U	U	U		U	U	U		U	U	U	U		U	U	U	U	U	U	U	U		A	D	D	D	A	D			A	A	U	A			D	







## RESERVED FOR FUTURE IMAGES

## DESIRED CHARACTER

### *History & Culture*

- To be determined

### *Uses & Activities*

- While existing development within and adjacent to the South Duck Creek Natural Corridor is acceptable, future development and redevelopment opportunities should be discouraged in lieu of an emphasis on the preservation of natural features and resources.
- Various agricultural practices may be permitted, as determined by soil and environmental conditions, with an emphasis on appropriate buffers and best management practices.

### *Natural Environment & Amenities*

- Environmental restoration and preservation areas (such as wetlands, woodlands, and prairies), wildlife corridors, and non-motorized recreation paths and nature trails should be the primary types of common open space in the South Duck Creek Natural Corridor. In conjunction with wildlife habitat restoration and corridors, areas for hunting and fishing should be established and conserved.
- Where there is development, viewsheds and scenic vistas should be preserved and enhanced. This should also be true along vehicular corridors.

- Environmental features should be preserved and incorporated into developments whenever possible, including passive or active park spaces. Features may include trees, water ways, topographical features.
- Appropriate stormwater management techniques should be incorporated into agricultural and development projects, while also contributing to the natural amenities in the area. Potential features could include: swales and rain gardens with native plantings, bioretention areas, green roofs, permeable surfaces, etc.

### *Infrastructure*

- Overall, the South Duck Creek Natural Corridor should not be served by sewer and water utility services.
- Development should be limited throughout the Duck Creek Natural Corridor. Any development that does occur should be sensitive to the existing physical and natural environment with an emphasis on preservation of environmental features.
- Non-motorized recreation trails and nature paths should be an important means of connectivity and incorporated along corridors and into common open spaces, as appropriate.
- The removal of certain road segments may be appropriate in order to maintain

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the integrity of environmental features and wildlife corridors

**Significant Features**

- To be determined

**ADDITIONAL CONSIDERATIONS**

In addition to addressing the desired future character and uses, development and redevelopment opportunities must also consider the physical, environmental, and other constraints and detailed plans for the area, as referenced below:

**LUTU - Site constraints**

A complete LUTU analysis must be completed to identify site-specific constraints on a parcel-by-parcel basis.

**Open Space Requirements**

To be determined.

**Resource Management (IRMP)**

To be determined.

**Infrastructure & CIP**

The South Duck Creek Natural Corridor does not have sewer and water utility services.

The following projects have been identified as CIP Projects within the South Duck Creek Natural Corridor:

- To be determined.

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**OBC Adopted: December 10, 2008**





## REGULATIONS

Recommended zoning for the South Duck Creek Natural Corridor may include:

- To be determined
- Where applicable, equivalent Outagamie County zoning districts should also be reviewed.

## POLICIES FOR LAND TENURE

To be determined.

## RELATIONSHIP TO OTHER PLANS & POLICIES

The following plans and policies impact the South Duck Creek Natural Corridor and should be reviewed:

- Twenty Four Year/Phase 2006-2030 Residential Development Plan (2006)
- Outagamie County Comprehensive Plan (2007)

## ACTION STEPS

- Develop an integrated area plan for the length of the Duck Creek Natural Corridor
- To be determined

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**OBC Adopted: December 10, 2008**

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# COMPREHENSIVE INVENTORY & TRENDS

This section of the Oneida Reservation Comprehensive Plan: inventories the existing uses and resources within the Reservation boundary; documents historic conditions, uses, and resources; analyzes current demographics and data; identifies current trends and future projections; and summarizes the community's input.







# DEMOGRAPHICS

## DEFINITION AND DESCRIPTION

One of the most critical demographic indicators to a tribal organization is population. The definition of population is: “a body of persons or individuals having a quality or characteristic in common” (Ref 1). Thus, the Oneida Tribal population is a critical number to have and utilize when speaking of our Nation’s people, as a whole.

The Enrollments Office of the Oneida Nation, which currently reports to the Oneida Trust Committee, then to the Oneida Business Committee, is responsible for keeping our Oneida Enrollment information up to date.

Two other important population recorders are the U. S. Census Bureau, who does a nationwide count every ten years of the entire U. S. Population and the Oneida Community Health Center’s Patient Registration System, User Population data.

Although all three of the above mentioned organizations utilize a population base as an integral part of their respective data bases, the interpretation and utilization of that data is what makes it important.

For purposes of this chapter within the Oneida Reservation Comprehensive Plan, we will only address the Oneida Nation’s Enrollment data as follows:

As of June 7, 2005, the enrolled census totals are 15,503 members. Of this total, 3,544 (23%) of the enrolled members live on the Oneida reservation in Wisconsin and 2,500 (16%) live in Brown and Outagamie Counties in Wisconsin, but not within the reservation boundaries. The remaining population lives elsewhere in the world (Ref 2).

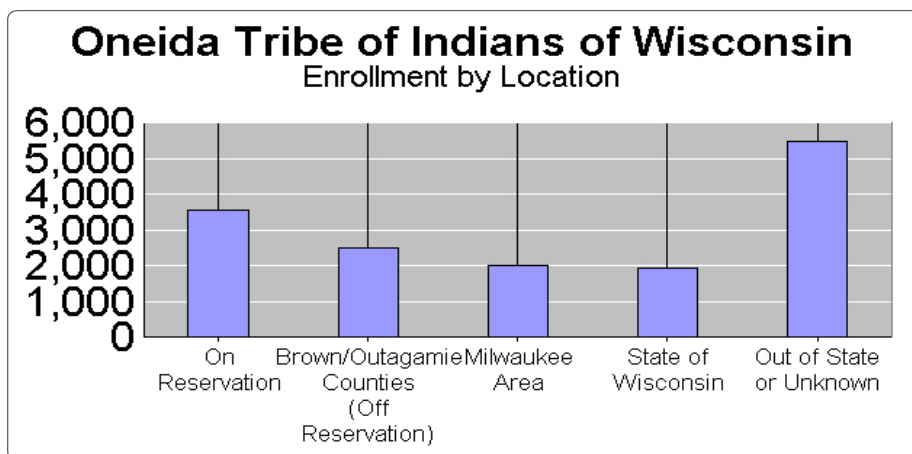


Figure 3.1



There are 3,571 enrolled children ages 0-17; 9,523 of the total enrolled members are ages 18-54; and the remaining enrolled members, 2,409, are senior citizens ages 55 and older. There are 7,949 (51%) female members enrolled and a slightly lower male population of 7,554 (49%).

Enrollment with the Oneida Tribe of Indians of Wisconsin has steadily increased since 1975.

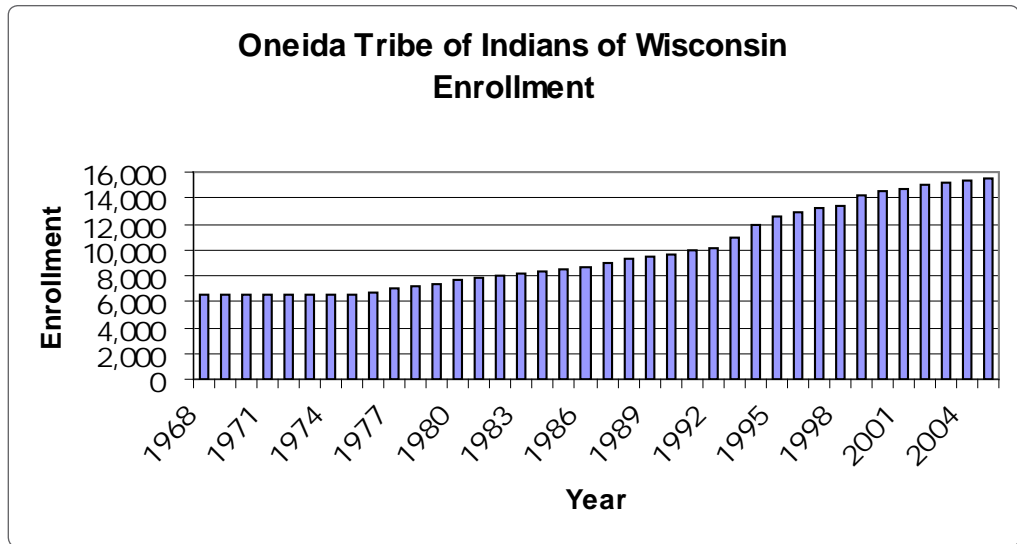


Figure 3.2

Enrollment has many contributing factors. Birth and death rates cause the increase in enrollment to remain steady, but outside contributors can cause large variances in enrollment. This can be seen by the change in enrollment throughout the years.

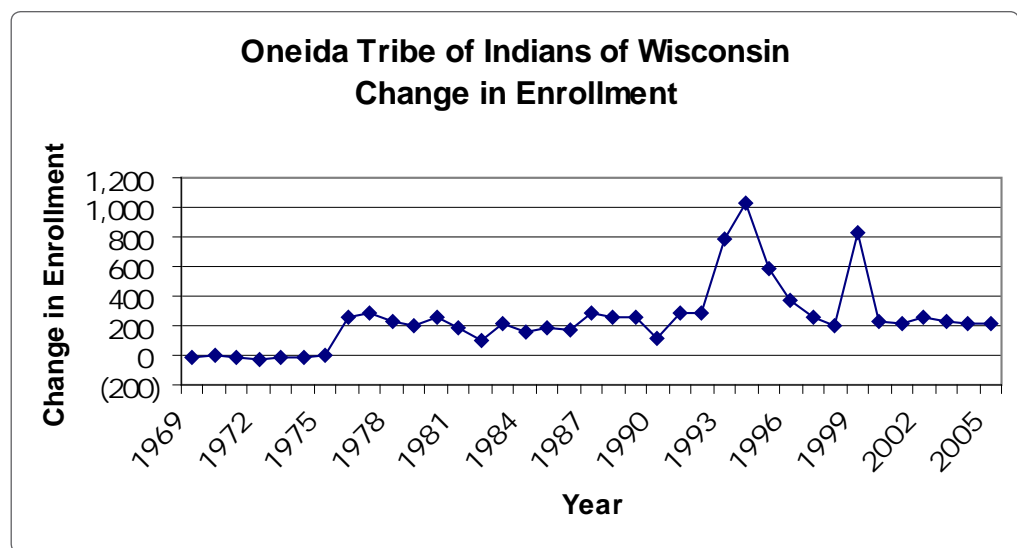


Figure 3.3



There was a large increase in enrollment in 1993. This was probably due to the increased benefits for enrolled members that resulted from the implementation of gaming on the Oneida Reservation in Wisconsin. The increases in 1994 and 1995 are also probably due to the same contributing factor. In 1999, there was an increased benefit to Oneida tribal members, which caused a large spike in enrollment. Since that spike, the change in enrollment has remained steadily increasing at approximately 200 members per year.

### **STRATEGY/FUTURE PLANNING**

The Oneida Nation's organization has long needed a statistical component to assist the Enrollments Department and multiple other organizational units with statistical support services. This program has just begun and will become an integral part of all business units within the entire organization. At the next update of this Plan, many more demographics will be included, and it is the intent of the statistics program to provide a complete demographic profile for use by all business units in the future.

### **REFERENCES**

Ref 1 - Webster's Collegiate Dictionary, Tenth Edition, Copyright 1994 by Meriam-Webster, Incorporated.

Ref 2 - Oneida Enrollment Office, Oneida Tribe of Indians of Wisconsin, June, 2005.





# HEALTH CARE

## DEFINITION & DESCRIPTION

The World Health Organization (WHO) defines health as “a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity.” Health care is further defined as the provision of preventive, curative and rehabilitative services which achieve to their best ability, the state of complete physical, mental and social well-being of the individual.

## HISTORICAL BACKGROUND

Health services for American Indians began in the early 1800's when Army physicians took steps to curb smallpox and other contagious diseases of Indian tribes living in the vicinity of military posts. Treaties committing the federal government to provide health services were introduced in 1832, when a group of Winnebagos was promised physician care as partial payment for rights and property ceded to the government. Of almost 400 treaties negotiated with Indian tribes from 1778 to 1871, about two dozen provided for some kind of medical service. Although most treaties imposed time limits of 5 to 20 years for provision of care, the federal government adopted a policy of continuing services after the original benefit period expired.

In 1849, the Department of the Interior (DOI) transferred from the War Department to the Bureau of Indian Affairs (BIA). This transfer stimulated the extension of physicians' services to Indians by emphasizing non-military aspects of Indian administration and by developing a corps of civilian field employees. Within 25 years, about half of the Indian agencies had a physician, and by 1900 the Indian Medical Service employed 83 physicians, including those giving part-time services.

Nurses were added to the staff in the 1890's and grew from 8 in 1895, to 25 in 1900 with practically all of them assigned to Indian boarding schools. Beginning in 1891, field matrons were employed to teach sanitation and hygiene, provide emergency nursing service and prescribe medicine for minor illnesses, activities which were later taken over by public health nurses.

Indian Bureau policy by the late 1880's clearly directed physicians to promote preventive activities, but efforts were limited until well after the turn of the century due to pressure of curative work.



The first federal hospital built for Indians was constructed in the 1880's in Oklahoma, and a concentrated movement was underway before 1900 to establish hospitals and infirmaries on every reservation and at every boarding school. The reasons for construction were the isolation in which Indians lived, the lack of nearby facilities and home conditions, which made prescribing a course of treatment outside a hospital often useless and sometimes dangerous to the patient.

Professional medical supervision of Indian health activities was begun in 1908 with establishment of the position of chief medical supervisor, and was strengthened in the 1920's by creation of the Health Division and appointment of district medical directors.

- The first appropriation earmarked specifically for general health services to Indians was made in 1911.
- In 1926, medical officers of the U.S. Public Health Service, Commissioned Corps were detailed to certain positions in the program.
- In 1955, when the responsibility for the program was transferred by Congress from the Department of the Interior, to the Department of Health Education and Welfare, more than 50 physicians, about a dozen public health nurses, several dentists, sanitary engineers and pharmacists were on detail to the Indian Bureau from the Public Health Service.

This final transfer established the Indian Health Service under what today is called the Department of Health and Human Services.

Individual disease control programs, such as tuberculosis, begun early in the 1900's, and health education activities to support these programs were introduced in 1910.

Dental services were organized in 1913 with assignment of five itinerant dentists to visit reservations and schools.

Pharmacy services were organized in 1953 with Public Health Service pharmacy officers assigned to headquarters, area offices and hospitals to develop and institute dispensing, packaging, and distribution policies and practices.

Until the late 1920's sanitation services did not extend beyond occasional "cleanup" campaigns and physicians' inspections of homes, schools and Indian agencies. In 1928, sanitary engineers of the Public Health Service began assistance to the Bureau of Indian Affairs in surveying water and sanitation



systems and investigating other basic sanitary problems, usually restricted to Bureau installations.

An expanded program to improve sanitation in individual homes began in 1950, and in 1959 legislation was passed authorizing the construction of sanitation facilities for Indian homes and communities (Ref 1).

Health Care services for the Oneida Tribe of Indians of Wisconsin, hereafter referred to as "Oneida," and other Tribes in the State of Wisconsin began in the late 1800's when the BIA Hospital was established in Tomah, WI. Travel from Oneida to Tomah was by a team and wagon or by rail.

On January 1, 1898, the Oneida Hospital, situated on a hill just north of the Episcopal Church, was opened for patients for the first time. It was instituted by the Rev. F. W. Merrill of the Holy Apostle's Church to treat two thousand Oneidas. He recognized that they were not getting adequate medical care, the traveling distances were great and there was no resident physician. Lavinia Cornelius, recently graduated from the New Haven School for Nurses, took charge and served until September 1, 1899 when she was appointed to the Oneida Boarding School. Nancy Cornelius followed and served as nurse and sometimes administrator of the hospital until 1904, when she married. Dr. Zilpha Wilson, a young woman who was employed as the physician at the Oneida Boarding School, also assumed the duties at the Oneida Hospital without additional pay. Within a year, Dr. Wilson made over four hundred thirty home visits and also vaccinated seven hundred persons. Josiah A. Powless, after attending Carlisle Industrial Institute for six years, graduated from the Milwaukee Medical College in his twenty-eighth year and took charge of the hospital. Much later, the hospital was utilized as an apartment building (Ref 2).

The first federal appropriations made to the Oneida Tribe came in the form of Contract Health Service payments, which were utilized by local residents for payment for services received in Green Bay. Direct health care services began for Oneida patients at the Norbert Hill Center in 1974, and the clinical practice was then moved to the Civic Center one year later. The new [at the time] Oneida Health Center opened in 1978 at the intersection of County E and EE, and the Oneida Tribe was provided health care resources through a contract with the Indian Health Service (IHS). In 1997, the Oneidas negotiated their first Annual Funding Agreement with the IHS and then began receiving payments under a Self-Governance Compact with the IHS, administered from the Bemidji Area Office, located in Bemidji, Minnesota.



*First hospital in Oneida.*





The Oneida Health Center was out-grown almost at the beginning of its use, with 22,850 square feet of space and a staff of approximately 100 employees. Every inch of space was utilized and several services were relocated to other Tribal buildings prior to the development of the replacement facility. As the patient population continuously grew, so too, did the needs for additional services. However, the facility lasted 25 years, and served its purpose well.

The new Comprehensive Health Care Facility opened in November of 2003. This 67,000 square foot facility provides all major ambulatory and ancillary medical care services, optical and dental services, and a broad array of community health services, including:

- mental health
- social services
- community health nursing
- health education
- public health nutrition
- dietetic services
- a Women, Infant and Children (WIC) supplemental food program
- an alcohol and substance abuse program
- a community health representatives program

Administrative and contract health care programs for inpatient and specialty ambulatory care services are also provided.

### **PRESENT STATUS**

As with the former Oneida Health Center, the new Comprehensive Health Care Facility is beginning to bulge at the seams. With approximately 180 full-time staff and contract positions, the projected users of the facility and the corresponding workload have greatly exceeded the projections. Once this happens, the efficiencies of the operations within the given space setting begin to deteriorate.

Personnel issues within the professional staff have also created some gaps in the productivity, but the continued growth of the active users has not let up a bit. Furthermore, due to a lack of appropriate staffing levels in many departments within the organization, a backlog for appointments is being seen.

There were also issues within the pharmacy and dental operations, but corrective measures have taken place, which have enhanced the overall productivity of both departments.



The physical therapy department has been moved into the facility and replaced some square footage within the administration section, but this change has not created any negative impacts on the facility, in fact, it was a major improvement.

These are issues which can be overcome with the continued commitment of the administration, medical staff and other employees, as the health center continues to provide quality services to its users.

### **STRATEGY/FUTURE PLANNING**

The management and staff of the Oneida Comprehensive Health Care Facility are currently finalizing a strategic plan for their operations over the next three years.

- space
- staffing
- services and resources
- the dedication and commitment of the professional and support staff of the facility

All future planning efforts will become public knowledge as progress is made with the strategic plan.

This Health Care chapter has direct correlation between other chapters within this plan, as follows: Education, Cultural Resources, Transportation, Community Facilities, Parks and Recreation, Utilities, Community Design, Housing, Economic Development, Public Safety, Governmental Coordination and Regulations, Demographics, Environmental Protection, Agriculture, Natural Resources and Land Use. Furthermore, this Health Care chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*



## **REFERENCES**

Ref 1 - U. S. Public Health Service, Indian Health Service, History, 1997.

Ref 2 - Oneida Tribe of Indians of Wisconsin, Cultural Heritage Department, Tribal Historian, Archives.



# EDUCATION

## DEFINITION & DESCRIPTION

Education and training assists the Oneida community in achieving increased knowledge, gaining more complex knowledge and developing the skills and abilities that will enable a better grasp of a wide-world understanding of people, places and things.

Part of our education and training comes to us is in a formal academic way, through the classroom. We are taught reading, science, history of the world, math, different languages, and health and nutrition. However, our education is not just about formal academic teaching. Equally important is what we learn outside of the classroom. Learning is not just about formal academic teaching, it is also about learning on our own time and speed. This is to provide a balance for not only educational growth but spiritual growth.

We also seek to learn how to paint natural scenery; identify birds by their color and song; and plant, harvest, and use traditional medicinal plants. We want to learn to do both complex and simple cultural practices such as: carving soapstone, learning and speaking the Oneida language, quill work, beadwork, carving, silverwork, basket weaving, making corn soup, making maple syrup, creating black ash baskets, repairing clocks, learning how to use or repair computers, or applying new software. This is done to survive the ever changing world of technology and the ever changing political climate.

Also considered important are the community concerns for how the education and training system is functioning. The community is concerned about effective and efficient functioning of the education and training system that exists to provide and care for the success of childrens' and adults' learning and enhancing knowledge, skills and abilities. Developing and managing a learning system that is fair, cost-effective, and meaningful is important to academic continuity, the success of the students and the well-being of the community.

“What educators can do is sit down with knowledgeable business people and seek commonalities between decision-making in business and education. If we are aware that neither the business world nor the educational system can keep their spheres from intersecting, we can work together to solve our mutual problems to the advantage of both” (Ref 1).



## **HISTORICAL BACKGROUND**

Preparation of the 2026 Comprehensive Education and Training Plan began in February 13, 2001. At least 21 departments and programs participated in a series of 10 team meetings to brainstorm aspects of the education and training plan. Approximately 16 core group meetings were held from February 13 through October 17, 2001.

During that time period, two surveys were conducted 1) to identify the education services provided by each education and training program of the Oneida Tribe, and 2) to determine education and training needs, sent out 400 or more questionnaires to obtain a representative sampling of community members; 211 questionnaires were returned. The team planned for the MIS Department to process the data contained in the completed questionnaires.

One community meeting was held to test the “education and training needs” questionnaire. Twenty-five people participated at the meeting, twelve attendees were non-committee members.

Discussions at each planning team meeting resulted in a broad variety of information that was used in preparing part of the comprehensive education and training plan. One community member expressed concern that the education and training plan should not be limited to “Give a Man a Fish and He Will Eat for a Day”; it was important that the plan should “Teach a Man to Fish; and You Have Him Fed For a Lifetime.”

The team was informed that community planning workshops would be held on all planning elements to give tribal members an opportunity to state their views about what issues needed to be addressed. They were to also identify their vision of the future for 5, 10, and 20 years for what they want their community to look like.

On November 14, 2001, the Government Services Division Director emphasized the need to incorporate the input from Tribal and other school systems. It was important to include all customers of the Comprehensive Education and Training Plan; to ask business and community leaders in Oneida and other communities surrounding Oneida about what knowledge, skills, and abilities should/must Oneidas have to be successful, now and in the future. It was also recommended that the Oneida Human Resources Department ascertain the present and future personnel needs of the Oneida Organization (Ref 2).



## **PRESENT STATUS**

There are many tribal departments and programs that offer and provide education and training for academic subjects, business operations, health, nutrition, recreation, exercise, and sports. Other customers that would benefit by participating in the discussion of education and training for the Oneida Nation include local and regional employers, local units of government, manufacturing companies, business service companies, school districts, and entertainment companies.

Three of our most important and influential education institutions within our Reservation boundaries are Head Start, the Oneida Nation Elementary School (O.N.E.S.) and the Oneida Nation Highschool (O.N.H.S.)

The Head Start Program has two centers that provide a solid foundation of learning for our pre-school age children. One center is the Three Sisters Head Start located on Chief Hill Drive within the City limits of Green Bay. This center services the tribal population living in Green Bay. The second Head Start location is on Seminary Road in Oneida. It is a part of the Norbert Hill Center and serves children living in rural Oneida.

The second learning institution, O.N.E.S, is also known as the Turtle School. This school is located on the corner of Old Seymour Road and Seminary Road in Oneida. The school houses grades K through 8.

The third educational institution, O.N.H.S, is also located on Seminary Road, in the Norbert Hill Center and holds grades 9 through 12.

Besides our own education system, there are other adequate facilities providing Head Start through 12th grade learning opportunities in the area. There are also institutions offering advanced or continued educational opportunities in two

### *Figure 3.4*

year technical school Associate Degree programs, four year college Bachelors

Degree programs, graduate, as well as post graduate Masters Degrees, Specialists Degrees, and Doctorate Degree programs. There is also a myriad of certification programs through seminars and workshops.

Both tracts of education and training for the community are provided through the assistance of tribal departments



and programs that offer and implement various education and training courses, seminars, workshops, tutoring, and the partnerships and cooperation with adjacent colleges, universities and technical schools or institutes.

The current 2005-2006 School Year enrollment statistics of Oneida Students in area schools is provided by the Youth Enrichment Services (YES) and the count is based on the following criteria: students do not always have YES staff to provide accurate numbers; students migrate to another school; YES up until now, has not had a software program to track students but is hoping that next year Oneida MIS and Oneida Nation School System will include YES on the system; YES requires parental permission to serve Oneida students; youth are self-identified as Oneida Tribal members; verification through enrollments are necessary (per Johnson O'Malley standards).

Figure 3.4 lists the Johnson O'Malley Student Count for 2005 - 2006 School Year in all local school districts in and adjacent to the Oneida Reservation (Ref 3).

JOHNSON O'MALLEY STUDENT COUNT										
2005-2006 SCHOOL YEAR										
GRADE	FREEDOM	GREEN BAY	PULASKI	SEYMOUR	WEST DE PERE	ONEIDA	HEAD-START	TOTAL	Changes from 2004-2005	
									2004-2005	+ or -
Age 3							125	125		
Age 4		1	1		4			6		
K	1	24	2	24	18	53		122	126	-4
1	1	29	2	16	16	37		101	111	-10
2	2	22	5	16	13	35		93	87	+6
3	2	31	4	20	10	30		97	80	+17
4	2	20	4	18	23	20		87	80	+7
5	5	26	8	16	2	25		82	75	+7
6	1	28	7	28	10	22		96	95	+1
7	5	23	11	27	20	19		105	99	+6
8	5	29	9	37	14	22		116	103	+13
9	11	14	5	31	24	38		123	119	+4
10	5	16	12	24	17	26		100	121	-21
11	7	11	10	18	13	24		83	86	+3
12	5	16	3	17	15	17		73	87	-14
Total	52	290	83	292	199	368	125	1409		
04-05	62	208	46	288	218	408	123	1353	1269(84 seniors last year)	
Change by District	-10	+82	+37	+4	-19	-40	+2	+56 Additional Students 05-06		

Figure 3.4

The Johnson O'Malley chart identifies the numbers of students in each grade level and in which school district that Oneida tribal students attend. The number of tribal member students enrolled in the different area school systems fluctuates during a school year and the bottom line in this table show these differences for the first semester of school year 2005-2006. The two right-hand columns shows the changes from 2004 school year to the 2005 school year in





student count by grade levels and by numbers of students that increased or decreased by grade levels.

Higher education graduation numbers for the Oneida tribal members are increasing from 1990 through to 2005 there has been more than a 300 percent increase in the number of certifications/diploma's and degrees earned by Oneida tribal students. In the 2004 and 2005 academic years, this increase of triple the number of graduates earning their degrees is most noticeable. Also, during 2005 academic year, a commendable number –1,057– of higher education students have been provided funding.

Degree	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006
<b>Cert/Diploma</b>	21	17	17	17	11	14	13	15	12	17	22	27	28	15	34	27	
<b>Associate</b>	10	19	27	23	20	17	16	9	7	26	37	33	27	39	58	53	
<b>Bachelors</b>	24	19	23	25	38	36	40	34	32	25	45	53	54	52	70	81	
<b>Masters</b>	1	2	2	6	4	1	3	4	4	11	11	8	13	16	30	15	
<b>Doctorate</b>	0	0	0	0	2	0	0	3	0	1	2	3	0	2	1	6	
<b>Graduating Totals:</b>	<b>56</b>	<b>57</b>	<b>69</b>	<b>71</b>	<b>75</b>	<b>68</b>	<b>72</b>	<b>65</b>	<b>55</b>	<b>80</b>	<b>117</b>	<b>124</b>	<b>122</b>	<b>124</b>	<b>193</b>	<b>182</b>	
<b>Number of H.E. Students Funded</b>							320 est	380 est	673	742	725	730	791	886	996	1057	

\*\*Not all students confirm their graduation upon completion

\*AS400 database developed January 1997

\*Self-Governance started 1994

\*1990-1993 under BIA monitoring

\*1974 Tribe obtained HE program from BIA

Figure 3.5

### STRATEGY/FUTURE PLANNING

The strategy for the Education and Training area is to develop an Education Plan. One area that Oneida education and training programs have not addressed is providing services to tribal members that are inmates in correctional facilities. Research and analysis of these needs is warranted. Providing education and training would help inmates to earn course credits and degrees that could provide meaningful and respectable employment and living wages upon completion of their sentences.

Positions of employment both within the Tribal organizational structure, in private business and in different levels of government require degrees and certifications to get an entry level job, to be promoted to higher level positions, and to become managers. The complexities of the modern world



require a higher level of knowledge, skills, and abilities than were required 10 years ago.

Community members cite the need and importance for emphasizing family and community values in a plan; that they be used in guiding us in being respectful of others; they are what we need to help us in being caring and responsible.

Implementation of the finished comprehensive Education and Training Plan will require research and analysis of answers. All of this information is not currently available which will require a specific research focus.

It is important that the plan contribute to increasing the number of people who value and access education by removing barriers to educational opportunities. Community members need to be involved in school and educational planning. Schools are a “center of a community” where school buildings and grounds have multiple uses for the benefit of the community. The planning process should enable community members, nonprofits, businesses, governments, community organizations, a direct and continuous involvement in guiding the school education and employee training through community framed goals and objectives that are the local basis of a better future.

Involving the community in the planning and design of schools and curriculum will lead to facilities where school is central to the life and learning of the entire community. The partnerships, collaborations, and shared facilities uses that could result from encouraged and committed community involvement can benefit students and the community, which leads to broader and deeper support for the curriculum, facilities and the interpersonal relationships that have grown because of participation in the planning process (Ref 4).

The goals and objectives for the education and training plan are based on community thoughts and feelings about needed change. The plan is about specific directions that community members want the education and training to take for the future. The Comprehensive Education and Training Plan is about hope for the future.

The questions about the education levels and status of education of Oneida citizens leads to another series of questions that need to be answered if the education and training system is to be most useful and beneficial to the community members and employees of the Oneida Nation:



- A. Is there a skill shortage in the tribal organization? What is the evidence that it exists? What specifically are the required knowledge, skills and abilities for the 2,944 positions of employment within the tribe? Are school students made aware of potential future employment positions within the tribe?
- B. Can high school and college graduates find employment in the current job market? Are graduates encouraged to seek experience in other geographic areas to gain a broader knowledge and perspective of information and applications?
- C. Where are the high school and college dropouts, and what are they doing? What are their knowledge, skills, and abilities?
- D. Why did they drop out of the education system? Who is tracking their current employment and level of job satisfaction?
- E. What and how are young people taught, and can schools prepare them better for the world of work, family living, and economics of living?
- F. Who is monitoring the education and training process?
- G. Is there a career counseling and guidance program that works with students at all levels?
- H. Who and what area is responsible for monitoring the knowledge, skills and abilities of new entering and older exiting workers?
- I. What knowledge, skills, and abilities will they look for?
- J. Does Oneida have a system in place to monitor current and past students success, jobs or careers they are in, satisfaction level, desires for continued education?

It is recommended that action be taken to strengthen the capacity of the education and training system to meet the needs of those entering or are in the labor market by doing the following:

- identify and document the required knowledge, skills and abilities of occupations within the Oneida Tribe, and for other fields, industries, etc. and that they be matched with Oneida students and adults interested in employment, even that which is not offered by the tribe.
- encourage the use of clearly understood and common terminology, definitions, and measurements in



relation to knowledge, skills, and abilities for various academic fields and occupations.

- continue to provide appropriate funding for quality education, training, and counseling in schools and for additional vocational opportunities.
- create a central office for labor or employment statistics
- work with employers, unions, government agencies, and schools to collect and disseminate employment information.
- provide an expanded tribal work experience program that is more widely available at the elementary, secondary, and post-secondary school levels.
- monitor the acquisition of essential skills at the elementary, secondary and post-secondary school levels by students and adults and determine its usefulness for changing technology in the changing world of work.

<b>Industry</b>	<b>Percent Change</b>
Home health care services	69.5
Management, scientific, and technical consulting services	60.5
Employment services	45.5
Offices of physicians	37.0
Colleges, universities, and professional schools, private	34.3
Full-service restaurants	16.6
General medical and surgical hospitals, private	16.0
Limited-service eating places	15.9
Local government, excluding education and hospitals	13.9
Local government educational services	10.1

Figure 3.6

“Job shadowing” provides an opportunity for partnership between schools and businesses which will result in:

- an opportunity for students to experience “real life” work in a career field
- motivating students to expand and meet their educational career goals
- teachers developing a working relationship with the community
- well prepared and motivated employees
- an opportunity for students to see a relationship between their educational experience and career choice” (Ref 5)

The range of career options and training requirements to gain knowledge, skills and abilities needs to be continually provided to citizens and employees if their future well-being is to be assured. The following data identifies a broad-range projection of career options and opportunities that can be prepared for.

The Bureau of Labor Statistics has projected the 10 detailed industries with the largest wage and salary employment growth for the time period 2004 - 2014, identified in Figure 3.6 (Ref 6)



The Bureau of Labor Statistics has updated the fastest growing occupations for the time period 2004 - 2014 because job growth and educational requirements will change due to new technology with the passing of time. These occupations are listed in Figure 3.7: (Ref 7)

<b>Occupations</b>	<b>(Most significant source of post-secondary education or training)</b>
Home health aides	Short-term on-the-job training
Network systems and data communications analysts	Bachelor's degree
Medical assistants	Moderate-term on-the-job training
Physicians assistants	Bachelor's degree
Computer software engineers, applications	Bachelor's degree
Physical therapist assistants	Associate degree
Dental hygienists	Associate degree
Computer software engineers, systems software	Bachelor's degree
Dental assistants	Moderate-term on-the-job training
Personal and home care aides	Short-term on-the-job training

Figure 3.7

<b>Occupation</b>	<b>(Most significant source of post-secondary education or training)</b>
Retail Salespersons	Short-term on-the-job training
Registered nurses	Associate degree
Postsecondary teachers	Doctoral degree
Customer service representatives	Moderate-term on-the-job training
Janitors and cleaners, except maids & housekeeping cleaners	Short-term on-the-job training
Waiters and waitresses	Short-term on-the-job training
Combined food preparation and serving workers, including fast food	Short-term on-the-job training
Home health Aides	Short-term on-the-job training
Nursing aides, orderlies and Attendants	Postsecondary vocational award
General and operations managers	Bachelor's or higher degree, plus work experience

Figure 3.8



Figure 3.8 identifies the 10 occupations with the largest job growth for the time period from 2004-2014 and are shown with educational requirements: (Ref 8)

Technology, economics and employment levels change with time. Monitoring the world of business, technology, and the required employment knowledge, skills, and abilities can prove to greatly benefit existing and new employees, and help students prepare for future careers in the many potential fields.

Another level of assistance is to have students prepare a resume at least once or twice each school year. Discussing and researching career options (via the World Wide Web, library materials, and local employers) based on current levels of interest can be a method to bring focus to a young persons' need to plan ahead for future employment.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*



## REFERENCES

Ref 1 -“The Corporate Stake in Better High Schools.” by Fletcher L. Byrom. Newspaper article in Manager’s Journal. The Wall Street Journal, 1981.

Ref 2 - Memo from Don White, government services division director, to Education Department, November14, 2001.

Ref 3 - Johnson O’Malley Student county for 2005-2006 School Year. Provided by Anita Barber, Director, Oneida Youth Enrichment Services Program. May 2006.

Ref 4 - School Facilities Planning and Design. Knowledge Works Foundation. 2002. [www.kwfdn.org/ProgramAreas/facilities/guidelines](http://www.kwfdn.org/ProgramAreas/facilities/guidelines)

Ref 5 - Job Shadowing Guide: A Quality Education For Every Child. Career and Technical Education Team. Elizabeth Burmaster, State Superintendent. Wisconsin Department of Public Instruction. 2003.

Ref 6 - Table 3a. The 10 detailed industries with the largest wage and salary employment growth, 2004 - 14. US Department of Labor- Bureau of Labor Statistics.

Ref 7 - Table 3c. The 10 fastest growing occupations, 2004-14. US Department of Labor- Bureau of Labor Statistics.

Ref 8 - Table 3d. The 10 occupations with the largest job growth, 2004 -14. US Department of Labor- Bureau of Labor Statistics.







# HOUSING

## DEFINITION AND DESCRIPTION

Housing is defined as any structure used to protect people from the elements and provides a safe, comfortable place to nurture and sustain individuals and families.

Houses may be individual family dwellings, apartments, duplexes, multi-family dwellings such as condominiums or townhouses and even individual rooms within a boarding house or a nursing home. Housing may be purchased as a mortgage, rented as an apartment or rental home, and leased by a contract. Furthermore, individual rooms or apartments may be paid for by a third party payment such as a nursing home bed (medical assistance or medicare) or an assisted living apartment (medical assistance or medicare). The latter two examples may also be paid for by the individuals living within them, or by their families. Additional costs for housing may include utilities (water, sewer, electricity and/or gas), telephone, cable or satellite television service, insurance, maintenance fees, and upkeep services such as lawn mowing and snow removal. Supplemental resources for housing needs may be provided for low income families, such as a sliding fee schedule for rent or mortgage payment, supplemental energy support during winter months, water and sewer discounts and support services for elders and the needy.

Within the Oneida Reservation, the Oneida Tribe has programs and services in regards to housing and their specific support costs to assist individual Tribal members, as appropriate. However, the housing stock for Oneida families is limited and there always seems to be a great shortfall.

There are five entities on the Oneida Reservation that do, and have in the past, provided some type of housing support for Tribal members. They are the Oneida Housing Authority (OHA), the Oneida Division of Land Management (DOLM), Elder Services (Apartments), the Anna John Nursing Home (Nursing Home beds), and the former Housing Development Program. In addition, a sixth entity now exists at the Bay Bank, where qualified individual Tribal members may obtain a mortgage, or take advantage of the HUD Section 184 Program, which provides loan guarantees for middle and upper income families for housing purchase or construction.



### ***Oneida Housing Authority (OHA)***

The OHA is a federally subsidized housing program. Primarily funded to provide affordable housing, the program offers both affordable rentals and affordable home ownership programs. Furthermore, the OHA provides a home ownership repair program which assists individual homeowners to make necessary home improvements.

Native American housing programs were originally funded directly from the U.S. Department of Housing and Urban Development (HUD), but in recent years the Department has set aside federal funding specific to Native American Tribes under the Native American Housing Assistance and Self-Determination Act (NAHASDA). NAHASDA was designed to give more flexibility to tribal housing entities to develop more of their own policies, criteria and guidelines for their respective housing programs (Ref 1).

### ***Division of Land Management (DOLM)***

The Division of Land Management recognized the OHA could not meet the total housing needs on our Reservation. In order to relieve some of the burden from the OHA, the DOLM began purchasing existing homes within the Reservation boundaries and developed policies and procedures for the rental or purchase of these homes.

The DOLM designed and implemented three loan programs to help Tribal members fulfill their housing needs. First, the Tribal Home Repair and Improvement Loan (THRIL) is intended to help Tribal members pay for repairs and/or improvements to their existing homes. The second program, the Tribal Loan and Credit (TLC) program, offers a loan for the downpayment of a home. Finally, the Direct Real Estate and Mortgage Loan (DREAM) affords Tribal members the opportunity to purchase a home at lower interest rates. One shared criterion for all three loan programs is that the house in question must reside on land within the original reservation boundaries.

One additional program offered by the DOLM is the land lease program. This program provides a lot, or up to two acres of land for lease by an individual Tribal member, upon which the member may build their own home.

When gaming became a reality on our Reservation, there was an influx of people coming back to Oneida to take advantage of new opportunities. It did not take long to discover that many did not qualify for NAHASDA homes because of higher income levels. This increased the demand for housing. To meet the need, the Division of Land Management became



more aggressive in purchasing existing homes within the Reservation boundaries.

The DOLM also has the capability to construct new homes. In the mid 1990's, three homes were built as well as an apartment complex located on Standing Stone Drive (Ref 2).

### ***Elder Services***

This entity is responsible for the Elder Apartments located on North Overland Road. There are 29 apartments containing both, one and two bedroom units. The rent for these units is determined by the individual applicant's income.

Construction on the apartments was completed in 1996, with occupants moving in during the Spring of 1997. The total cost of the project was approximately 13 million dollars.

### ***Anna John Nursing Home***

The Nursing Home was open for occupancy in the Summer of 1964. There are 48 licensed beds in the facility. A medical condition warrants an individual the opportunity to stay in the nursing home.

### ***Housing Development Program***

The original funding for this program came from the Bureau of Indian Affairs (BIA), who provided housing resources for individual families who needed home repairs. Eventually the funding was a combination of both BIA and Oneida Tribal funding, which was being utilized to replace homes which would cost more to repair than their actual value. The majority of these replacement homes went to elders who had medical conditions which warranted better living conditions. When the federal funding ended, the Oneida Tribe continued the replacement of those homes which met specific criteria. Ten mobile homes were also purchased and provided to individuals for the replacement of their existing homes, which were in very poor condition.

This department is no longer in existence. During the time it was in operation, its original function was to construct replacement homes for elders and when feasible, make repairs or improvements to the homes of elders. Making homes handicapped accessible was also done. Younger individuals who were in need of these specific services were eligible if they were handicapped in some way and



were on disability but were not otherwise eligible for home replacement.

## **HISTORICAL BACKGROUND**

### ***Oneida Housing Authority***

In April of 1963, the OHA was established as a non-profit housing entity through an ordinance passed by the Oneida Business Committee (OBC). Funded by the U. S. Department of Housing and Urban Development (HUD), the authority has been responsible for the purchase and construction of over 450 homes on the Oneida Reservation. These units are a mixture of affordable homes both for rent and home ownership, as well as apartments. The OHA also provides a home ownership repair program.

Two additional responsibilities of the Oneida Housing Authority are first, to serve as the Tribally Designated Housing Entity (TDHE) for the Oneida Nation in regards to HUD regulations, and secondly, to develop a five year housing plan. The latter is to be submitted with periodic reports and a close-out report every five years, which is submitted with the next five year plan.

The OHA is governed by a seven member board whose members are appointed by the Oneida Business Committee. This board is responsible for the establishment of policies, procedures and approval of housing projects. They are also the hearing body for any conflicts, or grievances and evictions. Furthermore, the OHA is required to provide quarterly status reports to the Oneida Business Committee.

OHA homes are located in Sites I and II, Three Sisters, Tall Feather Way (a.k.a. H & Ranch Roads), Vande Walle I & II, Path of the Bear, Turtle Where It Ends, Chief Hill Drive, Sand Hill Circle, Jonas Circle and multiple scattered locations. OHA has individual homes, duplexes, apartments, elderly apartments, two four-plexes for disabled elderly clients and two transitional living apartments. OHA also has community buildings located in Site II and the Three Sisters housing areas.

### ***Division of Land Management (DOLM)***

The DOLM is governed by the Oneida Land Commission. This Commission is the oldest established commission within the tribal structure. It is made up of nine members, which are currently appointed by OBC.



The DOLM began offering homes for rent and purchase in the late 1980's. This occurred as a result of an identified need for housing units for those Tribal members wishing to live within the City Limits of Green Bay and by those families whose incomes were moderate to high and wishing to live in larger homes.

Since 1989, the DOLM has purchased approximately 100 existing homes throughout the Oneida Reservation. Most purchases were within the City Limits of Green Bay. These homes became a mixture of rental and purchasable units and were two, three and four bedroom units. The DOLM also manages the Green Earth Trailer Court, located on County H. The majority of the mobile homes in this court are privately owned, and the spaces are rented from the DOLM.

### ***Elder Services***

The Oneida Elder Service Program manages twenty-nine residential elderly apartments located contiguous to the Lee McLester Elderly Services Complex. The apartments were established on this site so the programs and services of the Elder Service Program would be readily available to the residents. Furthermore, the apartments are located across Overland Drive from the Oneida Community Health Center for easy access of health care services.

The Elder Service Program also provides minimal emergency home repairs for the elderly population of the Oneida Reservation. Funding is scarce, so the program provides inspection services with referrals to the appropriate housing entities when appropriate.

### ***Anna John Nursing Home***

The 50 bed Anna John Nursing Home opened in 1964 and is directly attached to the previous Oneida Community Health Center (OCHC), located at the crossroads of County Trunks E and EE. The nursing home has provided continuous services for its residents and has been managed by the administration of the OCHC, with primary funding coming from third party billing and direct tribal contribution.

Medical supervision of the nursing home is provided by the Health Center's physicians, and today it is managed by an administrator and a dedicated corps of nursing personnel. The nursing home provides skilled nursing care to its clients and its own dietary program. Physical therapy has also been provided within the main facility, and other medical services are now provided either at the nursing home or at the new



Oneida Community Health Center on State Highway 172 and Overland Road.

Internal renovations required the use of two units, and the facility is now certified by the State of Wisconsin as a 48 bed facility.

**Housing Development Department**

In June of 1992, the Housing Development Program (HDP) was established with funding provided by the Bureau of Indian Affairs. At that time, one of the primary functions of the HDP was to complete an assessment of the true housing needs for the entire Oneida Reservation. Another function was to plan and coordinate housing projects among all housing entities. The intent was to monitor all construction activity in order to better track housing development by all entities on the Reservation. However, the focus of the Department changed when it became apparent that there were elders living in sub-standard housing. A grant was made available to the Oneida Tribe, and construction began to replace the homes of elders in dire need of safe, affordable housing. Later the program was completely funded through tribal contribution. There were 100 homes built for elders as well as some families that did not qualify as elders, but were in desperate need of home replacement. In addition, ten mobile homes were also purchased and utilized within the replacement home program.

The Housing Development Program was governed by a seven member board, which was appointed by the OBC. The board was responsible for the development of by-laws, policies and procedures and the selection criteria for applicants of the replacement home program. This program concluded in 1999 when the replacement home need was determined to be met, and budgetary constraints ceased funding for the program. Furthermore, the Housing Development Board was dissolved in 2001, after all business of the HDP was completed.

**PRESENT STATUS**

The following Inventory and Brief Analysis, provides an update to 2006, with the current status of our housing stock, by tribal entity (Figure 3.9):

<b>Oneida Housing Authority</b>	
Elder Apartments	16
Rental Units	244
Ownership Homes	114
Conveyed Homes	100
<i>Sub-Total</i>	<i>474</i>
<b>Division of Land Management</b>	
Rental Units	81
DREAM Homes	442
Trailer units	21
<i>Sub-Total</i>	<i>544</i>
<b>Housing Development Housing Units (Constructed/Purchased from 1997 to 2001)</b>	
Trailers	10
Replacement Homes	56
Homes/Land Lease*	25
<i>Sub-Total</i>	<i>91</i>
<i>Elder Services Apts.</i>	<i>29</i>
<i>Nursing Home Beds**</i>	<i>48</i>
<b>Total housing units: 1,113</b>	
* Included w/Dream Homes	
** Not counted as homes	

Figure 3.9





## STRATEGY/FUTURE PLANNING

All Oneida Tribal housing entities are concerned about both the current needs for housing and those of the future. Therefore, program managers and staff of all tribal housing entities are attempting to function in a united way to address the housing needs, while continuing to perform their independent duties and responsibilities.

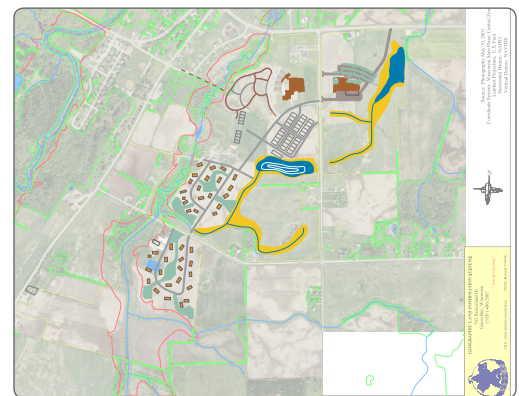
A housing task force has been operational under the direction of the General Manager's Office for several years, and this task force meets each month, primarily to discuss and recommend appropriate changes to our housing program operations as needs are identified.

Based upon a recommendation from this task force, a Housing Coordinator has been hired and is located at the DOLM. This coordinator does not direct or control the independent housing entities, but as the title implies, the position is responsible for a coordinated effort by all housing entities to work together for the benefit of the whole.

Furthermore, the housing task force, now functioning under the leadership of the Housing Coordinator, who works for the DOLM, which is under the control of the Oneida Land Commission, has taken a look into the future needs of our Nation's housing programs. Cooperatively working together, the task force has both identified needs and are currently preparing a twenty-five year housing development plan. The plan calls for more affordable housing choices for our Tribal membership; locations which are within our existing water and sewer infrastructure; houses will be positioned for greater "green space" availability, which may include parks, walking trails and recreational areas; and, aesthetically pleasing and safe neighborhoods, which both protect and ensure the social and environmental considerations of our families and community.

The DOLM is currently, and will continue to review the "land request list," which identifies those individual families who desire to lease land from the DOLM and build their own homes. Locations for these independent leases and home sites will be identified throughout the entire reservation and will be included in the twenty five year housing plan.

This Housing chapter has direct correlation between the other chapters within the plan, as follows: Cultural Resources, Transportation, Community Facilities, Parks & Recreation, Utilities, Community Design, Economic Development, Public Safety, Natural Resources, Health Care, Agriculture, Natural Resources, Environmental Protection, Demographics,



*Former Smit Farm Development Concept*



Governmental Coordination and Regulations and Land Use. Furthermore, this Housing chapter is extremely important to the development of an Emergency Planning and Response/ Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

Ref 1 - Laural Meyer-Spooner, Resident Services Specialist; Fern Birdsbill, Executive Director; Jason Johnson, Deputy Executive Director, Oneida Housing Authority

Ref 2 - Diane Wilson, Property Manager, Division of Land Management

Map 1 - Existing Tribal Housing Sites, 3-22-06

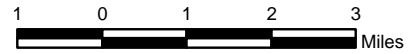
Map 2 - Proposed 24 Year Plan for Housing Sites, 1-23-06



# Oneida Reservation ( Existing Tribal Housing Sites )



1 inch equals 10,000 feet



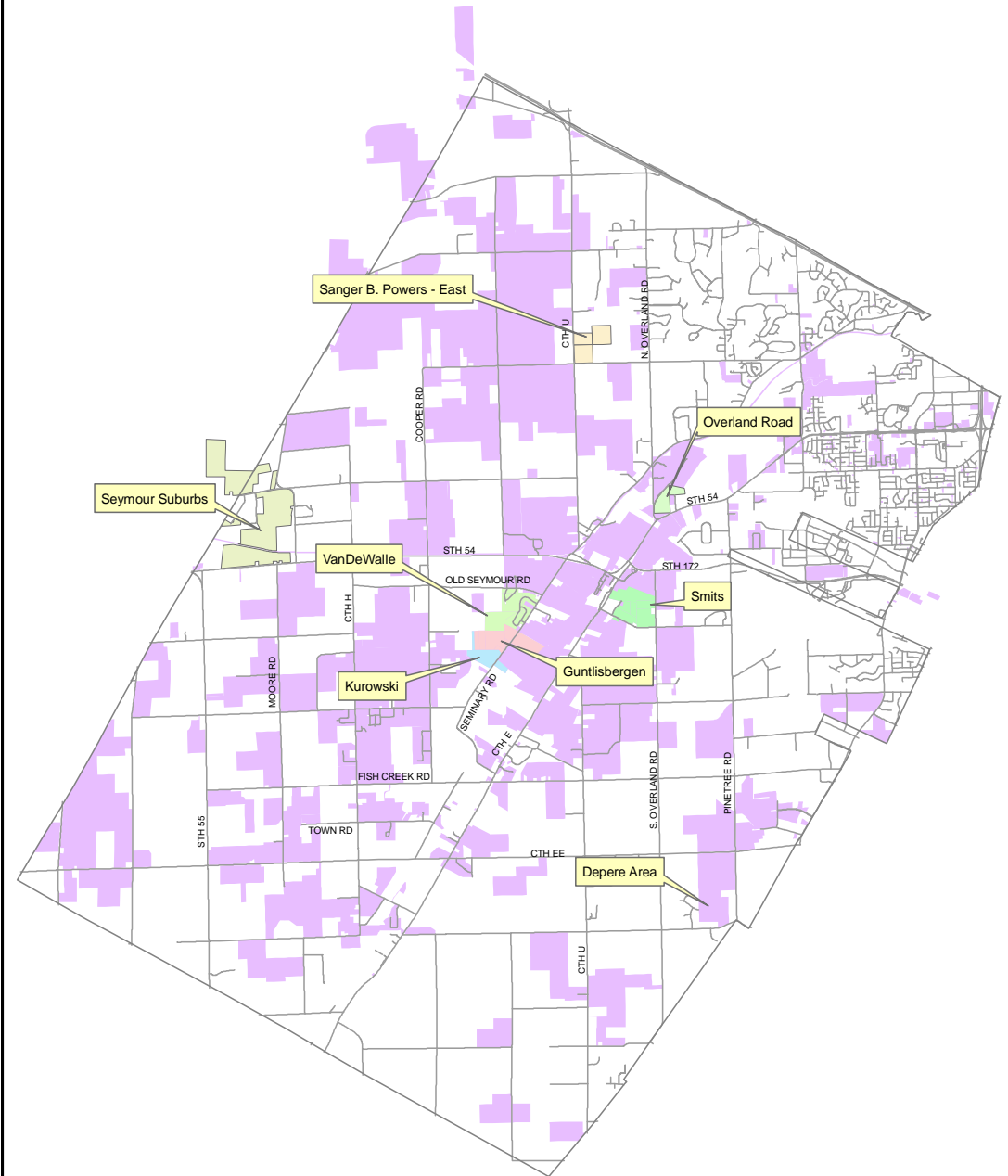
**GEOGRAPHIC LAND INFORMATION SYSTEMS**  
 N 703 Packerland Drive  
 Green Bay, Wisconsin  
 (920) 496-2007

File: Existing Sites8x11.mxd Date: 3-22-06 Revised 11-8-06

Source: Photography May 10, 2001  
 Coordinate System: Wisconsin State Plane, Central Zone  
 Lambert Projection, U.S. Foot  
 Horizontal Datum: NAD83  
 Vertical Datum: Nav88



Oneida Reservation  
 ( 24 Year Plan for Housing Sites )



**GEOGRAPHIC LAND INFORMATION SYSTEMS**  
 N 703 Packerland Drive  
 Green Bay, Wisconsin  
 (920) 496-2007

File: 24 Year 8x11.mxd      Date: 1-23-06 - Revised 2-27-06

**Legend**

- Oneida Reservation Boundary
- Road Center Lines
- Tribal Parcels

N

Source: Photography May 10, 2001  
 Coordinate System: Wisconsin State Plane, Central Zone  
 Lambert Projection, U.S. Foot  
 Horizontal Datum: NAD83  
 Vertical Datum: NAV88



# COMMUNITY DESIGN

## DEFINITION & DESCRIPTION

Community Design is a purposeful exercise of visioning and planning. Assisted by professionals that engage community members in outlining specific design principles and projects that when implemented, create an efficient and functional “community of well being” for those that work, live, and visit there.

The design principles of future Oneida Community projects, shall promote:

- a healthy lifestyle
- a positive sense of place for all those who work, live in, and visit our communities
- Oneida’s unique culture, heritage and sovereign identity will be recognized throughout the community in the design of housing, facility and public spaces, within the architecture and the use of signs, graphics, art and landscape
- community member’s input and support, while aligning with the missions, visions and goals of the people and the various government programs that serve community members
- a place where all people can work, play, live, learn, grow, relax, enjoy, and socialize
- a safe environment, where families, neighborhoods, and community activities are supported by design
- an interconnection of all areas of the community so that they integrate through a system of roadways, paths and/or trails, aesthetic landscaping, and infrastructure.

Specific design guidelines and criteria will be developed for each project, as necessary. Teams should have some access to planning budgets if they need to work with outside consultants and/or others to complete their tasks.

Specific implementation actions should be outlined in each plan and followed, as “Community Development” projects by the planning and engineering departments, stakeholders, and cross-functional teams are in the development stages. The existing Capital Improvement Process (CIP) is and has been the process of choice for Oneida development projects. It is the intent of the Development Division to continue the use and improvement of this well designed and functioning process.



*Health Center Healing Landscape*



## **HISTORICAL BACKGROUND**

Historically, Community Design has been completed only on a site-by-site basis. Planning for Community Design should address the contextual elements that make up an entire neighborhood. Previously, early developments of housing and facilities within the Oneida community have not fully incorporated community input into the principles outlined in the previous section. However, during the last 5 years, there have been more discussions and involvement of community and business units (stakeholders) as to what the overall community should look like and where and what designs should be utilized. Community people and the Tribal organizational units have been empowered to participate and guide community housing and facility development plans.

A good example is the proposed Assisted Living and Anna John Nursing Home project. Within this project, a core team of community and business unit representatives have and will continue to meet with the project team, and assist in making the decisions regarding the design, layout, space, colors, etc. Another early effort at implementing community participation in design, is the master plan for the former Smit/Pulyeart property, located on Overland Road. The master plan included an analysis of the 230 acre area, incorporating storm water management, sewer and water infrastructure, parking lots, building pads and public spaces, all into a plan that has all elements working together to be built within this proposed neighborhood.

This particular project is being planned in conjunction with the proposed Assisted Living and Anna John Nursing Home project, and community membership, along with representatives from the elder community, Elder Services staff and ONCOA members have been involved with the project since its inception.



*Former Smit/Pulyeart Farm*

During the 1970's and 80's, the Oneida community consisted of small neighborhoods (housing locations), such as Chicago Corners, Three Sisters, Rolling Hills, Cora House and Sand Hill Circle. The development of these housing locations did not necessarily conform to any specific community design criteria, with the exception of zoning codes and requirements, and were based upon historical settlement patterns. Also, in most instances, sewer and water infrastructure did not exist as community systems, and homes utilized individual wells and septic systems.

In the 1990's, primarily due to the expanded economic success of the Oneida Nation, additional resources were made available to address larger scale community design





issues. Included within these proposed and developed communities, were utility infrastructure, more “open space” between units, and playground and recreation areas. Furthermore, newly purchased, constructed and renovated office and retail buildings are being better planned, developed and constructed, which also take into account the community design principles previously described.

In the 2000’s, the Community Design Chapter is included within the Oneida Reservation Comprehensive Plan as a first time element. The Planning Department, along with community and stakeholder representation, will develop alternative designs for the community that will include the previously presented principles. This will result in better informed and prepared decision makers, who ultimately approve the placement of new housing, commercial, retail and civic buildings in the future.

### **PRESENT STATUS**

Community design principles and personal health are interrelated and should work hand in hand. It is important to note that diabetes is prevalent within the Oneida Community. How the community is designed plays an important role in promoting an active lifestyle, using compact development, which links community buildings, housing, commercial and retail locations with walking trails.

### **STRATEGY & FUTURE PLANNING**

The following strategic initiatives are provided as a guide to future development practices within the Oneida Community:

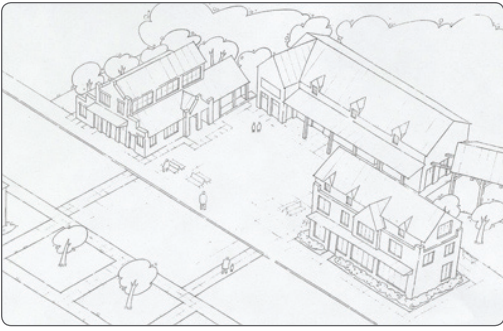
- Create a small, efficient and compact community buffered from urban sprawl and surrounded by natural areas;
- Revitalize Central Oneida so that it includes spaces for local services, civic space, areas for community events, a reproduced train depot and a Central Park;
- Produce an Area Development Plan for the former Smit farm that includes elder apartments, assisted living, elder services, nursing home, independent town homes for elders and residential home sites, all within a short walking distance of the Oneida Community Health Center.
- Develop a Government Campus that is designed to interconnect buildings, which allow open space and attractive as well as esthetic landscaping, which



*Central Oneida Planning Study*







Old Oneida Plaza Concept

encourages employees to walk from one building to another, further enhancing their physical health (Ref 2).

- Produce Development Guidelines for an “Airport Village,” within which, commercial and retail outlets may be established for both Tribal entrepreneurs and business development.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

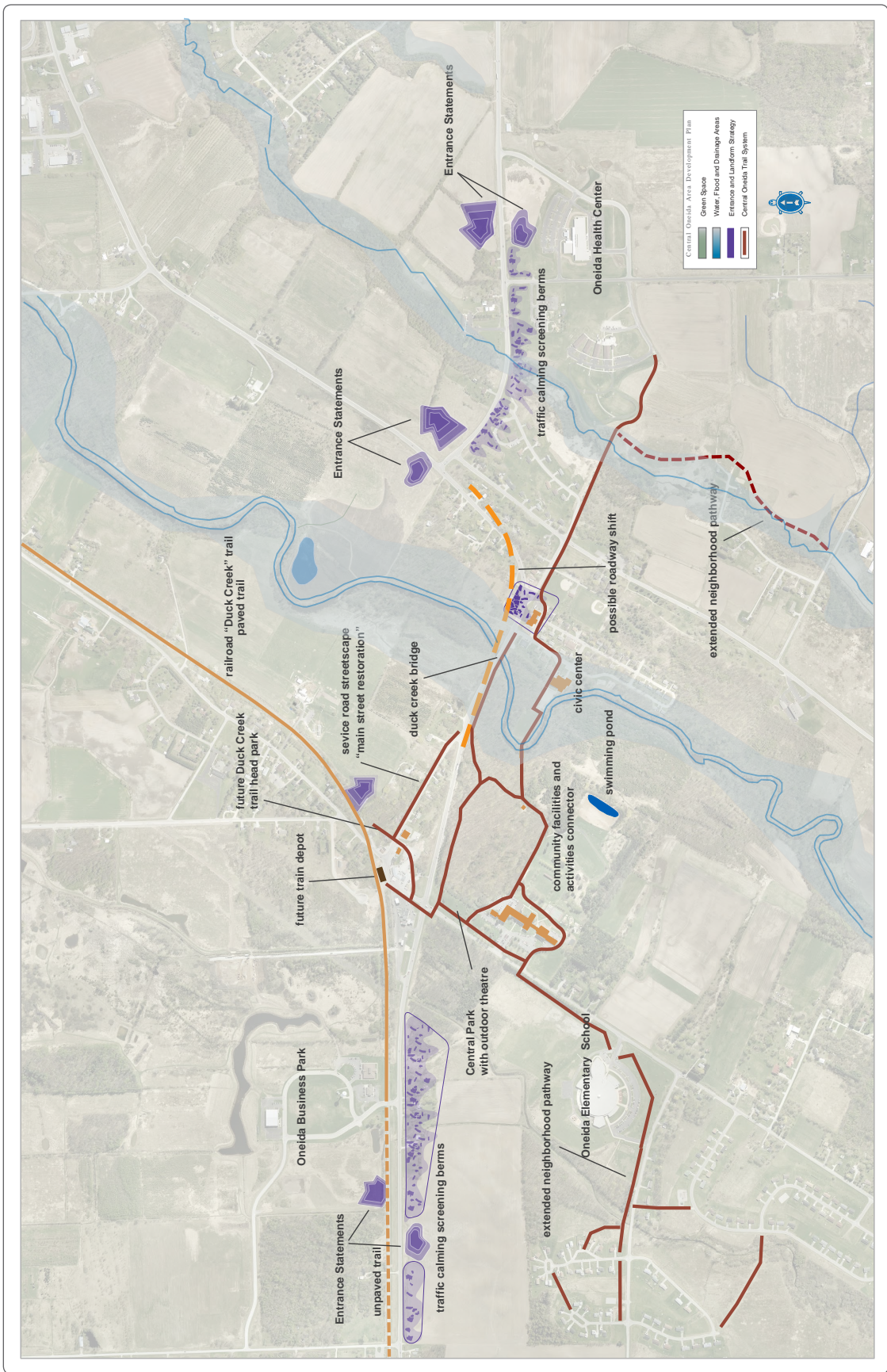
Ref 1 - The Diabetes Prevalence according to the 2006 Special Diabetes Program for Indian People through the United States, Department of Health and Human Services/ Indian Health Services.

Ref 2 - Guidelines of Design Principles for a Government Services Campus (DRAFT), available at the Oneida Planning Department.

Ref 3 - Criteria for Area Development Plan Process (DRAFT), available at the Oneida Planning Department.

Map 1 - Central Oneida Development Map









# PARKS AND RECREATIONS

## DEFINITION AND DESCRIPTION

A park is “an area of public land; specifically, a) an area for public recreation, usually with walks, playgrounds, etc. b) an open square in a city, with benches, trees, etc. c) a large area of natural scenery, preserved by a government” (Ref 1).

As the above definition implies, one may think that parks and recreation are one-in-the-same. However, in the Oneida situation, there are three separate entities which are involved in these areas: recreation, adventure and fitness.



*Historic Park in Central Oneida*

## Conservation Department

There are two recognized and Tribally managed recreational parks within the Oneida Reservation, and they are the Quarry, just off of North Overland Road, and Lake Osnuhsa, located just off of County FF (Hillcrest Drive), in the Cultural Heritage area. Furthermore, there are parks associated with housing Sites I and II and Three Sisters. The one thing that all five of these parks have in common, is that they are managed and maintained by the Oneida Conservation Department, under the Environmental Health & Safety Division. Furthermore, the Conservation Department is also responsible for the maintenance and upkeep of the Nation’s trail systems throughout the reservation.

In addition to the Oneida parks, Brown County, the City of Green Bay, the Villages of Ashwaubenon and Hobart and the Town of Oneida, all have parks located within the exterior boundaries of the Oneida Reservation.

## Recreation Departments

Recreation, within the Oneida organizational structure, has three entities within which, recreational programs are provided. The three entities are recreation, adventure, and fitness areas. The Oneida Family Fitness, Adventure and Recreation programs, all target the Oneida people, the employee base and their respective families.

The recreation program provides organized recreational activities scheduled at the Oneida Civic Center, located in Site I, the Community Center, located on County Road “H” and the baseball fields, located adjacent to Site I and Service Road. These activities are for youth ages 5 and 6 and 7-12; teens and young adults; adults; and elders. Each group has their own specific types of recreation programs.



The adventure program, formerly called the Experiential Therapy Program (ropes course), provides adventure type programs both at the Oneida Social Services Building, located both within and outdoors at the Oneida Fitness Center, and at various areas throughout the state, involving skiing, boating, kayaking, canoeing, rock climbing, caving and camping. Special adventures for both males and females as well as leadership, team building and self-confidence skills are also provided.

The Oneida Fitness Center is more specifically associated with health and wellness of the individual, but offers many family recreational, physical and some sports activities. Emphasis is placed on cardiovascular training, muscle toning and enhancement, aerobic exercises and yoga, as well as other stress relief and overall body conditioning activities.

## **HISTORICAL BACKGROUND**

### ***Conservation Department***

Beginning in 1986, the Oneida Conservation Department was a small program located at the Civic Center, in Site I. Primary responsibilities included serving as Game Wardens, natural resource identification and environmental protection.

After a couple of years in existence, the Conservation Department hired additional manpower to keep up with their demand for services. They became the managers of our Nation's natural resources, the managers and maintenance crews in our parks, and maintained the Nation's trail systems. Since its inception, the Oneida Conservation Department has increased the number of issuing sportsman licenses from 614 in 2001 to 718 in 2005. Both tribal and non-tribal sportsman utilize the Tribe's resources for hunting and fishing purposes. Game and pheasant hunting has increased since 2000 due to the Pheasant Stocking Plan.

In 1996, the Oneida Sportsman's Club released turkeys at several locations within the Reservation. The timing was perfect as there were turkeys already moving onto the Reservation from the north and south. This helped our turkeys re-populate the area. Conservation further assisted the turkeys by re-locating some nuisance birds that were hindering the progress of the turkeys. These birds were moved to a suitable habitat.

This project has proven to be a success as indicated by the number of hunting permits issued over the years. In 1999, there were 50 hunting permits issued, and in the spring of



2006, 174 were issued. Not all of the permits were filled, meaning not everyone got a turkey, but the number of turkeys that were harvested, has increased every year since 1999.

A feasibility study was conducted on the pheasant population and was re-created in the year 2000 with a Pheasant Stocking Plan. There were only 300 pheasants released in 2001 and by 2003, 1,000 pheasants were released. Of the 1,000 pheasants, 300 adult birds were maintained over the winter and released in the following spring.

The department also plants, distributes and transplants trees and shrubs through both tribal and governmental contracts. The Conservation Department works with the USDA/NRCS conservation contracts for programs such as the Conservation Reserve Program (CRP) and Wildlife Habitat Incentive Program (WHIP). Furthermore, the Conservation Department implements the outlined strategies for both the internal and external environment. The internal environment consists of the Oneida Tribe's contracts and strategies planned for parcels of tribal land that require planting of trees, shrubs and other natural elements. The external environment consists of governmental entities such as the Natural Resources Conservation Service (NRCS). The conservation department has an outlined conservation plan that is implemented on tribal agricultural land purchased for the Oneida Nation.

The distribution of firewood and wood chips for community events has increased significantly over a four year span. In 1999, the department processed 70 cords of wood and delivered 80 cubic yards of wood chips. By 2005, the department processed 174 cords of firewood and delivered 96 cubic yards of wood chips. This is a significant increase in demand for firewood used for community events including: funerals, ceremonies, camps, etc. The elders also request assistance in this area.

### **Recreation Departments**

Beginning in 1982, the Oneida Family Fitness, Adventure, and Recreation program began with three employees in the old Conservation Corp building in Site II. From 1987 to 1994, the recreation center was moved to the Norbert Hill Center chapel and basement areas to meet the health needs of the Oneida people.

By 1997, the fitness center relocated to the building formerly known as the Our Lady of Charity center. This space within the facility



was formerly known as the YMCA. The lease for the YMCA was not renewed and our Tribal program moved in with the purchase of this facility. There were now 9 employees who had experience in programming options to include: a swimming pool, indoor track, gymnasium, additional space and equipment from both sites combined.

Since then, the building has been renamed as the Oneida Social Services Center, located at 2640 West Point Road. The family fitness center has added experiential and outdoor recreation to their agenda. This includes: kayaking, canoeing and outdoor recreational sports.

## **PRESENT STATUS**

### ***Conservation Department***

Today, the Oneida Conservation Department strives to provide quality outdoor recreational and sports opportunities to the membership, their immediate family and surrounding community members, while considering the protection of our environment. This is achieved by maintaining educational, culturally significant and hazard free parks, recreational areas, fisheries and trails for our “customers” and determining the best practices to reach our desired outcomes. The Department is determined to ensure that these areas will provide positive energy releases for our youth and are aesthetically pleasing (stress reducing) for those that are not as youthful as they once were.

There is a strong emphasis by the Department on natural areas that can be utilized for the purposes of hunting, fishing & gathering of our natural resources. The need to gather and utilize natural resources, as well as protecting them, has always been an essential way of life for Oneida people.

### ***Recreation Departments***

The Oneida Family Fitness, Adventure and Recreation areas are continuously trying to increase the membership and enrollment to utilize all of our recreational, sports and fitness areas. Everyone, from youth to elders, may utilize the various wellness, fitness, sports and recreational facilities and activities in an effort to maintain their individual health. Swimming, exercising, walking, weight lifting, cardiovascular training, muscle toning and development, and recreational sports, all add to the individuals overall health conditioning. In addition, the adventure activities will stimulate the mind and body, thereby aiding in both physical and mental wellness.





## **STRATEGY/FUTURE PLANNING**

### ***Conservation Department***

Both the Tribal population, and the community needs for conservation services continue to increase. The areas for expansion include enhancing existing fisheries and establishing new fisheries. More workshops and activities are required for safety classes on using ATV's, snowmobiles, gun and bow hunting.

Workshops would also include proper tree planting and maintenance.

Our outlook is to continue the maintenance of our Nation's environment, natural resources, game animals and fisheries, parks and recreational areas, maintaining existing and developing additional trail systems, providing fuel supplies (wood), and planting and managing our Nation's forests.

Further training and maintaining a highly qualified conservation staff, continuously improving our quality services to the Nation's peoples, preserving our hunting, fishing, conservation and wetland areas, as well as maintaining our riparian buffers along all water and drainage ways, will remain at the forefront of our continued quality efforts and provision of services.

### ***Recreation Departments***

The Oneida Family Fitness, Adventure, and Recreation areas continue to advocate for the preservation of active lifestyles. Being an active member of the Oneida Health Care System, the program's goals are to assist in the efforts to reduce the numbers of injuries, illnesses and disease rates among those who choose to be our clients.

This Parks and Recreation chapter has direct correlation between the other chapters within the plan, as follows: Education, Cultural Resources, Transportation, Community Facilities, Utilities, Community Design, Housing, Economic Development, Public Safety, Health Care, Governmental Coordination and Regulations, Environmental Protection, Agriculture and Natural Resources. Furthermore, this Parks and Recreation chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside the purview of the Oneida Reservation Comprehensive Plan.



## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

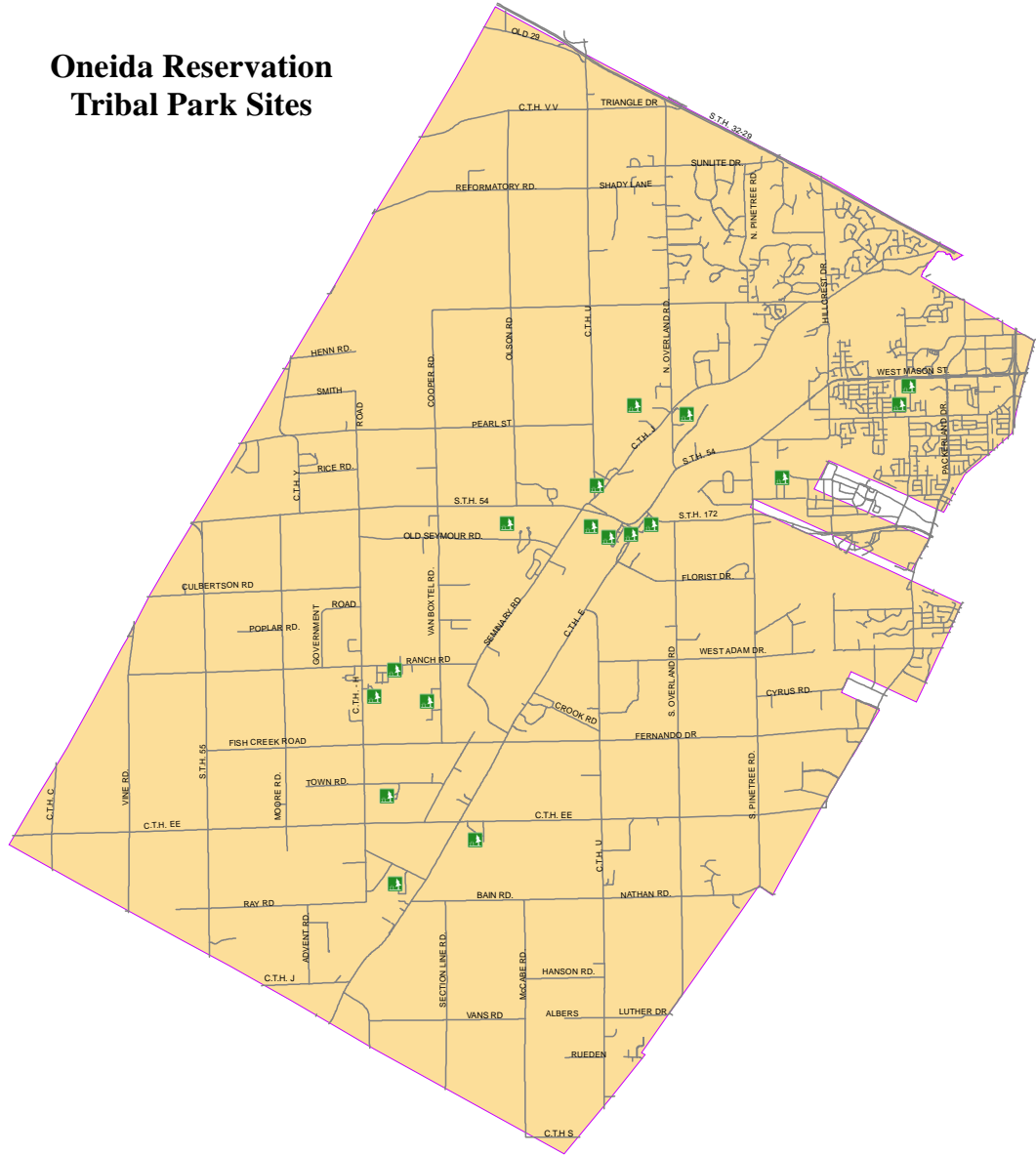
## **REFERENCES**

Ref 1 - Webster's New World Dictionary, Second College Edition, 1982.

Map 1 - Tribal Park Sites, 4-19-06.



# Oneida Reservation Tribal Park Sites



**PARK DIRECTORY**

1. Three Sisters-Small Park  
West Mason Street on the corner of O-Na-Ste and Country Club Road.
2. Three Sisters  
Large Park Chief Hill Drive in the Three Sisters neighborhood.
3. Cora House Park  
Located off Hwy 54, left on South Pine Road, left on Edgar Drive and left again on Jonas Circle.
4. Oneida Quarry  
Near corner of Overland Drive and County Highway J.
5. Rose Hill Wildlife Area  
Located off of Riverdale Area.
6. Hurley Parkhurst Park  
Corner of County Highway U and Riverdale Drive.
7. Oneida Ball Fields  
Highway 54 on Service Road.
8. Norbert Hill Center  
Located behind the Norbert Hill Center off of Seminary Road.
9. Turtle Where it Ends (Development Stage)  
Off of Old Seymour Road.

**PARK DIRECTORY (continued)**

10. Site II Park & Ball Field  
Located off of Ranch Road on Park Drive.
11. Green Earth Trailer Park  
Located off of Highway H, on the corner of Hattie Lane and Redtail Drive in the trailer park next to the Green Earth Library.
12. Rolling Hills Park  
Located off of VanBoxtel Road on Onondaga Drive near the water tower.
13. Sand Hill Circle  
Located off of Town Road.
14. Ridgeland Park  
Located off of County Highway EE on Skylark Drive.
15. Hillside Park  
Located off of Tip Road on Wolf Drive.
16. Site I Park  
Located off of Highway 54 on Artley Street next to the Civic Center.
17. Standing Stone  
Located off of Hwy 172. (Under Development)

**Legend**

- Road Centerlines
- Tribal Park
- Oneida Reservation

**GEOGRAPHIC LAND INFORMATION SYSTEMS**  
 N 703 Packerland Drive  
 Green Bay, Wisconsin  
 (920)496-2007

File: Rec Sites.mxd      Date: 4-19-06



Source: Photography May 10, 2001  
 Coordinate System: Wisconsin State Plane, Central Zone  
 Lambert Projection, U.S. Foot  
 Horizontal Datum: NAD83  
 Vertical Datum: Nav88





# UTILITIES

## DEFINITION AND DESCRIPTION

Utilities are considered to be the services provided to a community (public) or individual location, such as water, sewer, electricity and/or gas, telephone and television. Utilities are provided in various ways such as community systems (infrastructure), or as individual wells and septic systems for individually owned parcels of land. All utilities are “controlled” by standards established by the federal government and/or states governments which carry specific requirements for quality, safety and utilization. Examples would be: the Environmental Protection Agency (EPA), a federal agency which sets the standards for safe and quality drinking water; the Department of Natural Resources (DNR), a state agency which sets standards and regulates water and sewer safety and quality.

The Oneida Reservation has utility services being provided both as community or public systems and as individual parcel systems. Also, with the loss of thousands of acres of land within the original 65,000 acre reservation, multiple governmental jurisdictions manage and control the major utility systems utilized by our citizens and our tribal programs and services facilities. Examples would be: the Three Sisters housing area, which is located within the City of Green Bay, who manages both the water and wastewater services; the main Oneida Bingo and Casino and Radisson Hotel, which utilize wastewater utility services from the Village of Ashwaubenon; and the Central Oneida community who manages our wastewater systems, but purchase treatment services from the Green Bay Metropolitan Sewerage District (GBMSD).

## HISTORICAL BACKGROUND

In the late 1800's, most lands within the Oneida Reservation were rural and individual property owners were responsible for their own potable water (wells) and on-site septic systems. In the early 1970's, with the development of the Oneida community, it's facilities (buildings) and housing locations, came the need for an infrastructure of community wells and sewer service systems. Studies were conducted by the Oneida Tribe and resulted in various small community water and wastewater systems, appropriately located around our facilities and housing sites. Support for system designs, construction and management were provided by the Indian



Health Service, local contractors and the Oneida Tribe's utilities department.

In the '70's, '80's, and '90's, with our growing population, increased development of community facilities (buildings) and homes, the Oneida Nation contracted with McMahon, And Associates to re-initiate the facility planning process for the Oneida area that started in 1973. A study area was defined for the Oneida Village area and its immediate surrounding area (Map 1). The purpose of the facilities plan was to document problem areas within the Oneida Study area which require a wastewater management system, and to recommend a cost effective solution that would serve the Nation for a 20-year planning period (Ref 1).

With the assistance of the Indian Health Service, the Oneida Nation designed and constructed our major water well system for our multiple community locations. In addition, the wastewater management plan and our Facilities Management Team recommended that we design, construct and connect our wastewater system for the Oneida Village area to the GBMSD's treatment facility in Green Bay. In order to generate the capital necessary to implement our wastewater management system, facilities and pipeline, the Nation established the Oneida Utilities Commission to receive and administer funding for both the development and management of our wastewater system. The Oneida Nation designed, constructed and owns the pipeline which currently connects to the GBMSD's treatment facility, and we currently purchase 1.0 cubic feet per second of capacity for our reservation needs that are connected to this system. In addition, the Oneida Utilities Department provides operations, maintenance and management of our own smaller systems of wastewater treatment.

## **PRESENT STATUS**

The tribe currently operates and maintains seven separate public wells and water distribution systems on the Oneida Reservation. These systems are as follows: the Oneida Business Park, Rolling Hills, Sand Hill Circle, Ridgeland, Hillside, Site I, and the newly developed 29/32 Casino and Truck Stop site. Generally these are developed areas served by a single low capacity well, with a small pressure tank to provide and maintain pressure.

The distribution system and a 250,000 gallon elevated tank at the Oneida Business Park service the Central Oneida Area, and is our largest system. Many individual wells provide domestic water supplies to individual parcels for family use.



### **Sanitary Sewer (Wastewater) Systems**

Various housing and facilities owned by the Oneida Nation and/or its people, are currently utilizing various local municipally owned and operated wastewater treatment facilities, as well as our own systems. For Tribal Lands located within the City of Green Bay, the Village of Ashwaubenon and the Village of Hobart, our utilization of their wastewater services are paid by the Oneida Tribe. Our tribe also pays for private residential users who are Tribal members. Although these municipal sewer service districts are within the reservation boundaries, the local governments still have jurisdiction over their respective systems. The Oneida Utility Department provides the necessary wastewater management systems for all other Oneida Tribally owned lands and those individual tribal owned fee or trust parcels.

Current systems include: the main Oneida sewer system, which currently connects to the GBMSD; the Site II lagoon system, currently servicing Site II; the Department of Public Works (DPW); the new housing project on County Road H; the recreation building, and various housing locations within that general area: Sand Hill Circle, Anna John Nursing Home, and the newly developed 29/32 Casino and Truck Stop facilities.

Growth in surrounding metropolitan areas is driving expansion of Sewer District Boundaries on the reservation. Hobart Sewer Service District was recently expanded to include the entire Village, with new development in the northeastern and southern areas of the Reservation (Brown County east of CTY U). A Duck Creek Interceptor study was completed in 1994 and a Dutchman's Creek Interceptor study in 1996. Both studies either planned for sewer expansion or the upgrading of systems to allow for expansion into the reservation. The Oneida Tribe was involved in comments, meetings and negotiations on both plans, but have no jurisdiction over those plans with the exception of any proposed crossing of Oneida Trust properties.

Expansion of urban sprawl into rural areas raises the same issues within the reservation as it does in other urban fringe areas, including loss of farmland, degradation of streams, loss of natural habitats, especially upland forests, loss of aesthetic view sheds, and general planning concerns regarding appropriate densities, and land use.

The Oneida Utility Commission was merged with the Oneida Utilities Department in 2002, and now all water and wastewater management systems are maintained and operated by the Oneida Utilities Department.





Over the past couple of years, the Oneida Utilities Department, through the Facilities Management Team, have made sewer service area expansion requests to the Green Bay Metropolitan Sewer Service District (GBMET). In each case, these requests have been denied. It must be noted that the authority to expand our sewer service district rests in the hands of the GBMSD's Board of Directors, who are appointed by the Brown County Executive Officer. There has never been an Oneida Tribal representative on that board. The current agreement between the Oneida Nation and the GBMSD is for 1.0 cfs (cubic feet per second) of capacity. Modest upgrading of the present infrastructure could allow for an upper capacity limit of 1.8 cfs. The Facilities Planning Committee has been working with consultant McMahon and Associates to develop intermediate and long term solutions to the capacity issue.

Utilization and responsibility for the maintenance of the actual pipelines within the defined Oneida Sewer Service District, which utilizes the GBMET for sewage treatment, rests with the Oneida Nation. Operation and maintenance is done by the Tribal Utilities Department and reviewed by the Facilities Planning Committee. Technical assistance is provided by the Indian Health Service and private consultants.

#### ***Electricity, Gas, Phone and Television***

These specific utilities are currently being provided by various privately owned companies. Electricity is provided in Outagamie County (western half of the Oneida Reservation) by WE Energies and in Brown County (eastern half of the Oneida Reservation) by the Wisconsin Public Service Company.

Natural Gas is provided by the Wisconsin Public Service Company to various sites within the Oneida Reservation. Most individual homeowners who utilize propane, purchase their own supply.

Phone service is provided by three major companies, and these, like the electricity providers, cover certain areas within the reservation. These three companies are: Northeast Telephone Company (NET), Centurytel and Ameritech.

Television service on the reservation includes the Time Warner Cable System, which provides phone, cable television and Internet service (limited availability on the reservation), and multiple satellite companies. Local television may still be received "the old fashion way" with an external antenna or "rabbit ears" in some locations.



## **STRATEGY/FUTURE PLANNING**

### ***Population***

The Oneida Nation Sanitary District is the core of denser residential development within the Village of Oneida. The Village population was estimated at 900 persons in 2006. Assuming that the same rate of growth occurs within the Oneida Nation Sanitary District, the projected year 2020 population will be 1260 persons. Therefore, the total sewer service area (sanitary district) is projected to increase by 360 persons by the year 2020.

### ***Housing***

The Oneida Sewer Service Area contains approximately 300 housing units in 2006, based upon air photo information. It is estimated that an additional 120 dwelling units will be built in the Oneida Sewer Service Area by the Year 2020.

Based upon the Oneida Nation population projections and the projected growth in development and numbers of housing units, the Oneida Sewer Service Area is projected to have a steady rate of growth in the future.

Future wastewater system needs for our entire reservation warrants the development and operation of a new wastewater treatment facility in Central Oneida. The facility is currently under construction and is expected to be operational by the Fall of 2006. The new treatment facility will allow the Tribe the ability to: determine its own sewer service boundaries, thereby ending the necessity of negotiating boundaries with the GBMSD; assist in reducing land acquisition costs to the Tribe; allow for maintaining affordable sewer utility rates for customers; allow for the potential to increase capacity for future development; and allow for the recharge of the Reservation water resources (Ref 2).

This Utilities chapter has direct correlation between other chapters within the plan as follows: Transportation, Community Facilities, Parks and Recreation, Community Design, Housing, Economic Development, Public Safety, Health Care and Land Use. Furthermore, this Utilities chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.



## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

## **REFERENCES**

Ref 1 - Wastewater Facilities Planning Report: McMahon Associates, Inc. November, 1988.

Ref 2 - Long Term Wastewater Management Elevation: McMahon and Associates March 20,1995 revised June 19, 1995.

Map 1 - Tribal Wastewater Treatment System Map.

Map 2 - Tribal Water System Map.



## **OTHER REPORTS**

Wastewater Facilities Planning Report: McMahon and Associates November, 1988.

Evaluation of Water and Wastewater Facilities for OHS McMahon and Associates February 1989.

Infrastructure Master Plan: Oneida Facilities Committee May 1995.

Analysis of Wastewater Treatment Alternatives: McMahon and Associates Sept. 12, 1997.

Phase III Sanitary Sewer Collection System: McMahon and Associates June 4, 1993 revised June 8, 1993.

Interim Options-Wastewater Management Options: McMahon and Associates Feb. 28, 1995.

Southwest Area Storm Water Retention Basins: McMahon and Associates August 20, 1996.

Comprehensive Storm Water Management Plan-Site Two: McMahon and Associates July 18, 1994.

Phase III Water Facilities Improvements: McMahon and Associates Oct 21, 1993.

Phase III Water Supply and Distribution Systems Needs Study: McMahon and Associates August 6, 1993.

Smits Infrastructure Water Main Loop: McMahon and Associates Sept. 24, 1996.

Duck Creek Interceptor Study: Green Bay Metropolitan Sewage District Feb. 17, 1994.

Dutchman Creek Interceptor Sewer Study: Green Bay Metropolitan Sewage District March 1996.

Town of Hobart-Village of Ashwaubenon Interceptor Study: Mead and Hunt June 1998.













# COMMUNITY FACILITIES

## DEFINITION AND DESCRIPTION

Community facilities, for the purposes of this chapter, refers to buildings that are “held in common” by and for the people’s use. There are cultural facilities such as: the Oneida Nation Museum and cultural language house; administrative facilities, within which administrative services and/or organizational functions are provided, such as: the Norbert Hill Center, Social Services Building and Cottages, Little Bear Development Center and the Accounting and Human Resources buildings; educational facilities, such as the Oneida Nation High School, Turtle School, Head Start, Center for Continuing Education, and Oneida Library; commercial facilities, like the casinos, convenience stores, Oneida Tribal strip-malls, the Orchard Store, and Tsyunhehkwa; recreational facilities, such as the civic center, Oneida Fitness Center, baseball fields and lacrosse fields; health care facilities, such as the Oneida Comprehensive Health Care facility and the Anna John Nursing Home; and public safety facilities, such as the Oneida Police Department and the volunteer fire stations in Hobart and Oneida.

## HISTORICAL BACKGROUND

Community facilities as we have today, were non-existent until the late 1970’s when the organizational structure of the Oneida Nation began to unfold. However, few buildings were necessary prior to this time, and people primarily utilized their personal homes and the available churches for their meeting and social places.

The Parish Hall was built in 1905 as a part of the Episcopal Church campus, and various community activities were held there until the deterioration of the building made it unsafe to use for any activity. The building was restored in the early 1990’s, and has been used for various private and commercial activities ever since.

The Epworth Building, built in 1911, was located at the current site of the Methodist Church on County Road E. It served as a meeting place for the community and the Tribal Government, until it was destroyed by fire.

The Civilian Conservation Corps (CCC) Building (a.k.a. the “white house”), which still exists near Site II, was built in 1936 and served as a meeting place for the Oneida Business Committee, as well as other programs and services. 4-H fairs and carnivals were held on the grounds of this building,



*The Epworth Building*



while the displays and judged items were reviewed inside the building.

In the more modern era, the Oneida Tribe purchased what was referred to as the Tribal Administrative Building at Chicago Corners in 1970. At the time of the purchase, the building was a school. The Oneida Business Committee and various programs of the early '70's, also utilized the available space.

In 1973, the Tribal Organization began sharing space with the Catholic Diocese in the building which is known today as the Norbert Hill Center. This entire facility was finally acquired in 1984.

### **PRESENT STATUS**

Many major accomplishments have been made in the area of community facilities in the past twenty-five years, but the majority of new acquisitions and construction have taken place in the past ten years.

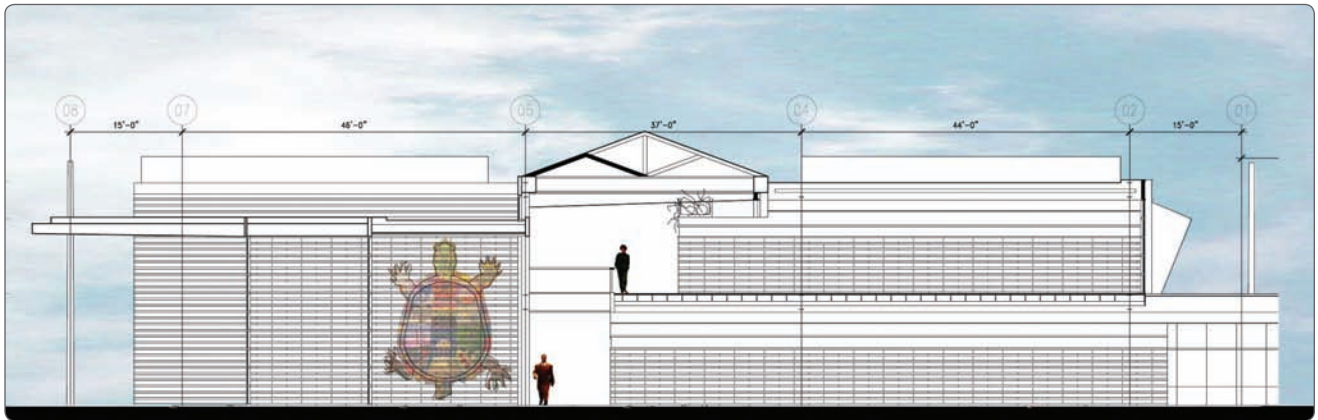
Today's inventory of community facilities includes ninety-one buildings and approximately 1.6 million square feet of space. A very active Facilities Management Program began in 2005, and this is in no way criticism, of the former under-staffed and under-funded program which has diligently attempted to keep our facilities operational.

Maintenance and potential replacement of both internal and external structural, mechanical, electrical, plumbing, heating/ventilation and air conditioning (if available) systems, access and egress, walls, stairs, doors and windows, paint, roofs, ceilings, floors, and all other fire and life safety code compliance standards, must be managed and controlled for each facility. Many of our buildings were "out of compliance" when we purchased them and we have had to "bring them up to code" while we continued to use them. Such is the case with both the Norbert Hill Center and the Social Services Building, located on West Point Road in Green Bay. The Accounting Building, Human Resources Department Building, and many others, are in need of major repairs, and as is commonly known, these maintenance and repairs take massive resources.

The Tribal Organization's Capital Improvement Process (CIP) has had a backlog of many needed facilities for several years. Unfortunately, we can only fund one or two major projects, along with a few, not so expensive projects, at one time. The priority for each project is also partially determined by the



cost. Examples of these are: the Family Activity Center, the Oneida Cultural Center and Museum, the Assisted Living / Anna John Nursing Home, the Administration Building, the Casino Replacement Project, and the Judicial Center.



*Proposed Administration Building*

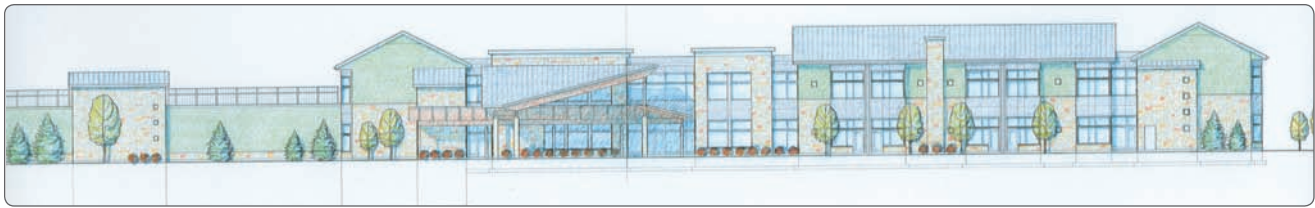
The purpose of this chapter is not to show “the gloom and doom.” In reality, we have come a long way in a relatively short period of time. We are all aware of our modern Day Care facilities, our new Head Start Program building, our Casino and Travel Center, our Elder Service Complex, the Oneida Community Health Center, the renovation of the Fitness Center, which allows easier and safe access and egress for our elders to utilize the swimming facilities, and the major accomplishments in housing that can be attributable to the Oneida Housing Authority and the Division of Land Management’s various housing rental, purchase and modernization opportunities.

### **STRATEGY/FUTURE PLANNING**

As previously discussed, the Organization’s Capital Improvement Process (CIP) maintains a complete list of both planned and proposed facilities. This listing is communicated to the public within the Kalihwisaks, the Elder Services’ Drums, and meets weekly to discuss the status of each project.

The Facility Information Management Initiative is a major step in improving the tracking, trending and projecting future maintenance and capital needs for our multiple facilities. The facility management staff will organize and compile facility related data into the Archibus/Facilities Management software system. This management information tool will be used to make informed decisions on the utilization, maintenance and improvement of the Tribe’s \$500 million dollars of real property assets.





*Proposed Assisted Living/New Anna John Nursing Home*

This Facilities chapter has direct correlation between the other chapters within the plan as follows: Education, Cultural Resources, Transportation, Parks and Recreation, Utilities, Community Design, Housing, Economic Development, Public Safety, Health Care, Governmental Coordination and Regulations and Land Use.

### **COMMUNITY INPUT**

To be determined.

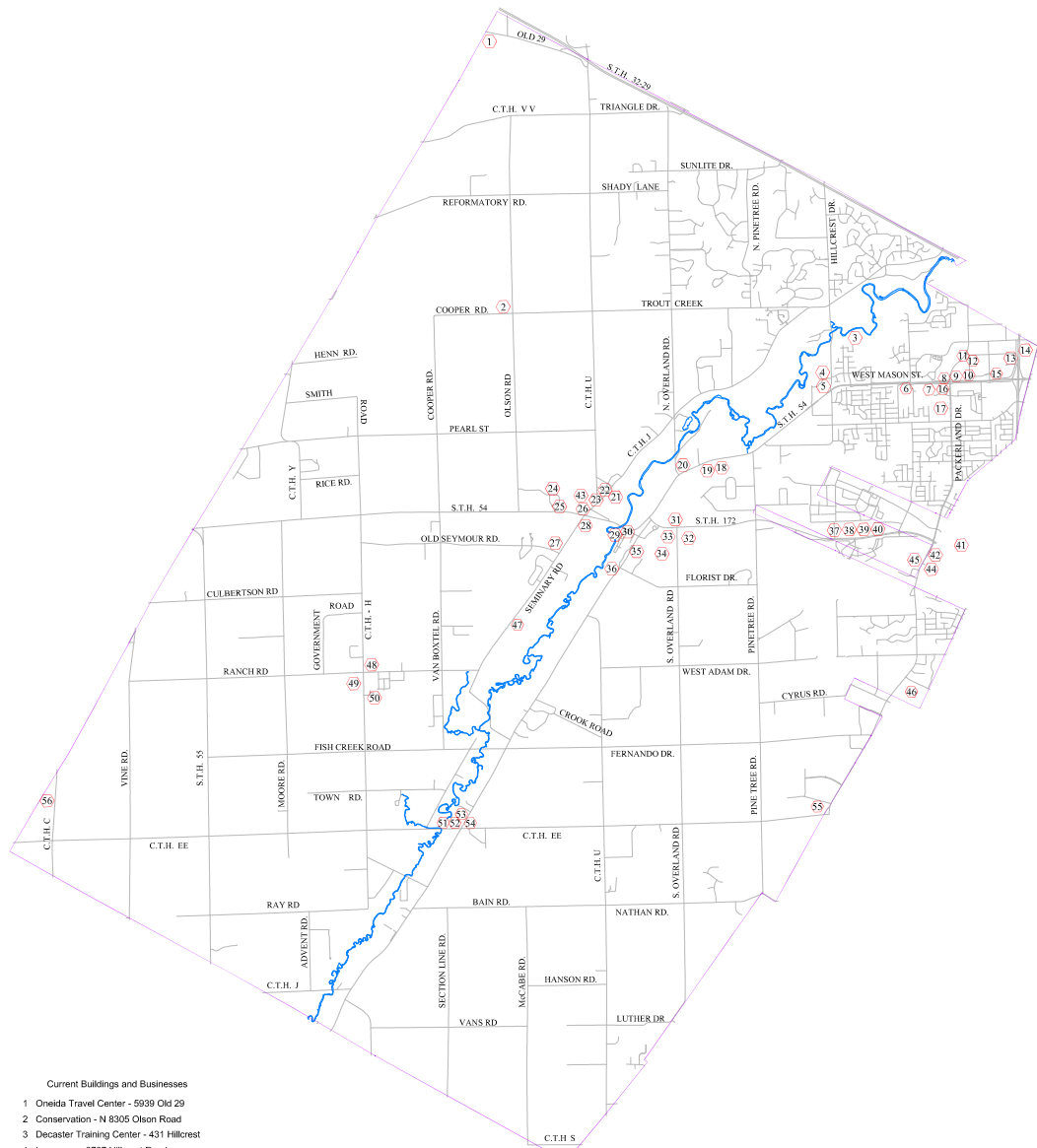
*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

Map 1- Tribal Building Map



# ONEIDA NATION TRIBAL BUILDINGS AND BUSINESSES



- Current Buildings and Businesses
- |   |  |  |
|---|--|--|
| <ul style="list-style-type: none"> <li>1 Oneida Travel Center - 5939 Old 29</li> <li>2 Conservation - N 8305 Olson Road</li> <li>3 Decaster Training Center - 431 Hillcrest</li> <li>4 Language - 3737 Hillcrest Road</li> <li>5 Cultural Heritage - 3703 Hillcrest Road</li> <li>6 Headstart a.k.a. Three Sisters Daycare / Urban Headstart - 2801 W. Mason Street</li> <li>7 Printing / Retail - 2701 W. Mason Street</li> <li>8 HRD - 2630 W. Mason Street</li> <li>9 Gaming 2522 W. Mason Green Bay</li> <li>10 Oneida Tobacco Enterprise - 2514 W. Mason Street</li> <li>11 OOC Health - 701 N. Packerland Drive</li> <li>12 GIS ( Geographic Information Systems) - 703 N. Packerland Drive</li> <li>13 Centralized Accounting a.k.a. Finance Office - 2155 Hutson Road</li> <li>14 Pookee - 2035 Larson Road, Green Bay</li> <li>15 One-Stop Westwind - 2370 W. Mason Street</li> <li>16 West Mason Mall - 2655-69 W. Mason Street</li> <li>17 Social Services &amp; 4 Cottages and Garage - 2640 West Point Road</li> <li>18 Ridgeview Plaza - 3759 West Mason</li> <li>19 Oneida Utilities 3783 West Mason</li> <li>20 Apple Orchard - 3876 West Mason</li> <li>21 Tsyunhehwa - a.k.a. Cannery 139 Riverdale</li> <li>22 Senior Center a.k.a. O.N.C.O.A. - 134 Riverdale</li> <li>23 Senior Center Garage &amp; Warehouse - 126 Riverdale</li> </ul> | <ul style="list-style-type: none"> <li>24 Food Distribution - N 7360 Water Circle Place</li> <li>25 Little Bear Development - 7332 Water Circle Place</li> <li>26 Oneida Tobacco Enterprise - Retail - One Stop - W 0180 Highway 54</li> <li>27 Turtle School - N 7125 Seminary Road</li> <li>28 Norbert Hill Center / High School / BC - N 7210 Seminary Road</li> <li>29 Civic Center - Memorial Building - 2913 Arley Street</li> <li>30 Archiquette Building Incl. Library Expansion - 201-216 Elm</li> <li>31 Division of Land Management - 470 Airport Road</li> <li>32 New Health Center - Overland Rd.</li> <li>33 Airport Road Child Care Center a.k.a. Three Sisters Daycare - 2965 S. Overland</li> <li>34 Lee McLester - CBRF - 2907-2995 S. Overland</li> <li>35 Parish Hall a.k.a. Episcopal Parish Hall - 2936 Freedom Road</li> <li>36 Law Enforcement Center a.k.a. Police Dept. - 2783 Freedom Road</li> <li>37 Casino Warehouse - 2170 Airport Road</li> <li>38 Irene Moore Activity Center - 2100 Airport Road<br/>Old Casino<br/>Office Trailer Unit</li> </ul> | <ul style="list-style-type: none"> <li>39 Oneida Hotel Corp. - 2040 Airport Road</li> <li>40 New Casino - 2020 Airport Road</li> <li>41 Airview - 2491 Babcock Road</li> <li>42 Bay Bank / Loan Dept. / Trust Dept. - 2555 S. Packerland Drive</li> <li>43 Oneida Car Wash - HWY 54</li> <li>44 Mini Mall - 2615 S. Packerland Drive</li> <li>45 Community Education Center - 2632 S. Packerland Drive</li> <li>46 Oneida 7 GEN - 1555 Glory Road</li> <li>47 Oneida Housing Warehouse &amp; Community Recycling Drop-off</li> <li>48 DPW - W 1276 Ranch Road</li> <li>49 Recreation Bldg - N 6457 Co. Trunk H</li> <li>50 Tornado Shelter / Library / Trailer Park - 1273 Red Tail Drive</li> <li>51 Oneida Nation Museum - W 0892 County Trunk EE</li> <li>52 Anna John Nursing Home - W 0846 County Trunk EE</li> <li>53 Former Oneida Health Center - N5715 Freedom Road</li> <li>54 One-Stop EE - N 5712 Freedom Road</li> <li>55 First Choice Buildings (2) - 1239 Flightway Drive</li> <li>56 Farm - N6034 County Road C</li> </ul> |
|---|--|--|

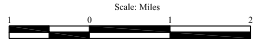


**GEOGRAPHIC LAND INFORMATION SYSTEMS**

703 Packerland Drive  
Green Bay, Wisconsin  
(920) 496-2007

" Internal Use Only "

FILE : GSDBLGI.dwg      DATE : 8-25-98 - Revised 8-12-05



Source: Photography May 6, 1996  
Coordinate System: Wisconsin State Plane, Central Zone  
 Lambert Projection, U.S. Foot  
 Horizontal Datum: NAD83  
 Vertical Datum: NAVD83





# TRANSPORTATION

## DEFINITION AND DESCRIPTION

When someone uses the word “transportation”, the first thing that may pop into your mind is the thought of a car, or maybe, if one is preparing for a trip, an airplane, bus, boat, or a train, could also be a part of the original thought. However, transportation encompasses much more. For instance, cars, planes, buses, boats and trains are all both personal and public modes of transportation, but lets carry this thought a little farther: consider such conveyances as bicycles, tricycles, motorcycles, scooters, four-wheelers and what about simply walking and running?

Transportation also takes into account roads, railways, airways, waterways, paths and trails. Within each of these categories there are different subsets for each. For instance, roads may be called highways, freeways, interstates, byways, streets, lanes and alleys, while further subdivisions may be paved and graveled. Under the paved category, there are highways, freeways, major arterial roads such as State Highway 54, and State Highway 172. There are also minor arterial roads like Pinetree and Overland Road, as well as, major collectors such as E and EE, and minor collectors like Service Road. Then, there are the local roads like Seminary Road, Florist Drive, and Old Seymour Road, just to name a few.

Another component of transportation is the repair and maintenance of all roadways and paths. The responsibility for this major undertaking within the Original Boundaries of the Oneida Reservation is divided by ten different entities, which are: the State of Wisconsin, Brown and Outagamie Counties, the Cities of Green Bay and De Pere, the Villages of Ashwaubenon and Hobart, the Towns of Oneida and Pittsfield, and finally, the Oneida Tribe of Indians of Wisconsin. Funding for all entities originates from the Federal Government, based on certain legislation as well as individual tax funds which are generated and utilized by each of the aforementioned entities with the exception of the Oneida Tribe.

This legislation provides a special pot of money reserved for all of Indian Country. The money is dispersed through the Bureau of Indian Affairs (BIA). The BIA keeps an inventory of all roads in Indian Country.

This list is known as the IRR, or Indian Reservation Roads inventory. In order to gain federal transportation money, a Tribe must submit a list of all roads they are responsible for,





as well as plans for any new roads and bridges they may want to build. Furthermore, each Tribe is responsible for writing a Transportation Improvement Plan (TIP). Should a tribe wish to improve or start a public transportation system, like our Oneida Transit Program, this could also be funded with federal transportation dollars. The allocation of these funds is determined by the amount of work and/or services that are proposed to be provided, as well as how well the Tribe utilized any prior transportation funding.

The federal transportation money is not only limited to formal roads or public transportation systems, resources may also be requested for other types of byways, such as paths, trails, walkways and even mechanized walkways or monorail systems. In the past, Oneida has taken advantage of these monies and constructed the walkways around the Elder Complex on Overland Road. In the future, we will use federal transportation money for the construction of more paths, walkways and trails throughout our Reservation.

Within our Reservation boundaries, we have several major modes of transportation. Although not all are Oneida owned and operated, we still have the opportunity to benefit from them all. We have the Austin Straubal Airport, railways and public transportation provided by two entities. We are serviced by the Green Bay Public Transportation System (GBPTS) and our own, Oneida Public Transit System. Local Cab and Taxi services are also available.

The GBPTS provides service to areas within the city limits of Green Bay, Ashwaubenon and De Pere. The Oneida Transit services all areas within the Reservation boundaries. The service overlaps routes on the West side of Green Bay as far as Taylor Street. With extended notice (usually 24 hours), Oneida Transit will take people to the East side of Green Bay for doctor or dental appointments. They also have scheduled trips for dialysis patients to their respective centers of treatment. This service is provided even on days when other Tribal offices are closed for the day for specific holidays. Oneida Transit will also transport people to Bay Park Square in Ashwaubenon on certain days of the week. People needing rides from Seymour to Green Bay may also take advantage of the transit service. Regular fares are .50 for youth and senior adult, and a dollar for all others. Special rates or fares are in place for the those trips people may need to take off reservation.



## **HISTORICAL BACKGROUND**

In the mid 1800's, there was only one trail leading from and to the area now known as Green Bay. In 1870, the Green Bay and Lake Pepin Railroad was constructed. It became the first major mode of transportation as well as the main thoroughfare in Oneida. A railroad station was built in Upper Oneida. Goods and people were transported east and west from that station.

The trail, now known as State Highway 54 is also known as Mason Street, where it is located within Green Bay, was still the most viable way to get to town. At that time it was a dirt road, later it was graveled, then, around 1930, it was paved and extended farther west.

Besides the train, the other favored mode of transportation was that which enlisted the assistance of a horse or mule. One other way of getting around was walking and/or running. Many of the wagon and walking trails that criss-crossed our Reservation were widened with the advent of the automobile. Many new roads were constructed as the area became more populated and the need to get products to points east of our Reservation became necessary.

As time passed on, the roads were paved and became what they are today. Back then, Oneida had to depend on the counties to take care of the roads. Then in the late 1980's, Congress passed legislation that enabled Tribes to obtain money for the construction, repair and maintenance of roads. This provided the Oneida Tribe with an opportunity to begin working with the surrounding municipalities to help with road repair, maintenance and snow plowing. By 1996, there were 305 miles of road within the Oneida Reservation boundaries. Of those miles, the Oneida Tribe owned and was responsible for the maintenance and repair of 2.58 miles.

## **PRESENT STATUS**

Consistent with the requirements for Statewide Transportation Planning found in 23 U.S.C. 135 and codified at 23 CFR Part 450, the Oneida Nation has developed a Reservation-wide Transportation Improvement Plan (Oneida TIP) to carry out a continuing, comprehensive, and intermodal Reservation-wide transportation improvement program that facilitates the efficient, economic movement of people and goods in all areas of the Oneida Indian Reservation. The Oneida TIP is required to assure adequate planning, improvement, and management of transportation infrastructure to address critical needs of the system, and to provide a mechanism for the Federal Highway Administration (FHWA) and the Bureau



of Indian Affairs (BIA) to approve operating assistance for projects or programs within the Oneida Indian Reservation (Ref 1). The Oneida TIP was completed in December of 2003, and the direct results of the data collected for the plan include significant updates to the roadway inventory for the Oneida Nation's transportation system infrastructure, an added priority list of transportation improvement projects, and a listing of potential cooperative projects. Proposed goals identified within the Oneida TIP, as well as both short term and long term projects, are currently being developed as the implementation of the plan is being accomplished. The goals and objectives of the Oneida TIP are consistent with those of this Transportation chapter of the Oneida Reservation Comprehensive Plan.

Currently, the Oneida Indian Reservation Road (IRR) system includes 372 miles of public roads. The Oneida TIP addresses transportation improvements, plans and proposals for this system. Oneida and the BIA administer and maintain approximately 101 miles of the transportation system. Towns, counties, and local municipalities maintain 239 miles within the system and villages in which they are located. Thirty-two miles are state roads.

### **STRATEGY/FUTURE PLANNING**

The main strategy relating to transportation for Oneida is to acquire and maintain more roads. Maintaining a solid grasp of control on roads within our Reservation will strengthen our sovereignty. Future plans include the continued negotiations for roads with the surrounding jurisdictions when the opportunities arise.

A second strategy is to ensure the safety and well being of everyone traveling within our Reservation boundaries by maintaining and keeping our roads in good condition, and to re-route the heavy truck and other non-local traffic as much as possible. Plans to alleviate the heavy traffic volumes will need Oneida Community support. Building roads that will make traveling on the Reservation by car and other types of vehicles safer and more efficient

for Central Oneida are being developed. Pedestrian walkways and bicycle trails are also being planned and readied for implementation.

A new bridge over the Duck Creek is also being planned. Due to the condition of the existing suspension bridge, it has become necessary to replace it. However, because of the historical and somewhat sentimental significance of the



bridge, plans are being considered to re-locate the bridge and change its use from a vehicular bridge to a foot bridge. The new site has not yet been determined.



Paths and a trail system, connecting all of Central Oneida, are also being planned. The intent is to encourage people to walk, run, skate or ride bicycles to different destination points within the area, therefore, combating our sedentary lifestyles by exercising more.

This chapter has direct correlation with the following chapters within the Oneida Reservation Comprehensive Plan: Cultural Resources, Community Facilities, Parks and Recreation, Utilities, Community Design, Housing, Economic Development, Public Safety, Health Care, Governmental Coordination and Regulations, Environmental Protection, Agriculture, Natural Resources and Land Use. Furthermore, this chapter is extremely important to the development of



an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.

The following goals and objectives were based upon citizen input received in public meetings held during the planning process. The goals and objectives are numbered for reference purposes only and not to indicate any priority ranking. Each goal and objective is intended to provide direction for future community decisions regarding transportation concerns in our growing community.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

Ref 1 - Oneida Tribe of Indians of Wisconsin Transportation Improvement Plan, December

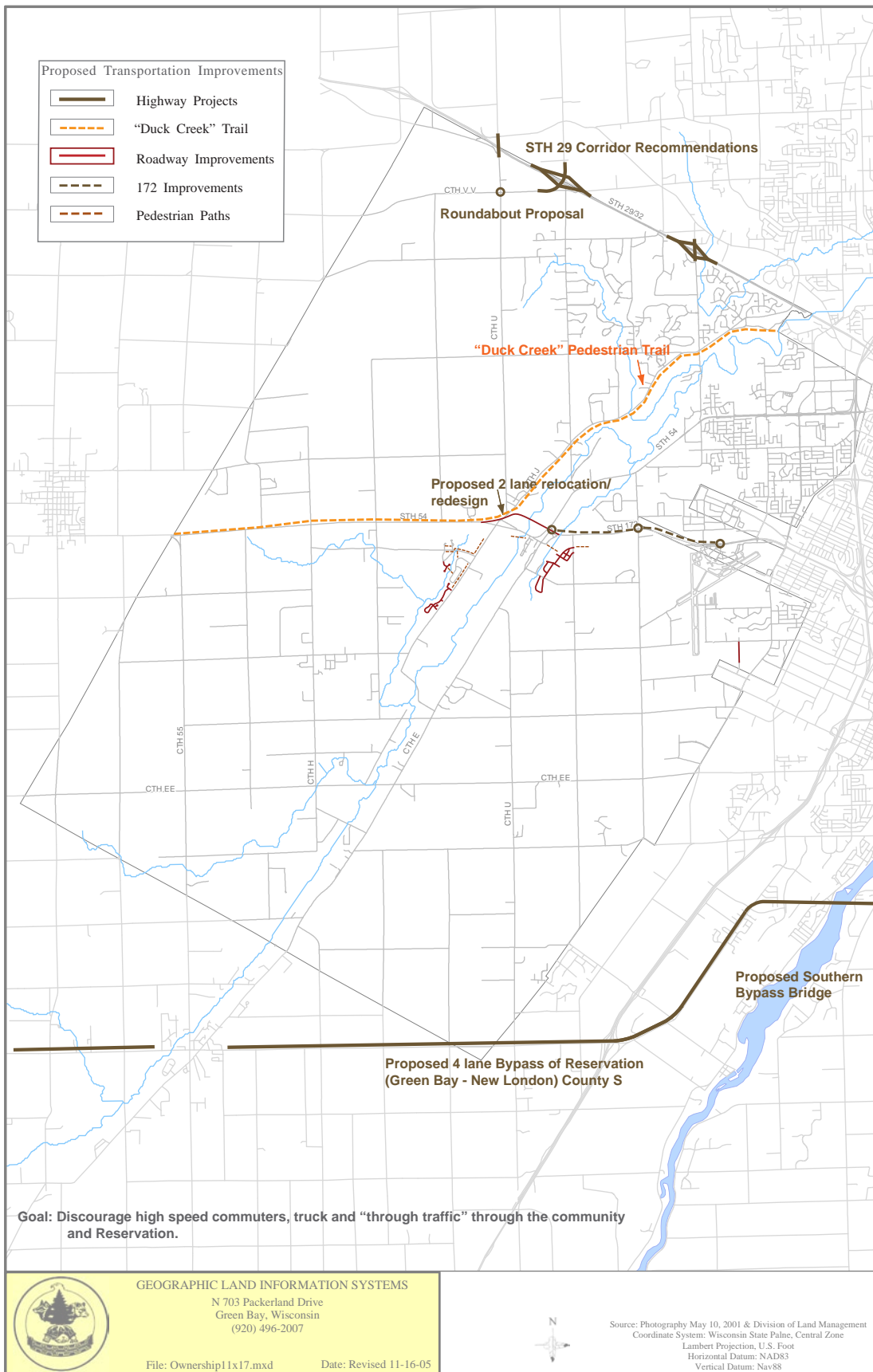
2003. This document is available in the Oneida Planning Department or the Department of Public Works, Transportation Section.

Map 1 - Proposed WisDOT changes for state highways, Oneida trails and local roads, 11-16-05.

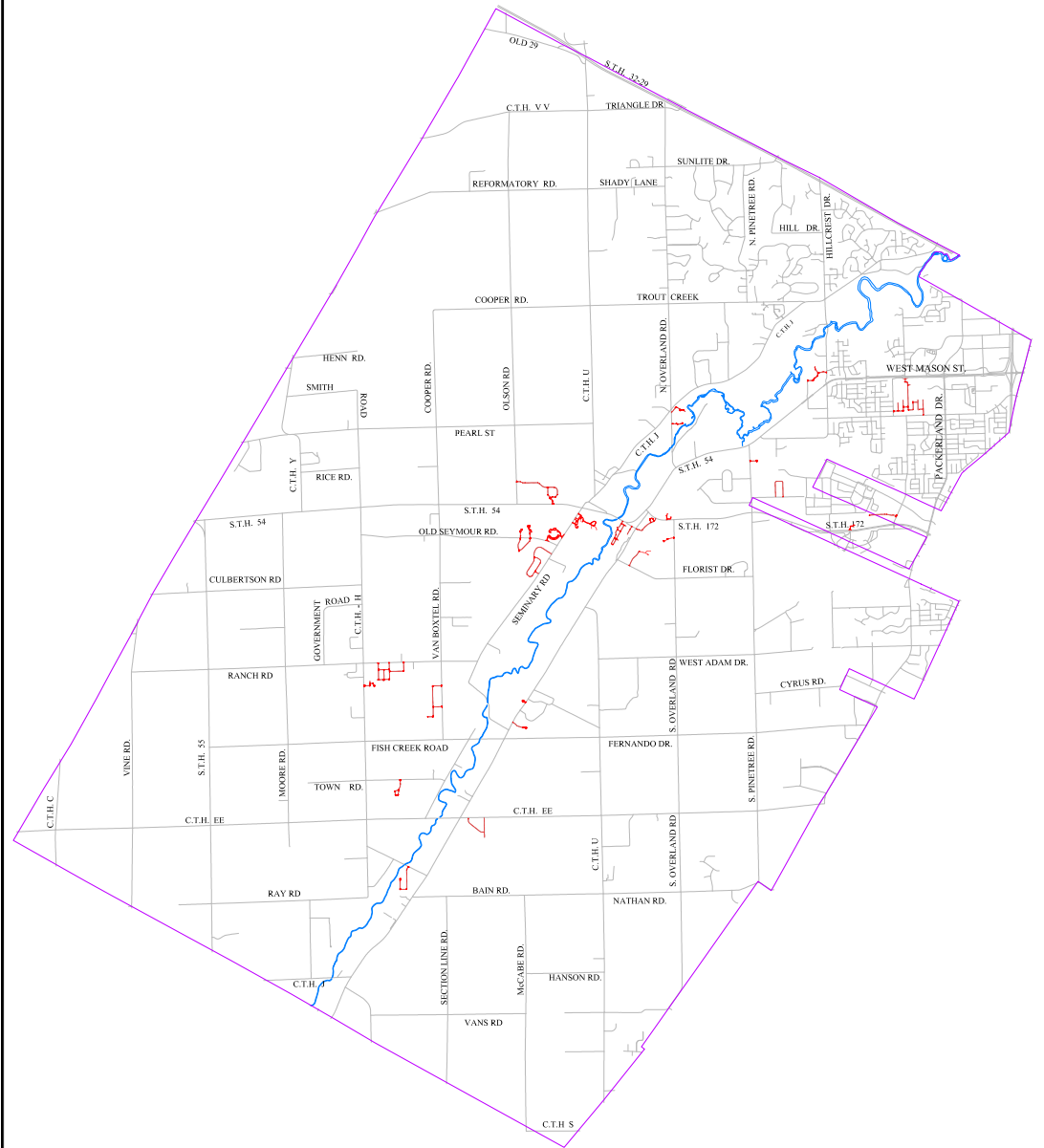
Map 2 - Oneida Reservation Roads, 12-18-01.







# ONEIDA RESERVATION ROADS



**Legend:**

- BIA Roads
- Other Roads
- Reservation Boundary

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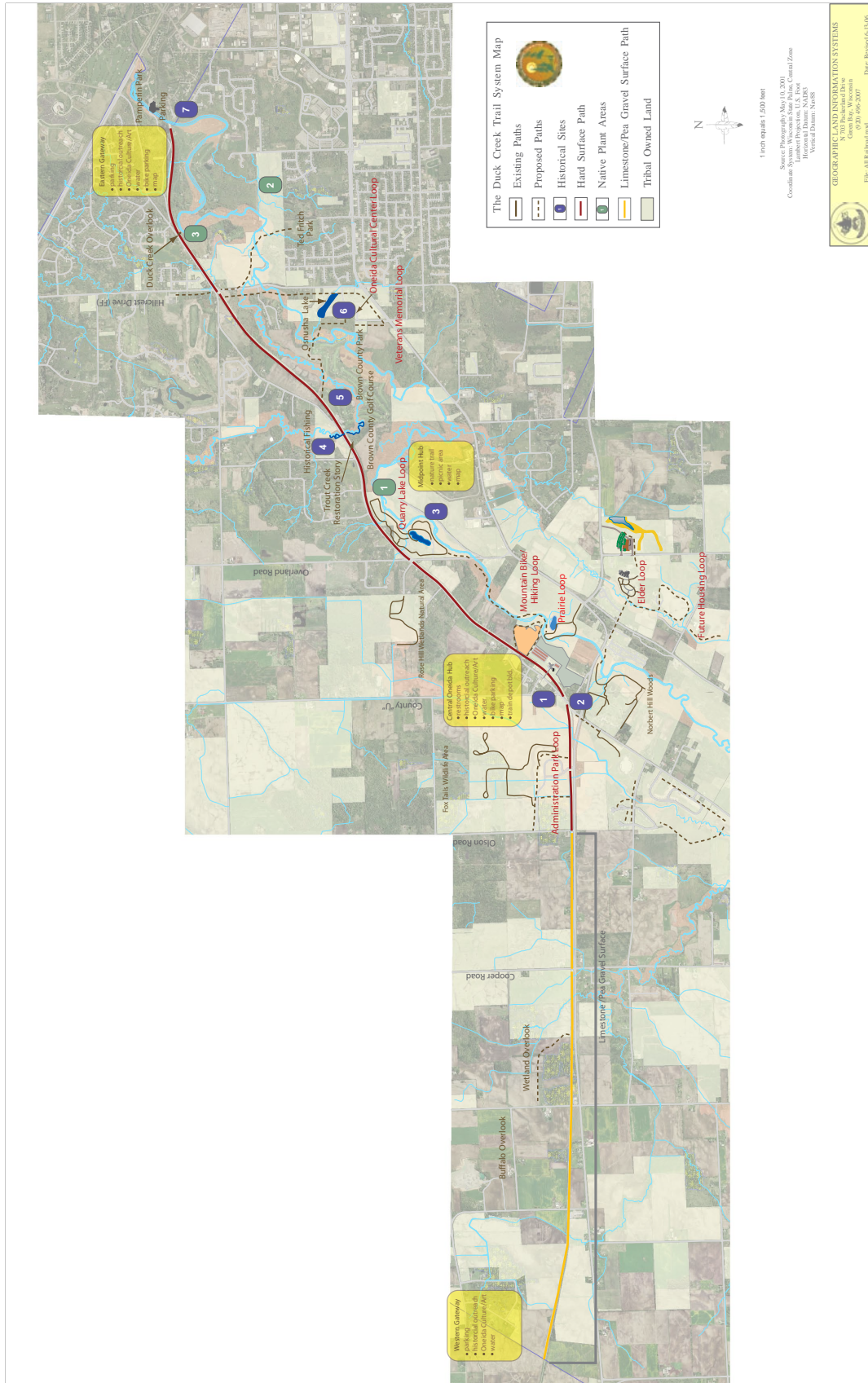
FILE : BIA-roads.dwg      DATE: 12-18-01



Source: Photography - Spring of 2001  
 Coordinate System: Wisconsin State Plane, Central Zone  
 Lambert Projection, U.S. Foot  
 Horizontal Datum: NAD83  
 Vertical Datum: NAVD83









# PUBLIC SAFETY

## DEFINITION AND DESCRIPTION

Public is defined as “belonging to, or concerning the people as a whole; of the community at large”. Safe is defined as “free from danger, damage, etc”. Safety is defined as “being safe; security”. Therefore, public safety may be defined as protecting the well being of the people as a whole, or the community at large. Examples would be protecting the people, workers or the entire community, and keeping them safe and secure. Emergency is defined as “a sudden, generally unexpected occurrence or set of circumstances demanding immediate action”. Response is defined as “something said or done in answer; reply or reaction” (Ref 1). Therefore, an emergency response may be defined as the reaction to a sudden or generally unexpected occurrence or set of circumstances demanding immediate action. Examples would be a catastrophic vehicle accident, a tornado, a fire, an explosion, a flood, or a blizzard.

Based upon the above definitions and examples, one could conclude that Public Safety is protecting and keeping an individual, a group of employees or the entire community safe and protected from preventable incidences (occupational health and safety), whereas an Emergency Response might be better viewed as a reaction to a non-preventable event or catastrophe by a multiple disciplinary team of rescue workers including: EMTs, police, firemen, national guard, etc.

The purpose of the Public Safety chapter is to insure a safe and secure living and working environment for the residents and employees of the Oneida Reservation, as well as providing a safe destination for visitors to the reservation and its various businesses, events, programs and services. Because public safety is such an essential duty of local government, safety themes and priorities are found throughout many other chapters of the Oneida Reservation Comprehensive Plan.

The Public Safety chapter serves to highlight the highest-priority safety concerns of the community while also focusing on emergency planning and response needs for the Oneida Reservation. This chapter includes information regarding the past and present safety and emergency response resources and further provides a review of community input, and concludes with prescribed goals and objectives, which address the future public safety and emergency response needs of our people and the Reservation.



## **HISTORICAL BACKGROUND**

### ***Oneida Safety Department***

The Oneida Safety Department was established in 1987, when the Environmental Manager was assigned to develop a safety plan for the programs, services, departments and the employees of the Oneida Nation. At this time, the Oneida Nation had less than 500 employees and was very vulnerable because of the high number of workplace injuries.

There were no safety policies, procedures or regulations, or monitoring processes in place. With the assistance of other Safety Team members, which included the General Manager, Risk Management Manager, Business Committee members, Health Center employees, and Indian Health Service representatives, the Team solicited support from both Brown and Outagamie Counties.

The Safety Department developed regulations equivalent to, and/or more stringent than those of the U.S. Department of Labor, and Occupational Safety and Health Agency (OSHA) standards, the National Institute for Occupational Safety and Health (NIOSH), The National Fire Protection Association (NFPA), and Life Safety Codes, and these regulations were adopted and passed by the Oneida Business Committee Resolution BC-10-2-A (Ref 2). Once adopted, facility and workforce safety inspections were conducted within the various departments of the organization, and infractions were corrected for the benefit and safety of the employees, the public and the Oneida Nation.

In 1992, a Safety Director was hired to assist the Environmental Manager, and in 1993, a Safety Coordinator was hired. Once hired, the safety staff were trained and became OSHA Outreach Instructors in General Industry and Construction Standards, making the Oneida Nation one of the few tribal nations to obtain this level of safety for tribal employees. Using the Risk Management Workers Compensation records of costs incurred, the Safety Department in 1993, started training employees about work place safety and continued surveying all work sites. In 1995, the workers compensation costs dropped significantly, indicating that employees were working more safely and were more conscious of their own safety, including awareness of the regulations and safety measures which were put in place. This also demonstrated the Safety Department's effort to save the employees of the Oneida Nation from serious accidents and even fatalities, while also lowering the Nation's risk and liability. Again in 2000, workers compensation costs dropped significantly,



saving the Oneida Nation many valuable resources, which could in turn, be utilized elsewhere.

The Oneida Safety Department team members have and will continue to be involved with both local and national safety and emergency response organizations. Today, there is only one safety coordinator in the Safety Department.

In the event of a potentially harmful threat or an incident, the chain of command within the Oneida Safety Department begins with the Safety Coordinator, then to the Safety Director, and then to the Division Director.

### ***Oneida Safety Gaming Department***

The Oneida Gaming Safety Department began in 1995 with two safety coordinators. Specific safety protocols are required for all Bingo & Casino employees, and training sessions are held on a weekly basis for new employees and continuous training for everyone. Examples of required training programs are as follows: Slips, Trips & Falls; Back Safety; Safe Lifting; Fire Extinguisher Operation; Emergency Action Plans; Blood Borne Pathogens and HazCom.

The Gaming Safety Team consists of fifteen active front line employees from the various departments in the gaming organization.

### ***Oneida Police Department***

In 1985, the Oneida Police Department (OPD) was officially established, but approximately fifteen years earlier, and in the 1970's, Oneida Tribal Leaders brought a proposal to the General Tribal Council to establish a Tribal Law Enforcement Agency. The proposal went to vote, and it was defeated. However, once the Bingo and other Tribal enterprises were established on the reservation, a security force was necessary, which created a larger demand for law enforcement services. The local law enforcement agencies could not provide the services that were either required or requested by the Tribal leaders, so the Oneida Public Safety Department was established. The staff consisted of a chief of police, thirteen officers, and one secretary/dispatcher.

Beginning in 1985, the professional law enforcement relationships grew between Oneida and both Brown and Outagamie Counties and as a result, the Oneida officers were then cross-deputized based upon the county with which they resided. Outagamie County deputized all the officers living in



Outagamie County in 1991, and Brown County did likewise in 1993.

In July 2000, the Oneida Police Department started a Dispatch Center, which provides dispatching services for the Department, twenty-four hours a day, seven days a week. Due to the growing number of calls placed to the Oneida Police Department, the department has grown from 13 to 33 employees. This is a significant increase not only for the employee base, but an increase in response calls within a multi-jurisdictional area.

Once the dispatcher service was established, the Oneida Police Department provided law enforcement services for the entire Oneida reservation, including Brown and Outagamie Counties. The police department now works three shifts, 7 days a week and 24 hours a day.

Services of the Oneida Police Department have also expanded. The officers contribute to the community by offering a wide variety of services and programs other than their general law enforcement duties. Examples of these “extra” services are the GREAT, DARE, and School Liaison programs within the Oneida Nation School System. Other programs offered are the Explorer Post (part of the Boy Scouts of America), liaison to the Oneida Housing Authority, and other activities such as Safety Camps, school functions, and other community functions.

The Oneida Police Department currently has thirty-three positions consisting of the following mix: a Chief, an Assistant Chief, a Lieutenant, five Sergeants, twelve Patrol Officers, two K-9 Officers, six Dispatchers, one DARE Officer, one School Liaison Officer, one Community Officer, one Office Manager, and one Receptionist.

#### ***Occupational Health Nursing Program***

The Occupational Health Nursing Program (OHNP) began in 1993 and was organizationally located within the Oneida Community Health Center. The program was established because the Health Center’s Community Health Nurses (CHNs) were seeing many employees with work related health issues and were conducting both the annual and pre-employment Tuberculosis surveillance program. At the time, there were less than 500 employees working for the Oneida Tribe.

The program began with only one employee who conducted the Tuberculosis surveillance program, work related





immunizations, and a very limited education program, with respect to work related injuries and their prevention.

The current Occupational Health Nursing Program is staffed with nine positions as follows: a Registered Nurse Director, three staff Registered Nurses, one Licensed Practical Nurse, one Occupational Health Nursing Aide, one Administrative Assistant, one Tuberculosis Coordinator and one Safety Registered Nurse.

With approximately 3,000 Tribal employees within the Tribal organization today, the programs and services of the Occupational Health Nursing Program have also been increased as follows: the Early Return to Work Placement and Follow Up Program; Tuberculosis Surveillance Program; Comprehensive Health Assessments for Cholesterol; Blood Pressure and Blood Sugar Screening; Commercial Drivers License (CDL) Physicals; Pre-employment and Suspicious Drug and Alcohol Testing; Blood Borne Pathogen Training; Incident Report Tracking System; Collaborations with Active for Life Program; Walk-In First Aid and Consult; Post Needles Stick Education and Follow Up Program; Accompany and Assist Employees to Physician Visits as requested, and the Health and Wellness Education and Promotion Program.

Future planned services will also include: Random drug screening, health risk appraisals for all employees, field clinics at Gaming with a Registered Nurse on the night shift, and Fit For Duty (FFD) assessments. In addition, it is desired that all employee services will be combined in one facility (safety departments, risk management, benefits, training and education and the Employee Assistance Program). Furthermore, planning is being completed for a part-time Nurse Practitioner to assist with the Fit For Duty assessments, medical reassignments and physicals, and the development of a team to negotiate for employee health coverage, as well as a common employee health/wellness data bank and corresponding records. Finally, an employee data base is also recommended.

#### ***Oneida Community Health Center Safety Program***

The Oneida Community Health Center (OCHC) Safety Program was established in 1994, and a Quality Assurance Health and Safety Compliance Specialist was hired. Key responsibilities include: policy writing on work place safety with the OCHC; employee training; incident reports and follow up; running safety drills; ergonomics to work stations for employees; injury prevention; and patient and employee





advocate for safety. Safety training has started for 70-80 OCHC employees.

Today, the Safety Compliance Specialist works with around 200 employees and with several safety committees including: Infection Control; Safety; Compliance; and Emergency Planning. The program staff person also manages two grants:

- **The Car Seat Safety Grant Program** - The grant started in FY 2000 and had 40 children between the ages of birth to 18 months. Now we serve 340+ children from birth to 8 years. Due to the large increase in participation, 13 technicians within the OCHC were trained and certified to assist the Safety Compliance Specialist with this grant. Car seat utilization for newborns through eight years of age is a law, and the Car Seat Safety Program offered by the OCHC is extremely well utilized by the community.
- **The Safety Town Grant Program** - This program started in FY 2001. In the first year, 40 children were served. In 2005, the OCHC serviced 86 children. The program provides pre-school aged children with safety education related to utilization of sidewalks, crossing streets, and understanding and obeying safety signs, all while riding tricycles and walking. The program has become a big success story within the Oneida Reservation, and it is anticipated that the program will continue to grow.

#### **Local Emergency Planning Committee**

The Emergency Management project started in 1994. The program consisted of the Safety Director and a Safety Coordinator. The coordinator attended training in the Federal Emergency Management Agency's (FEMA) Emergency Management Institute courses on Emergency Planning under the Title III of the Superfund Amendments and Reauthorization Act (SARA) and Enhanced Exercise Design. The Environmental Health and Safety (EH & S) Department and the Safety Coordinator gave a presentation to the Oneida Business Committee in March 1994 about the program and the Federal law. The Business Committee then appointed the EH&S Department to coordinate this as a part time program.

It was decided at this meeting that the Tribe would start their own Local Emergency Planning Committee (LEPC) because the State would not open a seat for the Tribe to sit on the Outagamie or Brown County LEPC's. The Tribe would also



have to follow State Law, therefore waiving its control over the program. SARA Title III has two purposes: to encourage and support emergency planning for responding to chemical incidents and to provide tribal governments and members with timely and comprehensive information about possible chemical hazards in tribal communities.

## **PRESENT STATUS**

### ***Fire Protection***

There are currently two Volunteer Fire Departments which provide fire protection services to the Oneida Reservation. These departments are located in the Town of Oneida (Outagamie County) and the Village of Hobart (Brown County). The Village of Hobart has two department locations, one in Northern Hobart and the other on South Pine Tree Road, south of SHW 172. Other local municipalities provide mutual aid whenever needed.

Both of these Volunteer Fire Departments receive Oneida Tribal Self-Governance funding support on an annual basis. These funds are considered a “gift”, and there are no stipulations on how they are spent, however, each department must provide the Oneida Tribe with a monthly Fire Call Report. This report identifies the number of calls responded to “on Tribal property,” the location and disposition of each call. The reports are also sent to the Oneida Tribe’s Self-Governance Coordinators Office.

### ***Rescue Services***

There is one rescue service available to the Oneida Reservation, County Rescue, which has contracts with two Tribal organizational units. One contract is with the Oneida Community Health Center, and the other contract is with the Oneida Bingo and Casino. There are also four local communities that provide mutual aid when needed on the reservation and they are: Ashwaubenon, Green Bay, Seymour and DePere.

### ***Local Emergency Planning Committee***

The Oneida Nation has an Emergency Planning Committee who has been working to put policies in place to help assist our nation in case of an emergency. An emergency management resolution was adopted BC-7-15-98-A (Ref 3) and is in the process of being amended. The Oneida Business Committee approved the creation of an office of emergency management with a Director/Coordinator position in April



2006. The Oneida Nation also has an Oneida Safety Law, which was adopted BC-10-2-96-A (Ref 4).

There are seven key organizational units that have defined responsibilities for the safety of the Oneida Nation: Oneida Safety Department (currently being reorganized), Gaming Safety, Department of Public Works, Oneida Police Department, Occupational Health, Environmental Health & Safety and the Oneida Community Health Center.

### **STRATEGY/FUTURE PLANNING**

The following goals and objectives are based on citizen input received in public meetings held during the planning process of the Oneida Reservation Comprehensive Plan. The goals and objectives are numbered for reference purposes only and not to indicate any priority ranking. Each goal and objective is intended to provide direction for future community decisions regarding public safety concerns in our growing community.

This chapter has direct correlation with the following chapters within the Oneida Reservation Comprehensive Plan: Transportation, Community Facilities, Utilities, Community Design, Housing, Health Care, and Governmental Coordination and Regulations.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

Ref 1 - Webster's New World Dictionary, Vol. 2, Copyright 1982.

Ref 2 - Oneida Business Committee Resolution BC-10-2-A.

Ref 3 - BC-7-15-98-A .

Ref 4 - BC-10-2-96-A.



# GOVERNMENTAL COORDINATION AND REGULATIONS

## DEFINITION AND DESCRIPTION

Sovereignty, at its most basic definition, refers to the inherent right or power to govern. At the time of the European discovery of America the tribes were sovereign by nature and necessity; they conducted their own affairs and depended upon no outside source of power to legitimize their acts of government. By treating the tribes as foreign nations, and by leaving them to regulate at their own internal affairs, the colonial powers and later the federal government recognized the sovereign status of the tribes. As a sovereign, it is free to act unless some federal intrusion has affirmatively modified that sovereignty (Ref 1). Government is defined as the act or process of governing, especially the control and administration of public policy in a political unit. Furthermore, it is defined as the agency of apparatus through which an individual or body that governs exercises its authority and performs its functions.

In discussing the Oneida Nation's government, land and sovereignty, it is very important to interconnect these three terms because they act as three concentric circles, with the people being the common center. The following citing clarifies this premise:

The United States Supreme Court has also recognized the importance to Indian tribes of control over tribal resources, and has emphasized that "there is a significant geographical component to tribal sovereignty, a component which remains highly relevant to the pre-emption inquiry, and an important factor to weigh in determining whether state authority has exceeded the permissible limits" (Ref 2). For this reason, the Supreme Court has consistently guarded the authority of tribal governments over their reservations and land resources, and has recognized that "Indian tribes are unique aggregations possessing attributes of sovereignty over both their members and their territory..." (emphasis supplied) (Ref 3).



Rule(s)/Regulation(s), are defined as any order or directive, or regulation of general applicability enacted into law and approved by the Oneida Business Committee that exhibits the following:

- The violation of which may result in a fine, penalty, or other civil administrative sanction
- May establish, change, or revoke a procedure, practice, or requirement of administrative hearing
- May establish, change, or revoke requirements relating to benefits or privileges conferred by law
- May establish, change, or revoke standards for assistance, suspension, or revocation of licenses;
- The amendment or repeal of prior ordinance/rule;
- Does not include the following:
  - Statements concerning internal management of an area, nor
  - Declaratory rulings issued pursuant to the Ace, an now or hereafter amended (Ref 4)

*“It would be a very strange thing, if Six Nations of Ignorant Savages should be capable of forming a Scheme for such an Union, and be able to execute it in such a manner, as that it has subsisted Ages, and appears indissoluble; and yet that a like Union should be impracticable for ten or a Dozen English Colonies, to whom it is more necessary, and must be more advantageous; and who cannot be supposed to want an equal Understanding of their Interests.”*

As written by Benjamin Franklin to James Parker on March 20, 1750/51, irritated that the colonists had yet to form a union to that of the Haudenosaunee.

As noted in the above quote, the existence of a governing power, of which the Oneidas were a part, was maintained and recognized in the 1750's by the colonists who themselves, were attempting to establish their own Union and corresponding Constitution.

## **HISTORICAL BACKGROUND**

The Oneida Nation is a sovereign nation with a long and proud history of self-government. With homelands in central New York State, it was one of the five original nations of the Iroquois Confederacy in the 1500's. These nations, the Mohawk, Oneida, Seneca, Cayuga and Onondaga, were



joined by the Tuscarora Nation early in the 1700's to form the Six Nations of the Great Iroquois Confederacy (Ref 5).

The Traditional Iroquois form of government incorporated spirituality into the community, government, family and language. This is a way of life known as the Longhouse tradition.

The Iroquois held millions of acres of land in the northeast and were known as the most powerful force in the east.

All Six Nations, including the Oneida, enjoyed a self-sufficient, self-determined economy which provided for the well-being of all members. But as the North American continent became colonized, tribal economies and traditional forms of government deteriorated.

Upon returning home after the Revolutionary War, Oneida Warriors found their villages had been burned and pillaged by the British Army, as well as armies from the thirteen colonies. Their villages, once protected by the surrounding palisades, which originally provided security, resources of dense forests and beautiful lakes and rivers, abundant with game resources that previously provided their people with prosperous livelihoods, were being swallowed up by the state of New York.

Also, various land companies contrived to remove the Iroquois from their homelands, especially the Oneida whose land was in direct route of the Erie Canal.

Between 1785 and 1846, a total of twenty-six different treaties enabled the state of New York to acquire all of the Oneida's eastern land. The largest forfeiture came in 1788 with the Treaty of Fort Schuyler, in which the Oneida Nation believed they had leased five million acres to the state of New York. These treaties were never authorized by the federal government, as required by the Indian Trade and Intercourse Acts of 1790 and 1793. Therefore, the Oneida still pursue the rights and recovery of this land.

By the end of the eighteenth century, the Oneida Nation had yielded nearly 5.5 million acres of land to the state of New York through treaties. The resulting threat to the tribe's economic and governmental independence became imminent.

In 1821, the Oneidas, along with a delegation of the Six Nations, met with representatives from the Menominee and Winnebago Nations to negotiate for fertile and open lands along the western Great Lakes. In an early 1822 Treaty, the



Oneidas then purchased joint use of five million acres of land with the Menominees and Winnebagos for a total sum of \$5,000. The purchase was sanctioned by President Monroe in 1823. The area included lands along both sides of the Fox River, within a territory which would eventually become the state of Wisconsin in 1848.

Meanwhile, in an effort to preserve sovereignty and autonomy, the Oneidas began relocating later in the 1820's. Led by Eleazer Williams, an Episcopal Minister reputed to be the long lost Dauphin of France, and Chief Daniel Bread, the first movement of Oneidas to Wisconsin settled in what is now the Grand Chute and Kaukauna area. Dubbed the First Christian Party, this group of 448 people were tribal members who had embraced Christianity.

One year later, the Second Christian Party, sometimes called the Orchard Party, a group composed of 206 Oneidas who were primarily Methodist, arrived from New York and settled along the southern area of Duck Creek.

Four years after President Monroe sanctioned the Oneidas' purchase of joint use of over five million acres, the Oneidas were defrauded much of this land when the United States and the Menominees signed the Treaty at Butt des Morts, without Oneida participation. Oneida lands were further reduced to an area of approximately 65,000 acres by the 1838 Treaty with the Oneidas. The boundaries designated by this treaty established what today is still recognized as the original Oneida Reservation.

In 1841, another migration of Oneidas arrived in northeastern Wisconsin. This group of 44 people was referred to as the Pagan Party. As the only group that had not embraced Christianity, they settled around the area known today as Chicago Corners, north of Freedom, and were more isolated than the rest.

Once again however, the Oneida lands would fall prey to United States expansion. In 1887, Congress passed the Indian Allotment Act (also known as the Dawes Act) which allocated the land to individuals.

Through the next several years, reservation lands continued to dwindle. Since the concept of taxation was so new and not understood by the Oneida people, many Oneidas lost their lands by failing to pay their taxes. Many also lost their lands due to the fraudulent methods of ruthless land companies and the invasion of non-Indians who desired their fertile lands. By 1924, all but a few hundred acres remained.





Reorganization of the government and stopping the loss of land came with the Indian Reorganization Act (IRA) of 1934. It provided the foundation for drafting and adopting the Oneida Constitution two years later, which transformed the tribal government to an elected system with four members serving on a tribal council. This decision, however, was always questioned by the membership because a true majority of tribal members did not participate in the vote. Traditionalists who opposed the transformation did not vote, and their voices were not heard. In 1968, the secretarial election increased the Business Committee from four to nine members. Unbeknownst at the time, this would serve as a prelude to an era of great progress and prosperity.

Ultimately, however, the Oneida IRA Charter was approved by the tribe in 1937 and 1,270 acres of land were bought back by the government and placed in trust for the Oneida Nation.

Unfortunately, these developments were unable to counter the harsh economic impact levied by the Depression. With the exception of very limited farming, the opportunity for employment on the Oneida Reservation was virtually non-existent. Substandard living conditions remained widespread well into the 1950's and beyond.

Many young Oneida families took advantage of the Federal Relocation Program and other opportunities to leave the reservation in hope of finding a better way of life in the cities.

It was not until the 1970's, two hundred years after the Oneida people had been forced from their lands in New York, that the tide began to turn. Competitive grants were received to fund healthcare and education. In 1972, a community development block grant funded the construction of the Sonny King Memorial Building, which was originally designed as a youth recreation center. Today, it is commonly known as the "Civic Center," and throughout the years has housed the health center, tribal business committee offices, a bingo hall and the social services department.

These developments began the momentum that would make the 1980's the most progressive decade for the Oneida Nation in Wisconsin. A jurisdictional lawsuit that had dogged the tribe for years was finally thrown out of court and the Oneidas retained their sovereign right to regulate their own lands. With the land base increased to over 6,000 acres, the addition of the tribal school and soaring employment



opportunities, the Oneida Reservation once again had an economy.

When Congress passed the Indian Gaming Regulatory Act in 1988, it effectively recognized tribal governments as sovereign nations. The Act further provided the tribes with the ability to regulate various classes of gaming on their reservations. In 1991, for the first time in Wisconsin history, the Oneida Nation entered into a compactual agreement with the state government (Oneida Tribe of Indians of Wisconsin and the State of Wisconsin Gaming Compact of 1991).

## **PRESENT STATUS**

The Oneida Nation has the responsibility as a government to protect the health, safety, welfare and economy of the Reservation lands and all persons who either reside on the reservation or who are visitors and/or are conducting business within the exterior boundaries of the reservation. Revenues from tribal enterprises replace the absence of tax dollars and fund community services for Oneida and often non-Oneida community members.

In an effort not to be redundant, the additional chapters within the Oneida Reservation Comprehensive Plan, individually and collectively, describe and discuss the current programs and services managed by the government of our Great Nation. Furthermore, it also seems unnecessary to spell out the hierarchal relationships of our government in regards to the specific roles and responsibilities of the General Tribal Council (GTC), the Oneida Business Committee (OBC), the structure and functions of the Organization, and the associated roles and responsibilities of the various appointed and elected memberships of the Nation's Boards, Commissions and Committees (BCC).

### **Government Regulations**

Regarding the promulgation of ordinances and regulations, the (Amended) Constitution and By-Laws of the Oneida Tribe of Indians of Wisconsin and the subsequent amendments, including the Administrative Procedures Act, authorize the Oneida Business Committee to regulate the actions of all tribal programs, enterprises, services and agreements on behalf of the tribe. The subsequent roles of implementation and enforcement of these "rules," rests with the appropriate organizational units i.e., the Oneida Zoning Department, Environmental Health & Safety Division, the Oneida Compliance Division, etc., and/or the Oneida Appeals Commission, as necessary.



### **Government Coordination**

With no disrespect to the importance of agreements made within certain Treaties approved by the Oneida Nation, one of the most significant agreements made within the current era, as a “government to government” agreement, was the signing and approval of the Oneida Tribe of Indians of Wisconsin and the State of Wisconsin Gaming Compact of 1991. Within this compact and subsequent amendments, the Oneida Tribe and the State of Wisconsin have mastered major accomplishments for both parties, regarding economic impacts and stability, employment, and programs and services. Within the Amendments, dated and signed between both parties on May 8, 1998, there were further agreements such as the Memorandum of Understanding Regarding Government to Government Matters; A Memorandum of Understanding Regarding Technical Matters, and A Natural Resources Memorandum of Agreement (Ref 6).

Also within the 1998 Amendments to the Gaming Compact, Section XXXII, the Oneida Tribe was given a monetary reduction “in direct recognition of existing municipal service agreements.” Section XXXV states: “The Nation agrees to renew all existing service agreements with local units of government under the current terms and conditions of those agreements. The Nation shall take reasonable action to enter into service agreements with Brown County, Outagamie County, the Town of Hobart [now Village] and the Town of Oneida substantially similar to the Nation’s existing service agreements with the Village of Ashwaubenon, the City of Green Bay and the City of De Pere. Nothing in this Compact shall prevent the Nation and any governmental entity from reaching a mutually acceptable service agreement with terms different from the terms contained in any existing service agreement listed above” (Ref 7).

The above paragraph quotes the 1998 Amendments to the Gaming Compact, which supports the Oneida Nation’s commitment to establish and maintain government to government relationships with our surrounding local units of government.

Another coordinated effort of government to government relationships is the HALO (Hobart, Ashwaubenon, Lawrence and Oneida) Group, which is a semi-formal meeting forum within which the governments of each entity meet to discuss topics of mutual concern, future planning and development projects and opportunities to cooperatively work together. Monthly meetings are held in various locations throughout these communities.



## **STRATEGY/FUTURE PLANNING**

In March of 2004, the Management Steering Team (Interim General Manager, Chief Financial Officer, Gaming General Manager and Chief of Staff) and the Oneida Business Committee started an endeavor to create a Strategic Management System. In searching for a tool or guide, the project management team found the Balanced Scorecard tool. In August of 2005, the Business Committee adopted the Balanced Scorecard as the tool to complete our strategic management system. The National Oneida Balanced Scorecard was approved by the Oneida Business Committee on April 12, 2006. The next steps are for the Oneida Business Committee and the current Division levels to create their respective balanced scorecard and align to the National Scorecard.

The National scorecard contains four themes the Oneida Business Committee created in August of 2005, which are Economic Growth & Development, Responsible/Responsive Government, Quality of Life and Culture and Heritage. The intent is to have all levels of the organization align to the National Scorecard.

As basic information concerning the balanced scorecard, there are five key principles required for building Strategy-Focused Organizations: (1) translate the strategy to operational terms, (2) align the organization to the strategy, (3) make strategy everyone's everyday job, (4) make strategy a continual process, and (5) mobilize change through strong, effective leadership (Ref 8).

This Governmental Coordination and Regulations chapter, has direct correlation between the other chapters within the plan, as follows: Education, Transportation, Community Facilities, Parks and Recreation, Utilities, Community Design, Housing, Economic Development, Public Safety, Health Care, Environmental Protection, Agriculture, Natural Resources and Land Use. Furthermore, this Governmental Coordination and Regulations chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.



## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

## **REFERENCES**

Ref 1 - Canby, William C., American Indian Law In A Nutshell, 3rd Edition, 1998.

Ref 2 - White Mountain Apache Tribe v. Becker, 448 U.S. 136, 144 (1980).

Ref 3 - United States v. Mazurie, 419 U.S. 544, 557 (1975).

Ref 4 - (Amended) Constitution of the Oneida

Tribe of Indians of Wisconsin: Original Constitution adopted November 14, 1936 by the Oneida Tribe, Approved by the Secretary of the Interior, December 21, 1936; Amended June 3, 1939, Approved June 15, 1969; Amended October 18, 1969, Approved November 28, 1969; Amended June 14, 1969, Approved August 25, 1969; Amended June 14, 1969, Approved August 25, 1969; Amended June 14, 1969, Approved August 25, 1969.

Administrative Procedures Act, Adopted by GTC-8-19-91-A: Amended by BC-9-7-94-A (Emergency Amendment); Amended by BC-7-5-95-K (Ratification by GTC).

Ref 5 - Oneida Nation Brochure (Purple Book), 1991.

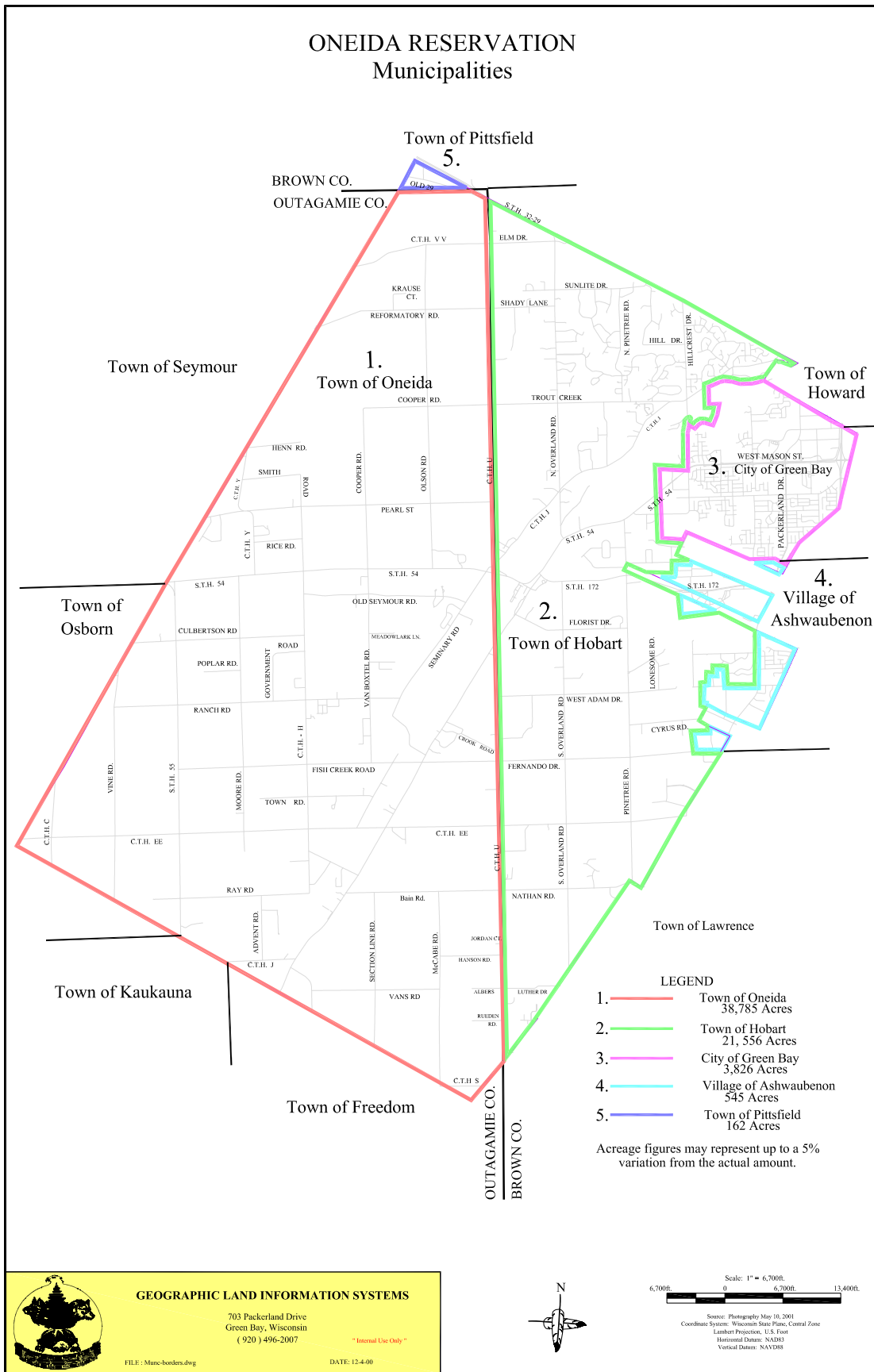
Ref 6 - Oneida Tribe of Indians of Wisconsin and State of Wisconsin Gaming Compact of 1991. Amendments, 1998.

Ref 7 - Oneida Tribe of Indians of Wisconsin and State of Wisconsin Gaming Compact of 1991. Amendments, 1998.

Ref 8 - Kaplan, Robert S., Norton, David P., The Strategy-Focused Organization. Harvard Business School Publishing Corporation, Boston, MA, Copyright, 2001.



# ONEIDA RESERVATION Municipalities



# ECONOMIC DEVELOPMENT

## DEFINITION AND DESCRIPTION

Economic development begins when a community makes itself ready to accommodate the retention, startup, location or expansion of an enterprise. The Oneida Nation developed an Overall Economic Development Plan (OEDP), which is a document that is updated annually and guides the economic development goals of the Oneida Nation.

The “Seventh Generation Planning” model of the Oneida Tribe directs the focus at self-determination and self-reliance. The plan is based upon the philosophy that we exist today because our ancestors had a vision of maintaining our culture, sovereignty and our language. Each generations’ responsibility is to maintain that vision and bear in mind the planning we do for the future of our nation. The process of “Seventh Generation Planning” as it applies to economic diversification is as follows:

- To invest in education and training to increase individual member’s potential which enable us to increase our financial and investment capabilities.
- To act as investor and developer which enables partnering with outside communities and institutions resulting in new jobs and increased net profits. This includes leveraging with third parties.
- To invest in ventures which expand on our existing capabilities.
- To invest in retail and industrial expansion on our eastern border to fulfill local and area needs resulting in increased net profits for the Tribe.
- To invest in real estate as part of a plan to recover lost lands and restoring original reservation land holdings.
- Acquire needed housing and valuable commercial properties which will add to our assets and generate increased employment and profits.
- To preserve the traditional values and philosophies while continuing to maintain the Oneida Language and culture. These are vital qualities that must be incorporated into the political, business and social functions of the Nation (Ref 1).





## **HISTORICAL BACKGROUND**

Seven generations ago, there were two main revenue generators making up our economic picture: agriculture and lumber. Unfortunately, the lumber industry gave way after most of the forested land within our Reservation boundaries was used to the fullest extent, and farming became the primary economic stable.

Many families farmed the land that was allocated through the Dawes Allotment Act of 1887. By the 1950's, farming began to falter as more and more people left the Oneida community. Primarily due to the Relocation Act of 1953, tribal members moved to different places in Wisconsin and the world in response to a shift in economic conditions. By the 1960's, agriculture was no longer the primary economic outlet.

In the mid 1970's, the Oneida Tribe, along with many other tribes across the country, began selling tobacco products. This quickly bolstered the economic climate on the Oneida Reservation. Around the same time, bingo started. From its early days in the basement of a local church, the popularity of bingo grew. A new facility was needed and built on State Highway 172, across from Austin Straubel Airport. The new facility was named the Irene Moore Activity Center (IMAC). Tobacco sales and bingo set the pace for an economic boom on the Oneida Reservation. When gaming became a reality, the economic boom began a time of unprecedented growth and development on the Oneida Reservation.

In the 1980's, our Tribal Leaders had the foresight to recognize the need for a more organized and responsible way to guide the development that needed to happen on our Reservation. These plans included such things as the development of business plans for strategic areas that promised a solid return on investment and economic diversification. This investigation into certain types of businesses and their feasibility resulted in a Targeted Industry Analysis (TIA). This has identified certain industries that the Oneida Nation should invest in, based on industries that could be successful in Northeast Wisconsin.

The Enterprise Ranking List has guided economic development on the Oneida Reservation for the past nineteen years. Some projects that have been successfully completed include the development of the Carlton Property where the Wal-Mart and Sams complex exists. Also included is the establishment of our convenience stores and the construction of a truck stop/diner/casino complex, located at State Highway 29/32. The most successful economic advancement for our Reservation



are the casinos. The economic opportunity presented itself, and the Oneidas' took advantage of it. It has proven to be our most prosperous economic venture to date, even though these projects were not on the ranking list.

This is not to say gaming is the only economic stable for the Oneida Reservation. Plans are still in progress to diversify our economy as directed in the 1987 Oneida Tribe of Indians of Wisconsin Comprehensive Plan. Ways to encourage and assist Tribal entrepreneurs are being investigated. Seeking out better training and educational opportunities for Tribal members is an on going process.

### **Charter Corporations**

Under Article IV, Section 1(h) of the Oneida Tribe of Indians of Wisconsin's Constitution, the tribe has the authority to charter subordinate organizations for economic purposes. The tribe has chartered several Corporations to assist in the business and development efforts of the Tribe.

Each of these corporations are subject to the laws, ordinances and jurisdiction of the Oneida Nation. A separate corporation formed pursuant to Oneida Tribal law is a legal entity required to follow certain processes concerning the tribe because of various loan agreements and/or grant requirements. These corporations are all chartered and operate under a Board of Directors and corporate bylaws. Each charter grants these corporate boards legal authority to enter into contracts and buy and sell products and/or services. In all tribal corporations, the Oneida Business Committee acts as the major stockholder. Examples of these corporations are as follows: Oneida Nation Electronics, Airport Hotel Corporation, Oneida Airport Business Development Corporation and the Oneida Enterprise Development Corporation, and the Oneida Seven Generation Corporation.

### **PRESENT STATUS**

In 2006, economic development is still critical to our well being, and we need to set a direction that will strengthen our economy. The following is a list of accomplishments noted since the 1987 Comprehensive Plan: home ownership has increased; living conditions on the Reservation have greatly improved, and greater respect has been earned from surrounding municipalities due to our right to exercise our self-governance and sovereign status. However, we have a long way to go and a lot of work to do. In order to implement economic development strategies, the corporate and management structure needs to be in place.



### Employment

Based upon the data provided by the Human Resources Department's Executive Information Systems (EIS) Consolidated Report, February, 2006, the following employment data is presented (Figures 3.10 and 3.11):

Total Employment	3,036	
Oneida Tribal	1,426	47%
Other Indian	234	08%
All Others	1,378	45%
Program/Enter. Emp.	1,769	58%
Gaming Employees	1,276	42%

Figure 3.10

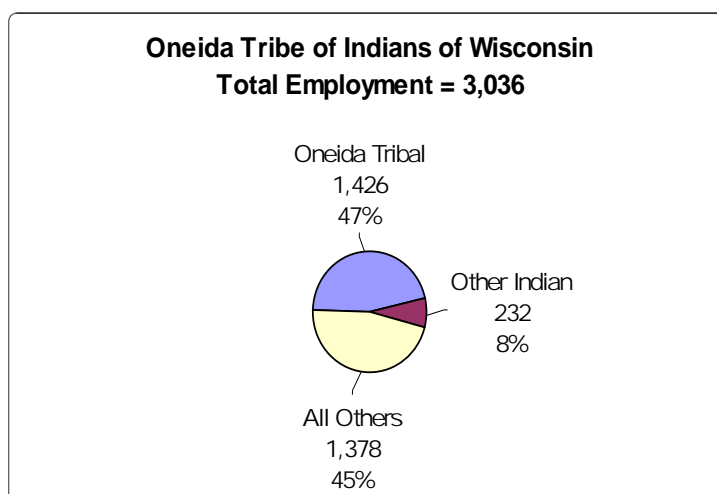


Figure 3.11

### Diversification

The notion behind economic diversification on the Oneida Reservation is to provide opportunities for a growing economy that address the comprehensive community needs in terms of employment, profit, community development, education and training and environmental preservation. Most importantly, the community must focus on providing far into the future. The focus of changing the area economy lies in the concept of "Seventh Generation Planning", a concept that provides for the future of the next seven generations of Oneida people. For our elders, the future is now, and it is imperative to expand our services to improve the quality of life for them.



Our elder members have forged a path for the future of the Oneida Tribe, and now is the time to see that their needs are provided. We must focus ourselves as our elders did; we must look to new ways to provide for our members. The Oneida people have always been adept at acquiring the skills to maneuver modern technology to our advantage. The tribe must continue to focus on upgrading the technology available to us and continue to upgrade the skills and educational levels of our members as well.

Diversification of the reservation economy in business and community development is impelled by the uncertain status of the future of Indian gaming. The tribe's strategy is to see gaming become a division that provides supplemental income to a widely diversified community based economy. Obviously the Oneidas gaming ventures have contributed to the improved reservation economy more than any other economic factor. However, the Oneidas do not see gaming as a long term solution to their economic woes.

From a business cycle perspective, the tribe is on an upswing because of the gaming industry. The Oneida Tribe has the foresight to plan beyond the "Economic Boom" created by gaming revenues. Diversification is the key to economic stability on the Oneida Reservation.

The most recent diversification opportunities are: The Four Fires, LLC; The Three Fires, LLC; The Bay Bank Corporation (licensed under the state of Wisconsin); the American Indian Bank, and Nature's Way Tissue Corporation (through the Seven Generation Corporation).

### **Gaming Impact**

The Oneida Gaming operations have significantly impacted Northeast Wisconsin economically and socially. The Oneida Nation has gained stature and reputation for being one of the most prominent and powerful economic forces in Northeast Wisconsin. Gaming revenues have allowed the Oneida Nation the pleasure of improving the quality of life on our Reservation, by generating the much needed revenues to build an infrastructure capable of handling the growth and progress of the Oneida people.

Oneida Nation Impact on Brown and Outagamie County (Ref 2)

- 5,400 jobs: direct employment plus multiplier effect.
- About 2 million visitors per year from outside Brown County.



- Over \$264 million added to total output.
- Over \$92 million in added earnings.
- Over \$4.2 million paid in fees, services, and donations to local governments and charitable institutions.
- Total non-gaming spending by non-local visitors is approximately \$41 million in fiscal year 1995.
- \$28 million in purchases from local vendors.
- \$66 million in added output and \$30 million in added earnings.
- 3,459 local jobs from non-local/non-gaming visitor spending.

### **Constraints**

The lack of a completely defined process and comprehensive infrastructure to direct business development has been a constraint on economic development for the Oneida Tribe. The Oneida Tribe is continually developing and expanding plans for economic development and is currently in the process of collating data, statistics and information for the development of the Oneida Nation's Overall Economic Development Plan. The development of business on the reservation has been a priority since the late 1960's. Only with the onset of gaming, has the Oneida Nation become more aggressive in pursuit of development that will generate revenues that are not solely reliant on gaming.

Although this is a prosperous time for the Oneida people, they still have many unmet needs in terms of education, housing and employment. There are still Oneida families living in substandard, crowded housing, and many elders have held on to their homes that are from 50 - 100 years old, and are in dire need of upgrade and repair. Indian Gaming has a long way to go to build a new economy on an area that was depressed for more than 100 years. There are numerous factors in the development of the Oneida Nation that seriously impact any future development. As noted throughout this plan, the Nation must address the following: Labor force, education and training opportunities, small business development (entrepreneurs), new labor markets in manufacturing, farming, industrial and service organizations.

### **Community Development**

The Seven Generations planning strategy includes the Oneida Community Integrated Food Services (OCIFS), that is designed to: improve the tribe's community and cultural continuity; maximize tribal agricultural productivity with



environmental sensitivity; maximize self sufficiency through interfacing of tribal and private sectors; provide economic viability, and convert portions of tribal food production to natural and organic basics. OCIFS is composed of the following organizational units:

The Tsyunhehkw<sup>^</sup> (Life Sustenance) Center, which provides goods and services to the Oneida community through food preservation as well as educational programs related to food preparation and nutrition. Tsyunhehkw<sup>^</sup> also includes an expanded retail outlet of herbs, tinctures, health care items and indigenous natural food products. Tsyunhehkw<sup>^</sup> also oversees an annual garden project in the community, Shakoahantahsluni which translates to “He prepares the fields for them”. Tsyunhehkw<sup>^</sup> also has the original cannery operation now called, “Tsi? tkutekwayahe which translates to “Where they put the food away,” and specializes in the preparation and preservation of traditional Oneida foods.

### **Oneida Nation Farms**

This venture has been developed to encourage the agricultural development on the reservation. The Oneida Nation has purchased some large farms as an investment in the land. To encourage generating revenues from these purchases, the Nation has 5,000 acres in planted crops; 4,000 acres in federally funded conservation programs; an additional 2,000 acres of leased farm lands, leased to non-tribal farmers; approximately 550 head of Black Angus beef, of which they process and sell to customers; a Bison herd of 150 head, and a 95 head cow/calf grazing operation. The Oneida Nation Farm is one of the largest farming operations in northeast Wisconsin. Furthermore, the staff have completed intensive training in new agricultural techniques.

### **Oneida Apple Orchard**

An apple orchard on the reservation of nearly 30 acres was purchased by the Oneida Tribe. The Apple Orchard has matured with over 4,200 producing apple trees and has a Roadside Sales program, which was developed to sell apples, pumpkins, strawberries, raspberries and other produce. In recent years, the Orchard also deals in frozen fish and bison products.

### **Cannery**

The Oneida Nation Cannery has been in operation for a little over 27 years and has become an integral part of the Oneida food industry. The original intent of developing a community



cannery was to help families to become food self-reliant. The cannery has well served its purpose, and today sells traditional favorites of Corn Soup and Corn Bread, as well as continuing on with the traditional support to families in canning seasonal fruits, vegetables and other produce.

***Food Distribution Program and Oneida Food Pantry Emergency Network***

The Oneida Food Distribution Program and the Oneida Food Pantry Emergency Network are also members of OCIFS. The programs provide food packages for eligible households and nutrition education to improve the quality of life within the Reservation and the rural areas of Brown and Outagamie Counties, as well as portions of the City of Green Bay. Families who have needs beyond the scope of these programs are referred to other programs.

***Community Health Center Dietetics Program***

Providing professional dietetic and nutrition consultation to the OCIFS member business units and to the people of the community is the roll of this program. The dieticians consult with all aspects of the other programs to assure the provision of culturally appropriate, healthy, clean, fresh fruits, vegetables and meats that are chemical and antibiotic free.

**STRATEGY/FUTURE PLANNING**

***Targeted Industry Analysis (TIA)***

Although the past TIA was for a brief window of opportunity, it identified the most logical industry groups in which the Oneida should invest in an effort to continue to diversify the reservation economy, based upon the analysis of the Green Bay M.S.A. Areas identified will target industry groups that will provide the highest return on investments and are compatible with the area's resources, and can benefit from the unique opportunities offered by a relationship with the Oneida Nation.

***Diversification Plan***

The Oneida Nation is looking to diversify its economy to meet the needs of the community. In the data collected in recent surveys, there are strong indications the Oneida Community is interested in the development of the following areas: Tourism Industry, Restaurant and Hospitality, Retail Development, Community Recreation, Individual Tribal Entrepreneurs, and Gaming Expansion.





- Tourism Industry - The Oneida Nation has been actively participating in state efforts to seek and develop tourism on the reservation. The Oneida Nation has also participated with the other 11 tribes of Wisconsin to develop a Native American Tourism initiative in Wisconsin, which will reach out to international interests.
- Restaurant & Hospitality - This industry is rapidly expanding within the area. Currently on the Reservation, the location of restaurants and hospitality facilities are restricted to mostly the eastern area, an eight to ten mile drive for most residents. There has been a desire to see restaurant development in a more central area of the reservation or a truck stop style facility.
- Retail Development - The community has identified a need for the development of a small strip mall, gift shops and specialty shops, etc.
- Community Recreation - Data analysis indicates the community desires additional recreational facilities such as a bowling alley, pool hall, video arcade and theater, and seasonal grounds for skating/hockey/soccer/football.
- Individual Tribal Entrepreneurs - The development of diversified economic development on the Oneida Reservation must be as diversified in regards to the developer as well. The Oneida Tribe encourages and assists Tribal members in economic development (small business developments).
- Gaming Expansion - The current gaming organization needs to recognize that the gaming environment is getting more competitive, and customers are demanding more amenities. The current Oneida Casino Complex will be upgraded to meet customer needs.

This chapter on Economic Development has direct correlation between the other chapters within this plan as follows: Education, Cultural Resources, Transportation, Community Facilities, Parks and Recreation, Utilities, Community Design, Housing, Public Safety, Health Care, Governmental Coordination and Regulations, Environmental Protection, Agriculture and Natural Resources. Furthermore, this Economic Development chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.



## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

## **REFERENCES**

Ref 1 - The Overall Economic Development Plan of the Oneida Nation, March 1996.

Ref 2 - The Economic Impact on Oneida Casino Gaming in Brown and Outagamie Counties. Evans, Carroll and Associates. April, 2006.



# AGRICULTURE

## DEFINITION AND DESCRIPTION

Agriculture is the science, art, or practice of cultivating the soil, producing crops and raising livestock and varying degrees of preparation and marketing of the resulting products (Ref 1).

Agriculture encompasses the production of food, fiber, wood products, horticultural crops and other plant and animal products. Agriculture is the practice of farming, but agriculture is more than production of crops and animals. Agriculture includes:

- financing, processing, marketing and distribution of agricultural products
- farm production supply and service industries
- health, nutrition and food consumption
- the application of science
- the use and conservation of land and water resources
- related economic, sociological, political, environmental and cultural characteristics of the food and fiber system

Furthermore, agriculture can be thought of as involving Five-F's:

- Food for humans such as vegetables, fruits, nuts, grains, dairy products, meats, fish, etc.
- Feed for animals such as hay, grains, grass/pastureland, etc.
- Fiber to build homes or make clothing such as trees for lumber and timbers, cotton, flax, straw, etc.
- Fuel that can be made from plants such as soybeans and corn oil, ethanol, and biomass.
- Feedstock from plant sources for making chemicals such as corn and soybean oil for plastics, man-made fibers, etc.

Agri-business is defined as an industry engaged in the producing operations of a farm, the manufacture and distribution of farm equipment and supplies, and the processing, storage, and distribution of farm commodities (Ref 2).

Agroforestry means using land to grow trees or shrubs and other fruit, nut or medicinal plants in combination with one or more crops. In some practices, livestock can be grazing



at the same time. These crop combinations (trees, shrubs and plants) blend agricultural, horticultural and forestry production and forestry practices.

A farm is a tract of land devoted to agricultural purposes; it is a plot of land devoted to the raising of crops such as, vegetables, fruits, nuts, trees, shrubs, and medicinal plants and animals, and especially domestic livestock; it is a tract of water reserved for the artificial cultivation of some aquatic life-form (Ref 3).

A farmer is a person who cultivates a land or crops or raises animals or fish (Ref 4).

Farming is the practice of agriculture or aquaculture. Of increased importance is the sustainable use of natural resources and this concept has been applied to agriculture as more land is converted to non-agricultural uses (Ref 5).

The United States Department of Agriculture (USDA) annually surveys about 8,500 farms and ranches to gather in-depth information. From the 1998 survey data, eight farm types were identified based on the following criteria:

- dollar sales of crops and livestock
- total value of farm assets
- total operator income
- other occupation information

The eight farm types are divided into two groups. Within the first group, identified as small family farms, are those types of farms that have sales totaling less than \$250,000 per year (the \$250,000 cutoff for small farms was suggested by the National Commission on Small Farms).

The following are examples of Small Family Farms:

- Retirement farms: Small farms whose operators report that they are retired (excludes limited-resource farms operated by retired farmers).
- Residential/lifestyle farms: Small farms whose operators report major occupation other than farming (excludes limited resource farms with operators reporting a non-farm major occupation).

It is important to note that examples 1 and 2 above total over 1.1 million farms and account for 54.5 percent of all farms.

- Limited-resource farms: Any small farm with: gross sales less than \$100,000, total farm assets less than



\$150,000, and total operator household income less than \$20,000. Limited -resource farmers may report farming, a non-farm occupation, or retirement as their major occupation.

- Farming occupation/lower-sales farms: Small farms with sales less than \$100,000 whose operators report farming as their major occupation (excludes limited-resource farms whose operators report farming as their major occupation).
- Farming occupation/higher-sales farms: Small farms with sales between \$100,000 and \$249,000 whose operators report farming as their major occupation.

Within the second group, are farms with sales totaling more than \$250,000 per year. This group includes:

- Large family farms: Farms with sales between \$250,000 and \$499,999.
- Very large family farms: Farms with sales of \$500,000 or more.
- Non-family farms: Farms organized as non-family corporations or cooperatives, as well as farms operated by hired managers

More than 80 percent (or 1.7 million farms) of the estimated total of 2.06 million farms rely mostly on non-farm income. During colonial times one farmer fed four others. Today, one farmer produces food for 130 others.

Family farms with sales of \$100,000 or more and non-family farms make up nearly 20 percent of all farms. These farms on average get half or more of their income from farm sources and have total assets of \$750,000 or more. These groups are the ones most people think about when farm policy issues are discussed (Ref 6).

Most farms are small, 92 percent of U.S. farms are small and small farms account for 71 % of the assets involved in farming, including 67 percent of the land owned by farmers. But, large farms, very large family farms, and non-family farms (8 % of all farms) account for about 68 % of the value of production (Ref 7).

Sustainable agriculture has increasingly emphasized an approach which seeks to “balance long-term goals of quality of life, economics, and environment” as the best way to utilize the land resources. Sustainable agricultural operations are not new in actual practice. Farmers and agricultural technicians with federal, state and local programs have applied patterns of good resource use over many years that



*Former Sobieck Farm*



may have been different than currently envisioned. Past efforts were aimed at using the best practices known at the time. Today, the concept of sustainable agriculture meets the needs of the present without compromising the ability of land's resources to meet the needs of the future.

### ***Inventory and Analysis***

The 1838 Buffalo Creek Treaty land base was established at 65,430 acres in an area which eventually became the state of Wisconsin in 1848. In 1851, Outagamie County was established, and the present boundaries of Brown County were established in 1852. Furthermore, the Towns of Hobart and Oneida were established in 1908 and 1910, respectively. Through the years following the Dawes Allotment Act in 1887, Tribal property was divided into small parcels of 90 acres or less. The long-term effect of this Act was a loss of land of the Oneida Nation from the 65,430 acres in 1838, to 200 acres in 1967 (Ref 8).

Over this period of time, Oneida Tribal members continued to be self-sufficient in providing food for their families, and as time passed, many became wage earners in the cities nearby and around the country. With the transition into large-scale farming, foods were produced locally and regionally in abundance, easily accessed and at reasonable costs to consumers. Gardening is a somewhat time-consuming effort and at the end of a long, hard workday, putting in additional hours in caring for a garden is not what most workers want to do.

The land is described in older planning publications as follows: The east half of the Oneida Reservation, east of County Highway 'U,' occupied by the Town of Hobart [now the Village of Hobart], contains a land area of 21,074 acres or 33.9 square miles. Land used for agriculture by all farmers in 1973 was 14, 478 acres or 22.6 square miles which equaled 67 percent of the total land area.

There were 83 farms with an average of 174 acres. Most of these were dairy farms and as a result the major crops grown related to the dairy operation, e.g. hay, corn and oats. In addition, there was a significant amount of specialty crops such as [sweet] corn and peas grown for canning purposes.

Some of the farmland adjacent to the Duck Creek, Dutchman's Creek, and Trout Creek was eroded due to improper land use practices near the banks of the river. Portions of these creeks were also muddy from extensive grazing.



It was noted in the 1973 Hobart comprehensive plan that the Town of Hobart recognized the trends indicating that farming operations would undergo significant changes. The most obvious change is the trend toward developing farmland for residential purposes (Ref 9).

The 701 Comprehensive Planning Program for the Oneida Indian Reservation prepared in 1973 described the reservation as 85.3 percent in agricultural land use. Agricultural production for both Towns of Hobart and Oneida were described as being devoted primarily to the dairy enterprise, with the crop acreage utilized for the production of feed crops such as oats, corn and hay for livestock feed. A few farmers specialized in the production of cucumbers, peas and sweet corn for marketing to canning companies. Of the total acreage within the reservation, only 2,516.55 acres were held by the Oneida Tribe. About 250 acres was used for homesites and 900 acres were tillable. The rest of the acreage was described as brush and timber covered. A few parcels were wholly or partially cleared and used for agricultural use (Ref 10).

In 1997, scattered development or sprawl, brought significant changes to the agricultural landscape. In 1997, the number of active farms had diminished to 57, and the remaining farms focused on production of row crops (41.4 %), forages (36.5%), and a small percentage of grassland (2.5 %). The rest of the land cover is forests (16.2%), urban (1.4%), and wetlands (0.9%) (Ref 11).

Agriculture currently is the dominant land use and economic factor in Hobart. Development pressures that affect the predominant rural landscape include residential sprawl, economic development, increased vehicle traffic, and the potential conflicts with people not aware or knowledgeable about agricultural activities, smells, machinery, and noises. With the advanced age of many farmers and no new younger farmers taking over farming, the attractiveness of rural living and the enhanced value of farmland when it can be used as rural development results in an increase in housing and business.

A preliminary summary of land use/land cover from analysis of aerial photography within the Oneida Reservation, indicates that there are 42,586.25 acres of agricultural land, including cropland, pasture, orchards, groves, tree plantations, and grasslands (Ref 12).

The average size of a farm in Wisconsin in 2003 and 2004 was 204 acres and 203 acres respectively. A farm in this





report is defined as “any establishment from which \$1000 or more of agricultural products were sold or would normally be sold during the year (Ref 13).

***Agricultural Benefits and Contributions to the Oneida Economy and Community***

Agriculture is an important economic sector for the Oneida Tribe and for the well-being of community members of the Oneida reservation. It is an essential component of a high quality of life, and residents benefit from a healthy agriculture and from locally produced foods. Agriculture is the 3rd largest contributor to the Oneida Tribal economy.

The benefits of agriculture are more than food and fiber. The Oneida Nation Farm contributes to the environmental health and social well-being of Oneida. Farms are scenery. Farms symbolize important values, such as closeness to the land, cohesive communities, high quality natural resources, a support system for city dwellers and strong, safe families. Farms may serve as ground water recharge areas, wildlife habitat and an important bank of vegetative cover.

Farming’s large economic benefits include strengthening the agricultural economy, lowering infrastructure costs to taxpayers and supporting tourism related to open space, wildlife and farming. Social benefits include securing a future for young farmers and providing a safe, fresh food supply.

Farmers provide a wide array of non-market public benefits including open space and scenery, wildlife and wildlife habitat, groundwater recharge areas and vegetative cover on the land, but they are typically only compensated for producing food and fiber. Furthermore, development and other trends are making it difficult for farmers to provide these benefits, be it economic, social or environmental for the Oneida community. The Tribe’s annual purchase of farmland within the reservation is perhaps the only attempt to safeguard the non-market benefits of agriculture.

The total benefits of farming may be the key to the survival of the reservation’s economy, aside from the tribal retail sector’s contributions, should the gaming sector experience a significantly decreased level of patronage and revenues, or a state or federal legislation that forces closure of gaming operations. Farming’s benefits are essential to the quality of life that keeps businesses and workers on the reservation, tourists coming to the reservation and will help attract entrepreneurs and other agricultural, agroforestry, and agribusiness opportunities. The negative consequences



*2005 Corn Plot Field Day*



of unrestrained growth, such as continued and increased sprawl, traffic congestion, high property taxes and reduced quality of life, are some things that a thriving farm economy can help prevent.

The Oneida Nation Farm is big business within the reservation and around the state. The Oneida Tribe has ownership of approximately 29 percent of the land within the 1838 reservation boundaries or 19,000 acres.

The Oneida Farm is one of the largest farming operations in northeastern Wisconsin. The Farm currently plants crops on 5,000 acres of land and manages another 4,000 acres in federally-funded conservation programs. The Farm received USDA conservation, disaster and commodity subsidies totaling \$2,075,314 from 1995 - 2004 (Ref 14).

The tribe leased 2,000 acres of land back to sellers of farms, and the generated income is utilized to pay the applicable land taxes. The taxes must be paid until such time that the land is placed into federal trust.

When "Farms by Economic Sales Class" in Wisconsin is considered, the Oneida Agricultural Farm fits in at the top of the farms with a gross value of sales of \$500,000 and over. In 2004, the number of Wisconsin farms that fit into this category was 2,300 farms that had 2,700 acres of land. The average size of farms in this category for 2004 was 1,174 acres (Ref 15).

Oneida Farming provides year-round business for Tribal operations. The Orchard Retail Store sells apples, juices, beef and buffalo meats, fruits and vegetables, sea foods, and value added products. The Cannery processes, packages and sells value-added products including: white corn, apples, pumpkins, squash, and berries. Oneida Nation Farm sells crops to other area farmers and farm operators, and non-agricultural businesses that supply needs of farmers and purchases farm products for further sale or value-added processing and resale.

The Oneida Nation Farm direct-markets beef and bison meat quarters and halves to employees with a payroll deduction system. It sells to regional consumers that call-in from as far as Two Rivers and Shawano, Wisconsin. The radio advertising has provided significant marketing interest from people that did not know that they could purchase products direct from the Oneida Tribe or from the Orchard Store and Tsyunhehkwā Retail outlets.



Characteristics of real and potential consumers in the immediate local market area can extend out 50 to 60 miles, which reflects up to 300,000 potential buyers of Oneida food products, feeds and other products.

Attractive farm scenes and farm-based attractions have an appeal to visitors and can draw them to a place where farmers and other professions work near each other. Preserving that sense of a special place is essential for the reservation if tourism is to grow. Efforts to capitalize on new forms of agricultural entertainment are possible and the growing population base, which can contribute to new enterprises, have potential within an area of one days drive. This area extends to as far as the Upper Peninsula and Detroit, Michigan; Chicago, Minneapolis-St. Paul, Milwaukee, Madison, and other cities and towns reflecting millions of potential customers.

Agri-tourism is characterized by some of the following activities:

- Outdoor recreation: hunting, hiking, biking and birding.
- Educational: buffalo viewing, apple processing, cannery tours, medicinal herb hikes, corn harvesting & husking.
- Entertainment: strawberry festivals, sweet corn picnic roasts, corn mazes, pumpkin patch's, sleigh rides, viewing of flower gardens, etc.
- Hospitality: farm stays, bed & breakfast's.
- On-farm sales: U-pick or pick-your-own pumpkins, squash, berries, cherries or apples, farm produce stands, Christmas Tree harvesting, etc.

There is importance to small farms. According to United States Department of Agriculture, nearly 40 percent of the value of farm products in the United States is still generated by small farms. The share may be declining, but we still depend upon small farms for a significant portion of our food.

There is a growing sense in America that the trend of increasingly large farms and the loss of small farms has gone too far. The loss of farms - and farm families - has had an impact on the fabric of rural and small-town life. Everyone who has done careful research on farm size, residency of agricultural landowners and social conditions in the rural community finds the same relationship: as farm size and absentee ownership increase, social conditions in the local community deteriorate (Ref 16).



In 2003 and 2004, the number of farms remained the same in Wisconsin at 76,500. The land in farms declined 100,000 acres to 15.5 million acres, which caused a slight decrease in the average size of a farm operation to 203 acres, down one acre. Although the number of farms remained the same, the number of farms grossing \$250,000 or more increased, while those under \$10,000 declined (Ref 17).

“The national trend is that agriculture is going in two different directions. One direction is toward larger operations that mass-produce commodities under contract with larger companies. The other direction is toward niche and specialty food markets; toward farmers adding value to their crops with their own processing ventures; and toward locally grown and locally sold agricultural products” (Ref 18).

There is a false sense that agriculture near urban areas is withering away. Reports show that agriculture is evolving through innovation, new products and new marketing. Proximity to local markets is an asset at the urban edge, and farmers are connecting to those markets by taking advantage of new sales opportunities, such as direct-to-table programs in restaurants and schools, to local families (for example like the Oneida Farm beef and Bison meat and the Orchard store sales) and expanding their use of traditional sales methods, such as farmers’ markets (Ref 19).

Another issue about current food production and availability is the recognition that “food comes to most of us through a global food system...that food in the United States travels an average of 1300 miles and changes hands half a dozen times before it is consumed.” Of concern is not only the decreased quality of food that must travel these great distances, but there is the safety, reliability and security of a food supply during times of emergency, terrorism and failure of the national utility and transport infrastructure. A locally produced food supply is an important key to community well being and security (Ref 20).

The importance of having a locally produced, self-sustaining, self-reliant food supply was demonstrated in Oneida history in New York, “Shortly after the Revolutionary War U.S. President George Washington sent General Sullivan into our homelands of Iroquoia with a ‘scorch the earth’ directive” (Ref 21).

Furthermore, on September 30, 1779, during the Sullivan/Clinton Campaign, General Sullivan reported about the destruction of thousands of acres of growing corn, with a number of orchards, one of which had in it 1500 fruit trees.



Regarding corn in storage Sullivan said, “The quantity of corn destroyed, at a moderate computation, must amount to 160,000 bushels, with a vast quantity of vegetables of every kind...” (Ref 22).

### **Threats and Challenges**

The viability of the reservation’s agriculture, along with all of its economic, environmental and social benefits are threatened. Multiple threats or challenges include:

- The lack of a clear and acceptable picture that shows agriculture and agri-business as a viable and profitable opportunity for creating a locally sustainable, vertically integrated and high quality food supply system of the future
- Lack of education of the non-farm population about agriculture
- The normal struggle to “grow” a many faceted Oneida agricultural operation in taking it to the “next level” of diversity, productivity, efficiency and profitability
- Lack of new and younger trained Oneida citizens interested in a career in agriculture and agri-business. Running a farm is like running any business. Competitive agricultural practices have to be taught to farmers and farmers-to-be in a manner that they understand and will accept
- Lack of an agriculture focus in the education program
- Lack of an agriculturally qualified employee base to draw from for farming activities.
- Difficulty with costs of environmental regulatory compliance and right-to-farm issues
- High transportation costs
- Limited support for agricultural diversification, difficult to secure financing for needed farm equipment and infrastructure and for equipment for processing value-added products
- Rising taxes and costs
- Perception of poor return-on-investment, understanding better what the return is in hard numbers as well as the less tangible benefits of a career in agriculture is necessary. For example, a report cited an average return on investment with a depreciation for a dairy operation equaled 7.1%. By comparison returns on investment for grocery stores



and saw mills were lower at 3.2 and 6.2 percent respectively (Ref 23).

- Lack of resources for agricultural innovation
- The fragmentation of farmland into rural, residential and business uses, especially to many single-lot home sites

Agriculture production, by itself, is not currently strong or resilient enough to withstand the threats it faces. Farmland needs to be preserved in order to build a sustainable agricultural economy. Of the many threats to agriculture, the fragmentation of farmland, including the loss of farmland to nonfarm uses, is pivotal. Without farmland, there will be no farming. Without farmland, there is no need to worry about other threats, such as competition in the marketplace, environmental compatibility, right-to-farm issues and access to agricultural innovation resources.

While many of the benefits provided by farmland are a result of its use of the land in agricultural production, preservation of farmland does not guarantee that the land will remain in farming and continue to provide these benefits. Farmers struggle to remain viable in the face of increasing development pressures on the urban fringe, competition from large-scale agricultural producers, increasing transportation costs, competition from agricultural imports, weather and disease, other related uncertainties, and adequate marketing skills.

## **HISTORICAL BACKGROUND**

### ***Oneida Agriculture***

The Oneida Tribe of Indians have farmed for as long as the Oneida People have existed, as a means of survival. The Iroquois Confederacy fed the European immigrants and the new American army during the wars with the British and the French. Army commanders reported that they burned the Oneida Nation's 2 million bushels of stored corn in the 1700's. When the Oneida moved to northeastern Wisconsin, agriculture was the main source of food for them on the 65,430 acre reservation.

United States federal policies, including the treaties and the Dawes Act, severely impacted the Oneida land base as it was lost through individual sale, taxation and theft. The Depression of the 1930's, the Second World War and the Relocation Act in the 1950's, forced many tribal members to support their families by seeking employment off the reservation in larger cities, in other counties and in other states. By 1967, the Oneida land ownership was reduced to



200 acres. The Oneidas' ability to survive on their reservation with their own food production was nearly at a standstill.

### **Oneida Nation Farm**

The Oneida Nation Farm was started in 1978 and was known as the "Iroquois Farm". The 150 acre farm was started primarily to grow vegetables and raise enough crops to feed 25 cows.

The Oneida Tribe's 1979 Comprehensive Plan proposed using agricultural land being acquired to diversify the economy, provide food for the people and to provide employment.

In the development of the comprehensive plans in 1973, 1979 and 1987, the community and committees composed of Oneida Business Committee members, administrative managers and staff, worked with community survey results and meeting comments to frame goals and objectives. These goals and objectives led to the development of policies, projects and tasks specifically identifying what the community wanted to be carried out for the benefit of the Oneida Nation, its people, the environment, economy and for the future.

The 1979 Comprehensive Plan's Economic Development Goals were:

- "To provide a level of industrial, commercial and agricultural development; that promotes a minimum level of unemployment among the Oneida people and produces goods and services required by area residents; and to develop a stable revenue source for the Oneida Nation."
- "Develop a viable agricultural operation on the Oneida Reservation together with an educational program relating agriculture to the Oneida culture and traditional land ethic."
- "Vertically Integrate the Oneida Agricultural operation to include production and processing of foods, while making products available at lower than market prices."
- "Develop and establish an integrated hog and dairy operation."

The 1987 Comprehensive Plan pointed out that while nearly three quarters of the land within the Reservation boundaries was used for agriculture, there was no clear policy of what would become of these lands once they were under Tribal control. Also, few Tribal members were involved in agriculture, and there was a perceived lack of interest in pursuing careers





or training in agriculture. Also, the 1987 Comprehensive Plan cited the need to explore potentials for development of a forestry-related industry or enterprise. It states “Ongoing establishment of timber stands on marginal properties and harvest of existing stands will not only encourage better management of the existing resources, but will have the added benefit of improving wildlife habitat for recreational use.”

In 1989, the farm operation included 350 acres of land and 35 head of cattle. In 1990, the Oneida Business Committee issued a list of objectives. One of these was for the Tribe to “produce its own vegetables and meat by the year 2000.” By 1992, the Farm’s land base tripled in size while no realistic plans were put in motion to upgrade either the equipment or the facilities. The result was a farming operation, treated as a profit making enterprise, but unable to produce a profit or move significantly toward the original goals. In 1993, investments in equipment and upgrades to the livestock feedlots were accomplished. These improvements resulted in a more workable and efficient farm operation. In 1994, the Farm’s land base consisted of 1,981 acres of which 1,429 were suitable for crops (Ref 24).

In 1994, the Oneida Tribe purchased the 3,100 tree Apple Orchard as part of their strategy of reacquiring lands within the original boundaries of the reservation. The Apple Orchard has 30 acres of original orchard and an additional 10 acres of new orchard.

In the years of 1995 through 1997, the Oneida Farm produced peas and beans under contract to the Seymour Canning Company.

### ***The Cannery and Creation of Tsyunhehkwa Center***

Beginning in 1980, the functions and services of the Cannery have been an integral part of the Oneida Tribal operations. Since its beginning, the programs of the Cannery have continued to expand in their scope and services.

The idea of a community cannery was initiated in approximately 1973. However, it took several years and several grant applications before resources were received to purchase and set-up the much needed canning equipment. Approval was given by the Catholic Diocese to set up the cannery in the Norbert Hill Center, and a manager was hired to oversee the operation. Once the program started, a Community Nutrition Aid was recruited from the Brown County Extension Office in Green Bay, to teach nutrition, recipes, canning and



to assist in the teaching of nutrition education for summer youth groups.

The original intent of developing a community cannery was to help the families within the Oneida community to become food self-reliant. Families would make appointments to can, dry or freeze their meat, fruit, vegetables and fish. The Cannery Staff would help them in preparation and processing of their foods. In 1980, the program began to sell cooked and hulled white corn. A grant was also received from the Bureau of Indian Affairs (BIA) for community seed distribution, bedding plant vouchers and garden preparation. In 1982, the white corn was canned and sold to the community. In 1983, the Cannery began selling canned Pork Corn Soup. Sale of Corn Bread also began in 1985 on Thanksgiving, Christmas and Easter holidays. A food pantry was also developed. Families donated their extra garden produce, which was canned for the Food Pantry. In 1986, canned white corn was sold out of the Oneida One Stop (State Highway 54 site) and at Schroeder's grocery store until 1988. The Cannery received a grant in 1987 to provide fruits and vegetables for canning to low income families. The costs of canning supplies were covered in the grant.

In February 1990, the Oneida Tribe found itself in a deficit and the cannery was one of the programs closed until May of 1991. When the Cannery reopened, it was put under the management of the Oneida Tribal School. A new manager was hired to oversee the cannery and to work with the Oneida Tribal School Staff, teaching a six-week cooking course for the 6th, 7th and 8th grades of the school.

A grant was received in 1993 from the Campaign for Human Development, to hire the first full-time agricultural worker and for other projects such as raised-bed gardens, video projects and travel to acquire indigenous seeds. Furthermore, the agricultural worker supervised the gardening aspects of the program and worked with the Oneida Tribal School to develop a garden site.

In the following years, raised-bed gardens were prepared for the Head Start Program, three Day Care sites, the Nursing Home, the Oneida Museum and for individual community members and their families. Technical assistance was provided on how to plant and maintain the beds. Two community garden sites were acquired for families living in housing projects and surrounding towns that did not have garden space.



In December of 1993, an assessment was completed for building a new food processing facility. In February of 1994, a presentation was made to the Oneida Capital Improvement Program requesting approval to build a new food processing facility. The concept of the new processing facility was to be designed to produce more products, more efficiently and to incorporate alternative energy sources where possible.

In 1994, a “vertically integrated Oneida agricultural operation” became the focus of studies to determine the potential for developing a new food processing facility that would process animals and crops grown on Oneida fields, and which could be marketed, distributed and sold as finished products to Oneida citizens and other consumers.

In 1994, the Cannery operation was transferred to the Development Division, and the Cannery began selling corn bread weekly and introduced a healthier corn soup with smoked turkey.

In 1994, a grant was received from the Share Our Strength program, to continue to build raised-beds, to attend a Husking Bee in New York State and to acquire indigenous seeds.

In 1995, the Cannery held its first Oneida Husking Bee. Since then, the Husking Bee has expanded into additional workshops such as corn husk doll making, composting, gardening methods and bringing in a speaker to address health and wellness. Food is provided for the events.

On March 12, 1996 the Oneida Cannery staff conducted a visioning session and arrived at a new name for its overall operations. “We now refer to ourselves as Tsyuhehkwá Center.” “Tsyuhehkwá is the Oneida word that describes all that sustains our lives. These are gifts from Creation, the free and cultivated foods; the medicines; the soil; and the waters that sustain us. Together, they form our complete diet/nutritional heritage and the sources of our well-being.

In adopting this new name we are conveying the holistic nature of our work. We:

- grow and harvest foods
- produce food products
- provide education, counseling and training in traditional diet and nutrition
- we conduct research & development into new forms for traditional foods” (Ref 25)



- In 1997, a consulting firm was contracted to assess the needs of a proposed food processing facility and to recommend facility solutions that would help assure Tsunhehkwa Center programs would flourish into the future, adding maximum value to the Oneida community and beyond. The programming documentation for the project was completed and was submitted with the Capital Improvements Package. The required gross area of the proposed facility was 18,900 gross square feet. The ideal site size was determined to be 24 acres for the building and all associated outdoor functions. Processing equipment was selected based on anticipated growth and flexibility to adapt to a variety of foods that may be processed in the future. Budget estimates for space, construction requirements, equipment and site improvement was prepared. The total estimated project cost for the facility was approximately \$2.78 million, including a 10% contingency. The new Food Processing Center project was put on hold in 1997 due to budget scarcity concerns (Ref 26).

***Establishment of Oneida Community Integrated Food System (OCIFS)***

On September 15, 1994, a proposed operational plan for a Oneida Community Integrated Food System (OCIFS) was developed. The operational plan was presented by a Food System Evaluation Team to the General Manager, Development Division Director and the Enterprise Division Manager. All food related programs were brought together to develop a strategic plan to integrate all Tribally produced foods back into the community.

The goals established by the team included:

- improve community health and cultural continuity.
- maximize tribal agricultural productivity with environmental sensitivity.
- maximize self sufficiency through interfacing of tribal and private sectors.
- provide economic viability to ensure the continuance of the program.
- provide agriculturally and nutritionally proficient tribal artisans.
- convert tribal food production to natural and organic within economic and environmental health and safety needs.



Some identified needs for an OCIFS Coordinator (Proposed Projects) included:

- coordinate support services for OCIFS members.
  - facilitate agreements
  - conduct detailed product and service survey
  - aid planning and budgeting
  - help coordinate processing, storage and distribution
- maintain tracking and analysis of food system activities.
- facilitate contracts with outside processors.
- develop Oneida label and packaging.
- initiate public relations program (community information).
- help develop a program for organic production.
- work to develop an Oneida Agricultural Education Program
- research:
  - organic farming techniques.
  - nutritional and economic product selection
  - agricultural education grants and programs
  - possibility of tribal processing operations
  - private sector marketing agreements
  - intertribal marketing prospects

Additional needs were identified by the Food Evaluation Team as follows:

- Office Equipment
- Storage Facility with freezer
- Refrigerated truck

The OCIFS organizational structure was to consist of:

- OCIFS Working Committee to assist OCIFS Coordinator in setting goals, establishing policies and procedures and developing the OCIFS budget.
- Suggested make-up of the OCIFS Board:
  - voting members: Oneida Nation Farms, Food Distribution, Oneida Cannery, Centralized Food Purchasing, and Land Committee.



- non-voting members: Environmental, Planning, Business Management, Community Elder.
- Coordinator: responsible for coordinating the overall operations of OCIFS within the overall policy developed.
- Technical Services Committee: individual professional/technical support experts from all areas (Ref 27).

## **PRESENT STATUS**

The Oneida Nation established the Oneida Community Integrated Food System (OCIFS) with four food related operations: the Oneida Nation Farm and Apple Orchard, Oneida Tsyunhehkwa Center and Cannery, Oneida Food Distribution Program and Oneida Pantry Emergency Network, and the Oneida Community Health Center. OCIFS is committed to providing employment opportunities and improving the health of tribal members, education of the community on diet and nutrition matters, producing food for profit and to promote lower market prices. OCIFS assisted in establishing a Farmers Market to enable community members to sell their products and the Oneida Falling Leaves 4-H Club to teach the youth about agriculture, small business entrepreneurship, health and diet and family values, while having fun.

### ***Oneida Farm***

The Oneida Nation Farm is a tribally owned and operated enterprise which manages 8,000 acres of land. About 4,000 tillable acres are in cash crops (field corn, soybeans, wheat, and alfalfa hay) that are either consumed by the farm livestock or are sold to local buyers. About 4,000 acres are managed in conservation programs (grassed waterways and buffers, wetlands, woodlands and pasture). Each parcel of land has a farm plan for managing agricultural land use. Agroforestry practices are being studied to determine long-range benefits for environmental protection, enhancement of wildlife habitat and to contribute to economic diversification.

The Farm manages a 550 head Black Angus beef feeding operation with meat sales to Tribal members, employees, tribal operations and general public. A 95 head cow/calf grazing operation was started in Fall 2004 and continues to provide healthier meat. A Bison grazing operation has been expanded to 115 head with new fencing, water wells and corrals. A public observation platform is under construction. Bison meat is provided for ceremonies and sold to consumers.



In 2006, the Oneida Farm is responsible for managing the current 8,000 acres of land and diversifying a sustainable farming operation with 9 employees. Consider the following:

- The farm currently produces 4,000 acres of cash crops (field corn, soybeans, wheat, and alfalfa hay) that are either consumed by the farm livestock or are sold to other buyers.
- Generated over \$2 million in revenues since 1995 by placing 2,000 acres of marginally productive farm lands in federal conservation programs.
- Manages a 450 - 550 head/year natural Black Angus beef feeding operation.
- Successfully increased revenues from the sale of Black Angus and Bison meat to Tribal members, employees, tribal operations and general public.
- Established a 95 head cow/calf grazing operation for healthier meat.
- Established a 115 head bison project including fencing, water wells and corrals.
- Produces white corn and sweet corn for tribal members.
- Is using new marketing through billboards, State of Wisconsin's "Something Special from Wisconsin" marketing program, and advertisements on regional radio stations and newspapers.
- Is working with Oneida Nation School System to begin teaching agricultural education, using bison as the first subject, to gain greater awareness of how food is produced, how it affects the economy and potential employment.

The Oneida Farm is staffed with a manager, supervisor, and an office manager. There are 4 full-time field hands. There is one Emergency Temporary employee, and because of the increased workload, two additional emergency temporary employees may be brought into the staff in Spring of 2006.

For 2006, the Oneida Nation Farm planted the following acreage by crop type:

- field corn 1700 to 1900 acres with an assumed yield of 170 - 175 bushels of corn per acre at harvest.
- silage corn 250 acres with an assumed yield of 25 tons per acre at harvest
- alfalfa 832 acres with an assumed yield of 4.5 to 5.5 tons per acre at harvest





- winter wheat 400 acres, with an assumed yield of 60 bushels per acre at harvest
- soybeans 600 to 800 acres with an assumed yield of about 45 bushels per acre
- In 2005, the Farm produced 800 bushels of Oneida white corn and none will be grown in 2006

The current feeder beef production has improved in finishing an animal to the point of slaughter down to one year of age. The cow-calf grazing operation has been successful in delivering “live” all the newborn calves this spring. Newborns are tagged and vaccinated each day at birth.

### **Orchard**

The Oneida Apple Orchard and store has 30 acres containing 4,200 apple trees and another 10 acres is used for production of strawberries, raspberries, pumpkins and squash. Pick-your-own or pre-picked fruit sales are made to the public and other orchards. The Orchard Retail Store sells fresh berries, apples, apple cider, apple chips, jelly, pie filling, apple sauce and apple butter. Included as new products, are buffalo by-products, value-added products such as tanned hides, buffalo heads and horns, hooves, and other traditional ceremonial related products, which are available to tribal members, employees and general public.

A broad selection of meat and seafood products are sold including, Black Angus and Buffalo steaks, roasts and hamburgers. A selection of pork, chicken, perch, walleye, salmon, prawns, shrimp, frog legs and lobster tails are also available. Furthermore, the Store’s products can be purchased generally at a lower price than from off the reservation. The Apple Orchard also assists the low-income community by allowing them to pick free fruits and vegetables and supplies fresh fruits and vegetables to the elderly center.

The Apple Orchard Store provides an increase in the products offered and an increase in sales.

The Orchard has 36 varieties of apples to harvest and sell. The production for 2004 yielded 8,600 bushels of apples, and in 2005 the yield was 13,000 bushels. The apple orchard also provided a healthy crop harvest in 2004 with sales to regional orchards that had a poor production year.

Apples were also converted to apple juice and into value-added products such as apple butter, apple pie filling and dried apple slices, with the assistance of the Cannery Operation.



Part of the Apple Orchard's goal is to generate interest in the area of agriculture, as well as encourage Oneida children to understand at a young age, the importance of growing healthy food and finding natural ways to eliminate pests. It has also taught them that there are many techniques which are used to naturally eliminate pests, such as trapping insects, releasing bugs to control other bugs and having free-range chickens eat apple maggot flies. The Apple Orchard hosts a tour of school children from the Tribal Elementary School each spring, with about 45 children taking part in this tour (Ref 28).

### ***The Oneida Food Distribution Program and the Oneida Pantry Emergency Network***

These programs provide a food package for eligible households and nutrition education to improve the quality of life within the reservation and the rural areas of Brown County and Outagamie County or in the City of Green Bay. Clients having needs beyond the scope of our services are referred to other programs.

### ***The Oneida Tsyunhéhkwa Center***

This operation is a certified organic agricultural community and culturally-based program, located on an 83 acre parcel of land in central Oneida. Founded on a natural and organic lifestyle, Tsyunhehkwa's primary focus is on self-sustainability and food security. Throughout the year, workshops are presented on gardening, fruit tree pruning and medicinal herb walks. Tsyunhehkwa maintains 30 acres of organic crops on a rotational basis including traditional white corn, hay, pasture (for 45 grass-fed cattle), fruits and vegetables. A greenhouse is utilized to grow seedlings for sale and distribution to community members. Tsyunhehkwa processes and sells free-range poultry and farm fresh eggs. The facility is open and available to the public and for personal and educational tours. In 2006, Tsyunhehkwa will be taking steps to make use of existing surveys and continue the efforts of establishing an Oneida Nation Food Policy. This will lead to the establishment of the Oneida Food Sovereignty. Community meetings will be held to gather ideas, issues and other information, which will provide the direction for food policy on a continuing basis.

In the late summer and fall of 2005, the Tsyunhehkwa program agreed to have their current operations assessed for effectiveness. A team of graduate students from Tufts University in Boston, MA, conducted a broad review and assessment of: the current white flint corn production and



processing operations; the ability of the program to serve and market their product to the Oneida community, and to provide recommendations for opportunities and capacity building within the organization. Results of this assessment were very positive and are available at the Tsyunhehkwa Office (Ref 29).

#### ***The Tsyunhehkwa Retail Store***

Located at Ridgeview Plaza on State Highway 54, this outlet provides information on traditional uses of herbs and essential oils and will research specific healthcare topics. It also sells food, herbs, vitamins and mineral supplements, spices, reading materials, and other health care products.

#### ***The Cannery***

Located in the basement of the Norbert Hill Center, this program assists community members to process fruits and vegetables harvested at home or those produced by the Tsyunhehkwa Center. It processes white corn for soup, corn bread, jams/jellies, salsa, pickles, and other fresh fruits and vegetables when in season. The cannery equipment continues to deteriorate and there are concerns for repairs and replacement of parts that may not be replaceable because of the system age. It is often difficult to find a person with the knowledge and skill to repair the system components. New equipment and a new location are being considered by the Cannery staff and Tsyunhehkwa management.

#### ***The Community Health Center Dietetics Program***

This program provides nutritional information to community members and the OCIFS system members with workshops and literature on how to improve and encourage a healthy lifestyle. The dietitian consults with OCIFS operations about providing culturally appropriate, healthy, clean fresh fruits, vegetables and meats that are chemical and antibiotic free.

#### ***Forestry***

The Oneida Nation Farms is analyzing the options for producing forestry and agroforestry crops such as hybrid poplar, cottonwood trees and switchgrass for biomass fuel, papermaking, and Christmas trees. The Oneida Nation does not harvest timber commercially at this time, but existing programs can be used to conserve forest and wetlands within the reservation's boundaries. Marginally productive cropland is planted to a broad range of native grasslands, indigenous trees and shrubs to protect soils, improve water



quality, provide wildlife corridors and habitat, and to enable production of edible fruits, nuts, and medicinal plants. As newly planted trees mature in the distant future, selective cutting under a sustainable multiple-use forestry program will be practiced.

## **STRATEGY/FUTURE PLANNING**

The successful growth of Oneida agriculture in the last 16 years provides a window to future potentials for agriculture, agroforestry and agribusiness. The vision of where tribal members want agriculture to go over the next 50 years is only limited by the Tribal imagination, careful planning and analysis in managing the resources at hand. Involving Oneida youth, adults and entrepreneurs in education and practices of agriculture, agroforestry and agribusiness can begin a life cycle of 1 to 500 years, which certainly meets the Oneida Nation's Seven Generation goals of providing food, employment and a high standard of living for its citizens.

In other areas of the country, innovative farmers are adopting creative farm survival strategies. Some producers utilize farm stands, farmers' markets, community-supported agriculture and direct delivery to reach their consumers. Other agricultural enterprises have diversified in order to increase their income. Agriculture must adapt in order to survive, and the good news is many farm operators are doing just that (Ref 30).

Farmers are not the only people who should be concerned about the survival of agriculture. Farming is both a business and a major user of land. Farming contributes directly to the economy through the sale, processing and distribution of agricultural products and services. Farming also contributes indirectly to the economy through its contributions to tourism and the region's quality of life.

When it comes to agriculture, the Oneida People now stand at a crossroads. Will the nation protect their farms and strengthen their agricultural industry? Or will they allow unplanned development and a lack of effective agricultural economic development incentives to seal the fate of their farms? It is not too late to make this choice. If the Oneida People act now, communities, farmers, agricultural businesses, and all levels of government can work to strengthen agriculture and the tribal and region's quality of life. Other states are taking aggressive action to strengthen the agriculture and agribusiness base of their economies.



The Oneida Reservation is home to some of the most productive and endangered farmland in the region, state and nation. The area has a long growing season and much of the land can be productively used for many forms or types of revenue generating agriculture, yet, still protecting the soil, water, air, and wildlife to assure a high quality of life for Oneida community members.

The Oneida Tribe faces challenges in the development of its agricultural system that other county and state governments face.

Barriers to achieving goals:

- Agricultural perceptions: the community, decision-makers, management, youth.
  - Agriculture is not profitable.
  - Farmers are dumb.
  - Want below-market food prices.
  - Oneida Agriculture Farm has too much land and can't use what it has.
- Policies: lengthy delays and procedural complexities in hiring short-term employees.
- Budget: limited funds to adequately provide equipment, materials, modern buildings.
- Staffing numbers: obtaining adequate numbers of qualified employees to perform.
- Machinery (tractors, tillage, harvesting, distribution, other).
- Equipment (eg., drying, packaging, repair).
- Buildings & Storage Space (sizes, locations, specific/special uses).
- Orchard Store (size, equipment, eg., apple cooler, location).
- Cannery (ability to address current/future needs, need for updated cannery equipment- receiving, processing, packaging, storage, location, other issues).
- Marketing (needs, issues).
- Difficulty in bringing about change (issues).
- Qualified and experienced personnel - knowledge, skills, and abilities.
- Interest in careers in agriculture and agri-business (needs, etc.).
- Opportunities in agriculture and agri-business.



- Incentives to attract tribal members into agriculture and agri-business.
- Education & Training options & issues:
  - On the job training.
  - Specialized training.
  - Cross training.
  - Internships
  - Apprenticeships
  - UW Farm & Industry Short Course
  - 2-year Technical College training
  - University Agriculture and Agri-Business Degrees
  - Food and Nutrition Science
  - Other
- A Number of Generations off of the Land: One challenge faced by the Oneida Nation is the fact that it has been 2 to 3 generations since the majority of citizens worked the land as an agricultural endeavor. In consideration of this, the knowledge of soils, animals, crops, machinery, infrastructure requirements, along with agricultural practices, have been lost in favor of shifting to modern non-farm employment. Oneida citizens have become professional workers as educators, nurses, lawyers, doctors, career military, workers in various industries, business owners and managers, etc.
- Urban Sprawl: An increase in development on previous agricultural land has multiplied many-fold on the reservation, and sprawl-caused construction is replacing the vanishing rural atmosphere. Large expensive homes, businesses and golf courses are being built in subdivisions with central sewage and potable water systems replacing individual parcels with on-site wastewater treatment systems.
- Age of Farmers: The average age of Wisconsin farmers is 55, and the number of active farmers is dwindling. There is a need to train new farm staff, farm managers, and develop a “Beginning Farmer” education program.
- Shortage of Willing Apple Pickers Equal Loss of Revenue: The Oneida Apple Orchard is unable to harvest all of the apples growing on the trees. The Orchard Manager states that he harvested only 80 percent of the apples in Fall 2005 because he could not find workers to pick them. This is a significant



loss. If the orchard produced 13,000 bushels in 2005 and it represents 80 percent of the crop, then a 100 percent harvest would be an additional 3,250 bushels. This is a significant revenue loss if a bushel of apples is valued at \$8.00 per bushel. This amounts to a \$26,000 loss in revenue. In this case there may need to be consideration for purchasing a mechanical apple picker. Considering the ability to harvest a higher percentage of the apples, the investment may pay for itself in a very short period of time.

- At the Orchard, there is a lack of storage space, requiring apples to be left outside in the heat and other elements, which speed up deterioration, therefore, reducing value. The needed storage space also requires coolers to keep the apples cooled to maintain a high quality product.
- The Orchard does not have the funding to purchase available low-priced juicing equipment to make apple juice from apples that are not sold as eating apples.

This chapter has direct correlation with the following chapters within the Oneida Reservation Comprehensive Plan: Education, Transportation, Community Design, Economic Development, Cultural Resources, Community Facilities, Parks and Recreation, Utilities, Housing, Health Care, Governmental Coordination and Regulations, Environmental Protection, Natural Resources and Land Use. Furthermore, this chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.

## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*





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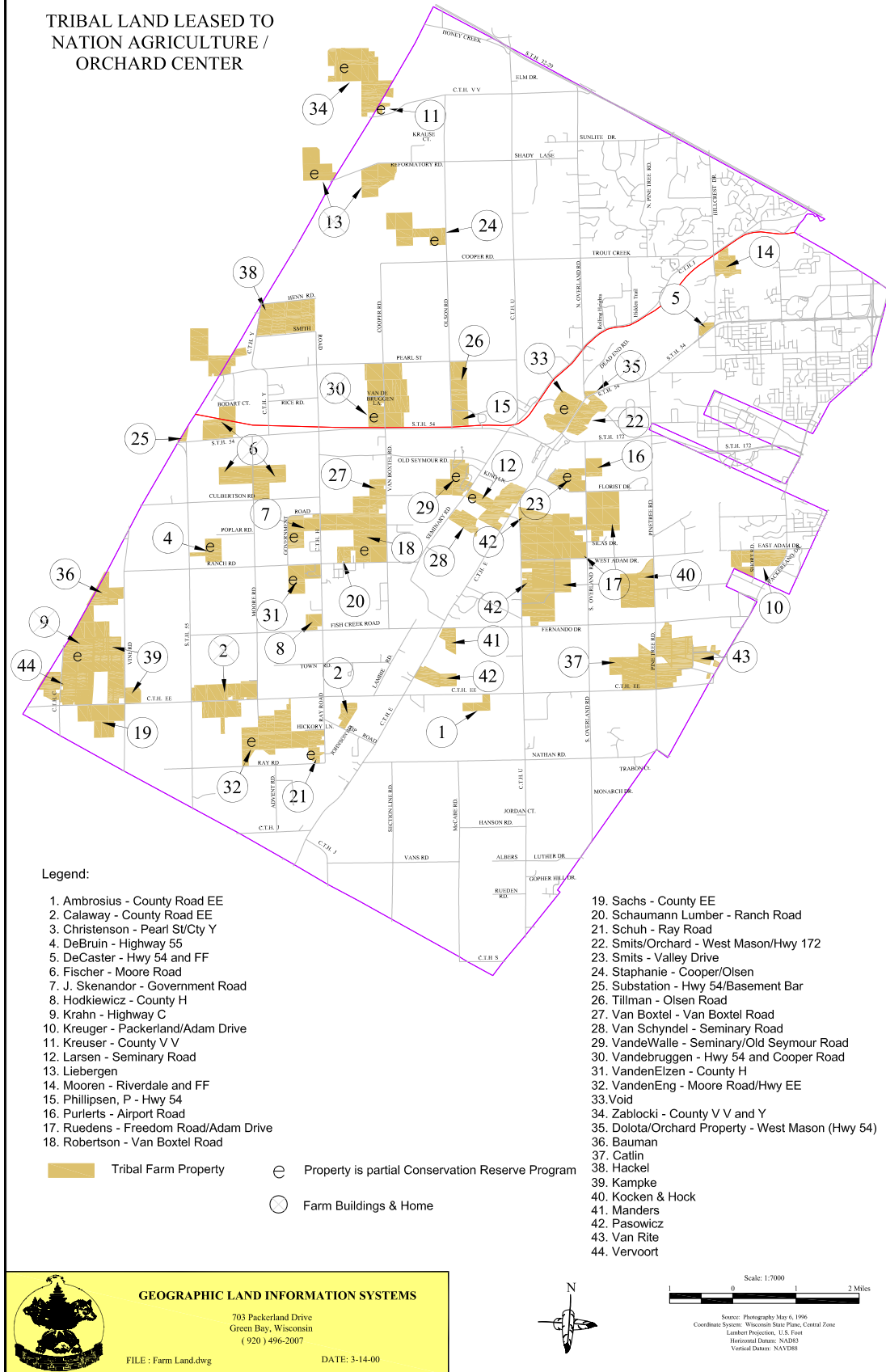
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TRIBAL LAND LEASED TO  
NATION AGRICULTURE /  
ORCHARD CENTER



# NATURAL RESOURCES

## DEFINITION AND DESCRIPTION

Natural resources include the air, weather and climate, bedrock geology, land forms, soils, ground and surface water, wetlands, vegetation, wildlife and wildlife habitat, sensitive wildlife habitat, scenic views and forces and processes' that impact them.

Natural resources are the variety of elements that a community uses to become established and to use and be productive in providing food, water, shelter and means for economic progress. They cumulatively provide for the peoples of a community to live wholesome lives at a high standard in the quality of living, but in a balance with economic, social, physical and natural resources.



## HISTORICAL BACKGROUND

### *Physical Setting of the Oneida Reservation*

Geology - The bedrock underlying an area is generally named for the unit which lies nearest the surface. The Oneida Reservation and the Duck, Apple and Ashwaubenon Creek watersheds rests on the backslope of the Sinnepee Limestone Group, which is represented in the area by the St. Peter sandstone and the Galena and Platteville dolomites. This formation, which tilts gently to the south-east, is considerably lower than the Niagra Formation, which dominates the eastern portion of Brown County (Ref 1).

The Sinnepee Formation was formed during the latter part of the Paleozoic Era, which began around 600 million years ago and lasted for 375 million years.

During that time, warm shallow seas rose and fell, leaving behind deposits of sand, silt and clay, which were compacted and cemented to form rock layers. These layers were unevenly eroded and worn during periods when the seas receded. A number of younger bedrock layers that formerly existed within the watershed, including shales, cherts and Niagra /dolomite, were completely worn away over time.

The Sinnipee or Galena group consists of a dolomitic limestone layer, gray to blue in color and 10 to 310 feet in thickness, with some chert and shale. This formation has poor water bearing qualities and was formerly thought to be impermeable. New information, however, may reshape thinking on the importance of this bedrock layer in relation



to water supplies. Along many miles of its course, Duck Creek has cut through overlying material and exposed this formation. The present belief is that the Sinnipee Dolomite may allow water to flow into older underlying layers which form the water table. The Cambrian sandstones, in the form of the Trempeleau, Tunnel City and Elk Mound groups, are the major aquifers underlying the reservation. These are light gray to white in color, fine to coarse grained, well-cemented units found 500 to 700 feet below ground surface. Additional Ordovician (younger) sandstones occur immediately under the Sinnipee Dolomite group and are also important aquifers. There are the St. Peter formation and the Prairie Du Chien group, and these may be found beginning approximately 125 feet beneath Duck Creek, in the area near the Oneida Golf and Riding Club and Brown County Park. Total thickness of all these sandstone aquifers within the watershed is about 600 feet in this same area.

The oldest bedrock and farthest from the surface is a complex of hard crystalline rocks such as granite. This is about 1.5 billion years old, and was formed during what is named the "Precambrian Era". It can be encountered approximately 725 feet beneath the surface of Duck Creek around the Oneida Golf and Riding Club-in the north-eastern portion of the watershed (Ref 2).

#### ***Glaciation, Topography, and Drainage***

The topography and surface drainage patterns within the reservation are strongly influenced by the results of glaciation. During the Pleistocene Age, approximately 1 million years ago, great sheets of ice or continental glaciers moved out of Canada and into the United States and as far south as the present Ohio and Missouri rivers (Ref 3).

The Laurentide Ice Sheet (named after the oldest- 3.5 to 4.5 billion years of age- and very large area of bedrock called the "Laurentian Shield" underlying northern United States and most of Canada) had several separate advances and retreats across the American mid-western states including Wisconsin and the whole Oneida Reservation. These periods of glacial advance from earliest to latest are called the Nebraskan, Kansan, Illinoian, and Wisconsin respectively (Ref 4).

The most recent glacial advance, the Wisconsin stage, had the two major substages known as the Cary (greatest influence) and the Valdres (most recent). The Wisconsin period or stage probably began some 70,000 years ago and although estimates vary, ended around 9,000 years ago.



As the 1 to 2 mile thick Cary ice sheet advanced across Wisconsin it carried great quantities of rock, gravel, soil, and other debris called glacial drift onto the Oneida reservation area. When temperatures warmed and the ice began to melt, this debris was deposited in landforms known as ground moraines. As melting continued, water became trapped and formed a shallow lake as Early Lake Oshkosh in the Fox Valley area.

Great quantities of sand were deposited in the northern part of the reservation in the vicinity of Trout Creek, producing the sandy soils and parent material seen there today.

After the Cary ice retreated and glacial lake water subsided during the Two Creeks Interval (an intermission between glacial substages), erosion of sand, silt and clay occurred. The present drainage system then began to develop.

The warm Two Creeks interval probably lasted around 5,000 years until ice re-advanced some 11,000 years ago for the final time during the Valdres substage. This ice sheet was much thinner and it only slightly modified the topography that existed at this time. The retreat of the Valdres substage left deposits of glacial till high in red clay that we find on the reservation today. This clay and other debris or till and outwash were deposited over the older glacial deposits. The Valdres and its deposition of this red clay gives much of the reservation its gently rolling topography and provides us some very productive agricultural soils. Various sand-silt-clay mixes account for the varied and productive loam soils.

The Brown County portion of the reservation has some interesting surface geology as a result of the glaciers, especially in the area of Duck and Trout Creeks. This area is dominated by the steep wooded ravines of Trout Creek and the gentler and wider valley of Duck Creek. Both valleys are classified as post-Valderan stream terraces.

The ridges along State Highway 54 and County Highway "J", heading northeast from Oneida to Green Bay, present not only interesting topography flanking Duck Creek, but also a geologic puzzle. Debate has gone on over the years as to what caused these parallel ridges. Previously they were thought to be eskers, or long ridges which were formed as rivers flowed under the glacial ice and left sand and gravel deposits. Now it is speculated that large crevasses or cracks in the ice were filled with debris and formed the ridges.





### **Local Relief**

Relief is the difference between the lowest elevation of an area and the highest elevation and is described in feet (or meters). The elevation of the land on the reservation varies from 610 feet above sea level along the northeastern boundary of the reservation, to 826 feet above sea level in the extreme western portion within Outagamie County—a difference of 216 feet. The dominant level to gently rolling topography is interrupted by the ridges flanking Duck Creek and the rugged ravines in the Trout Creek area here. Local relief is provided by surface drainage patterns where the stream have succeeded in cutting into glacial landforms. In effect, streams act to “dissect” the landscape, especially throughout much of the northeastern portion of the reservation. This has provided for “corridors” which are generally wooded and in the past have retained much of their natural character. Slopes in excess of 100 percent have been recorded in the area (12 percent slopes are considered “steep” for most planning and management practices).

Complex mixes of soil types accompany this post-glacial stream cutting, alluvial and outwash deposits, and steep slopes (Ref 5).

### **Geologic Influence**

Geology influences man’s quality of living and the use of the natural resources in many ways.

Bedrock can provide a stable foundation for development. While some bedrock is solid like granite and not earthquake prone, other rock like sandstone, dolomite and limestone is porous or weak, easily disintegrates or has cracks and can contribute to landslides, earthquakes, and allows water and other liquids to flow through the rock, which can provide us drinking water.

The bedrock also contains nonrenewable raw materials, like salt used to season food; clay to make dishes and bricks; silica sand to make glass; sand, gravel and limestone to make concrete or as fill materials around our homes and as ballast for roadbeds, and gypsum is used to make wall board that are used in our homes. Other important minerals are iron, aluminum, copper, cobalt, manganese, chromium and gold for manufacturing automobiles, water pipes, kitchen sinks, airplanes, watches, and jewelry.

Bedrock can provide us with nonrenewable energy sources including lignite, oil shale, tar sands, coal, oil, natural gas and radioactive fuels.



The bedrock can prohibit development if exposed at or near the surface of the ground without the applications of extra construction actions and increased associated costs. Also, only inches of soil covering the rock, digging basements, constructing pipelines and other infrastructure will present use limitations.

Finding potable water in bedrock can be difficult and water may be potentially unusable, depending on the type of rock and the mineral and physical characteristics.

The bedrock geology of an area does not normally change except through geomorphic processes which include disintegration, earthquakes, volcanism, glaciation and other forms of mass wasting (eg., landslides, subsidence), and the earth-moving efforts of humans.

### ***Weather and Climate of the Oneida Reservation***

Weather and climate refers to the earth's atmosphere, which is located at and above the earth's land and water bodies. Throughout the earth's history, temperature, wind and precipitation (rainfall and snow fall) have varied significantly. Twelve thousand years ago, the Oneida reservation area was covered with glacial ice about 2 miles in thickness. The resultant topographic land forms, current weather and climate regime, and abundant natural resources have provided mankind with the ability to live and be productive with sustainable food, energy, building materials and other needs.

The following factors determine what kind of climate and weather, living conditions and agricultural and other natural resources that we have in the northeastern Wisconsin area:

- The angle of the sun as it shines on the earth
- The amount of land and water in the area
- The altitude or elevation above ocean level
- The elevation of land barriers
- Low and high pressure centers that determine the direction of wind and quality of the air masses
- Storms
- The amount of cloud cover

The source and characteristics of the winds and air mass trajectories that affect North America are varied. For example, winter cold air masses move from the Arctic and northern part of the continent bringing dry, frigid temperatures; while



in summer, warm humid air masses would move from the Gulf of Mexico to the interior of North America (Ref 6).

Of importance to the Oneida Tribe and its citizens in northeastern Wisconsin is that the weather and climate has attributes that allows us to grow crops and to live here on a year around basis. The agricultural crops grown in northeastern Wisconsin and within the Oneida reservation are determined by the climate, weather and economics.

### **Climate**

The climate of Brown and Outagamie County's is continental and is characterized by the marked changes in weather that are common to locations in the interior of large land masses of the middle latitudes. The nearby waters of Green Bay, Lake Michigan and Lake Winnebago exert a strong modifying influence on the local climate. The length of a day varies from approximately 15 ½ hours late in June, to 9 hours late in December.

While the winters are long in the area, the extremes are never as severe as the northern latitude location would indicate. Winters are cold and snowy, but summers are mostly warm with periods that are hot and humid. Spring and fall are often a mixture of summer and winter climatic conditions. Weather changes can be expected every few days in winter and spring (Ref 7).

Climatological information and data are based on observations taken at Green Bay and Appleton, and they are fairly representative of the Brown and Outagamie County's at large. Average temperature and precipitation can be obtained from local government agencies (Ref 8).

- Temperature - During the period of record, the extreme high temperature was 104° F and the low, -36° F. The number of days in which the temperature reached 90° or higher averaged 8 per year, ranging from 20 in 1955 to none in 1950 and 1951. The average number of days per year in which temperature dropped to 0° or below is 22, varying from as many as 55 days in 1963 to as few as 10 in 1944 (Ref 9).
- Precipitation - Precipitation for the period May through September accounted for about 57 percent of the annual average total. The probability of 1 inch or more of rainfall in a 7-day period during the summer is greatest in the early part of June, when such a period occurs more than 3 years in 10. The probability of a 7-day period (trace or less of precipitation) during the



summer is greatest in August. During that month a 7-day period occurs about 2 years in 10. Intensities of about 1.25 inches in 1 hour, 1.80 inches in 6 hours and about 2.4 inches in 24 hours can be expected about once in 2 years (Ref 10).

- Snowfall - Snowfall ranged from as much as 63 inches in the winter of 1961-62 to as little as 21 inches in the winter of 1967-68. The average date of the first snowfall occurs by November 1 in 1 year in 10, and by December 20 in 9 years in 10 (Ref 11).
- Thunderstorms - Thunderstorms occurred on an average of 38 days a year, ranging from 52 days to 28. Hail fell on an average of 2 days a year. The range of frequency is from no hail to hail 7 days a year. Violent windstorms associated with thunderstorms or squall lines occasionally pass over the area. In the 50-year period between 1916 and 1966, 10 tornadoes were confirmed in Brown County (Ref 12).
- Winds - Prevailing winds are from the northwest in winter and from the southwest for the remaining months, but northeast winds are infrequent throughout the year because of topographical effects. Average windspeed ranges from 14 miles per hour in November to about 9 miles per hour in July and August. Windspeed averages less than 4 miles per hour about 8 percent of the time, 4 to 12 miles per hour 54 percent of the time, 13 to 31 miles per hour about 1 percent of the time. Winds of the highest velocity generally are from the northwest, west, or southwest (Ref 13).
- Sunshine - Possible sunshine averaged between 60 and 70 percent for the months of June through August during the period of record; near 40 percent for November, December, and January; and between 5 and 60 percent for the remaining months (Ref 14).
- Freeze Data and Growing season - The average date of the last freeze in spring is May 6 and of the first in fall, October 14. The growing season, defined as the number of days between the last freeze in spring and the first in fall, averages 161 days (Ref 15).

The freeze data are calculated for the reservation; minimum temperatures may vary considerably across the reservation on calm, clear nights, depending on the topography and kinds of soil in the area. Valleys generally are several degrees cooler than areas at higher elevation. Wisconsin and the Oneida Reservation is shown located in zone 4 with



temperatures that can reach as cold as minus 30 degrees to minus 20 degrees Fahrenheit. Plant selection for growing in the reservation would need to be acclimated to these temperatures to survive (Ref 16).

### ***Air Quality***

From 1988 through 1992, the Oneida Tribe participated in a federal program for scientifically monitoring the air quality in the reservation, and records are available that describe the conditions that occurred during that time period. Unfortunately, there are no records available for other comparative time periods.

### ***Soils***

The U.S. Department of Agriculture (USDA) Natural Resources Conservation Service (NRCS) was formerly identified as the Soil Conservation Service. NRCS has identified and mapped soils with similar properties, delineated them on aerial photographs and published them in a document called soil surveys. The soil surveys for Brown County and Outagamie County were published in 1974 and 1978 respectively (Ref 17).

The NRCS determined which soil properties are vital to the management of soils and have used this information to determine suitability ratings for various land uses. The soils and their inherent characteristics determine the best use for the soils in terms of forests, wildlife, water quality, agricultural operations, development and sources of gravels and sand.

Soils are an important factor in land use planning. Soil conditions influence where houses can be constructed, the type of waste water disposal system used, where roads can be located, and the productivity for agricultural use. Some soils are suited for residential use, while others should be left unaltered and conserved in their natural state. Other soils are best utilized for agriculture. A knowledge of soils, their properties and where they are located, can avoid costly problems.

For residential purposes, soil characteristics are the most important factor to be considered. The NRCS has rated the soils' ability to support dwellings without foundations cracking or sinking due to shrinking or swelling of soil. For buildings with basements, wetness and depth to water table are particularly important. Soils are also rated for soil texture, wetness, depth to the water table and potential for frost action, corrosion and erosion.



If an onsite wastewater treatment system is to be used, the soil must be permeable enough to allow the wastewater to filter through the layers. The requirements have changed for onsite wastewater treatment system siting over the past twenty years, and the tests and standards are more stringent.

- Agricultural Use of Soils - numerous factors affect crop yields per acre of land, and soil properties vital for optimum plant growth have been determined. The soils have been rated for agricultural productivity based on the following important properties:
  - adequate moisture supply during the growing season.
  - soil temperatures warm enough for plant growth.
  - likelihood of flooding.
  - the proper acidity or alkalinity.
  - ability to hold moisture.
  - the presence of organic material and nutrients.

The degree or absence of these properties are reflected in the soil capability ratings, where eight classes of soils are identified for agricultural capability. Because soil conditions vary locally, the ratings cannot be considered as the absolutes in making land use decisions.

Some soils with low classifications may produce crops of local significance and soils with high ratings may produce a poor crop. As a general guide, the classification system provides a good indication of what a community's agricultural potential is and what needs to be preserved.

Soils are an important factor in land use planning. Soil condition influences where houses can be constructed, the type of waste water disposal system used, where roads can be located and the productivity for agricultural use.

Soils and their inherent characteristics determine the best use for the soils in terms of forests, wildlife, water quality, agricultural operations, development, sources of gravels and sand.

Specific soil information is important in the planning and use of the land for many purposes, which include:

- General Soils Descriptions.



- Slope percentage information by soil unit.
- Hydrologic soil groups.
- Depth to bedrock.
- Flooding: frequency, duration, months.
- Water table: depth, kind, months, hardness.
- Potential frost action.
- Erosion potential: factors, susceptibility to erosion by water and by wind.
- Physical and chemical properties: depth, permeability, available water capacity, soil reaction, shrink-swell potential, risk of corrosion - uncoated steel, concrete.
- Engineering properties, classifications, and test data.
- Sources of construction materials.
- Suitability for dwellings with and without basements.
- Suitability for septic systems.
- Suitability for recreational development.
- Suitability for specialty crops.
- Water management: pond reservoir areas, embankments, dikes and levees, aquifer fed excavated ponds, drainage, terraces and diversions, grassed waterways.
- Wildlife habitat potentials.
- Windbreaks and environmental plantings.
- Woodland management, concerns, limitations and productivity.
- Yields per acre of crops and carrying capacity of pasture (animal units per acre)

The following descriptions from the soil surveys will be included in the Natural Resources Plan to provide insights to what soil characteristics are considered and how they are classified.

In each soil survey, there are descriptions for soils in the county. Soils are classified in capability groupings. In the capability system, all kinds of soils are grouped at three levels: the capability class, sub class and unit.

Capability classes are designated by Roman numerals I through VIII. The numerals indicate progressively greater limitations and narrower choices for practical use. The classes are defined as follows:





- Class I soils have few limitations that restrict their use.
- Class II soils have moderate limitations that reduce the choice of plants or that require moderate conservation practices.
- Class III soils have severe limitations that reduce the choice of plants, require special conservation practices, or both.
- Class IV soils have very severe limitations that reduce the choice of plants, require very careful management, or both.
- Class V soils are not likely to erode but have other limitations, impractical to remove, that limit their use largely to pasture, range, woodland or wildlife.
- Class VI soils have severe limitations that make them largely unsuited to cultivation and limit their use largely to pasture or range, woodland, or wildlife.
- Class VII soils have very severe limitations that make them unsuited to cultivation and that restrict their use largely to pasture or range, woodland, or wildlife.
- Class VIII soils and landforms have limitations that preclude their use for commercial plants and restrict their use to recreation, wildlife, water supply, or aesthetic purposes.

The capability subclasses are soil groups within one class; they are designated by adding a small letter, e, w, s, or c, to the class numeral, for example, 11e.

The letter e shows that the main limitation is risk of erosion unless close-growing plant cover is maintained.

The letter w shows that water in or on the soil interferes with plant growth or cultivation (in some soils the wetness can be partly corrected by artificial drainage).

The letter s shows that the soil is limited because it is shallow, droughty, or stony.

The letter c is used to show that the chief limitation is climate that is too cold or too dry. This is not used in Brown or Outagamie Counties.

The Capability Units are soil groups within the subclasses described in the preceding paragraphs. The capability units are a convenient grouping for making statements about the management of soils. The capability units are described at



length and indepth within the soil survey for the use and management of the soils. It is necessary to refer to the soil survey to become familiar with the details of each soil unit. It is also recommended, that for specific technical questions about specific soils, their use and management, to contact the USDA Natural Resources Conservation Service Resource Conservationist for the Oneida Reservation.

Those soils that have been determined to be Prime Agricultural Lands (also known as Prime Farmlands) are the best soils. Although these soils are the most productive, other soils are still important to communities because they may be the only soils that they have for farming.

Other categories of agricultural land will be identified and included in the Natural Resources Data Book and referenced in the land use plan.

- Topography - Topography is the configuration of the land surface including its relief and the position of natural and man-made features. The topographic character determines drainage patterns and influences human use of the land, and vegetation and wildlife habitats. Topographic maps are used by scientists, farmers, sports enthusiasts, contractors, consultants and recreationists.

Sources of the topographic map series for the Oneida Reservation are prepared by and sold at the U.S. Department of Interior Geological Survey agency. In many statewide locations the topographic maps are sold at various commercial outlets in cities or sport shops. The Oneida Tribe has twice contracted with the US Army Corps of Engineers to conduct aerial photography and to prepare 2 foot and 1 foot contour interval topographic maps for the reservation. The map products are also in the form of digital images and color infrared formats that can be viewed and used on computers.

Land features are characteristics of the landscape such as hills, valleys, escarpments, and depressions. Explanations for the capabilities and limitations of the land because of topographic features will be developed as this plan is implemented.



## **Water Resources**

Water resources within the reservation include:

- Watersheds and Sub-Watersheds
- Groundwater
- Lakes
- Creeks, Rivers and Streams
- Shore land Corridors
- Flood plains
- Water Supply - Water supplies in Brown and Outagamie County's are obtained from all of the geological formations. The most important sources, however, are the surface deposits of sand and gravel that underlie the reddish clayey drift and sandstone strata that underlie the Galena-Platteville dolomite. Well records can provide background information as to well depths, water quality established at the well drilling time and periodic well water sampling (Ref 18).

The following are some of the existing Tribal Water Resource References:

- Oneida Coastal Management Plan: Part 1 of 2 and Part 2 of 2. By Oneida Coastal Management Program, Oneida Tribe of Indians of Wisconsin, Inc. 1979.
- Oneida Nation Water Resources Management Plan - by John Koss, Water Resources Team Leader, Oneida Environmental Health and Safety Department, December 1998.
- The Duck Creek Watershed Modeling Project: Using Continuous Hydrologic Simulation to Evaluate Flow Restoration Strategies, Final Report. Kenneth W. Potter, et al, Department of Civil & Environmental Engineering UW-Madison. December 12, 1998
- Water-Resources- Related Information for the Oneida Reservation and Vicinity, Wisconsin. Water-Resources Investigations Report 98-4266. Prepared by the U.S. Geological Survey in cooperation with the Oneida Tribe of Indians. Middleton, Wis. , May 6, 1999.
- 1999 Water Resources Report for the Oneida Reservation - by Melissa M. Moren, Water Resources Specialist, Environmental Health and Safety Department.
- U.S. Army Corps of Engineers studies



*Wetland Restoration Project*



- Oneida Creek
- Fish Creek
- Approximate analysis of other creeks within the reservation

### **Water Quality Monitoring**

Water quality investigations have been conducted within the reservation in a variety of locations including creeks; well sampling due to potential groundwater contamination incidents around the One Stops; sampling around the STH 54 Seminary Road Leaking Underground Storage Tank (LUST) from the Shell Station; sampling ground water around the Radisson-Casino complex to determine possible landfill leakage.

### **Woodlands of the Reservation**

“Woodlands” of the reservation refers to all forests and wooded areas on the lands contained within the official reservation boundaries of the 1838 Treaty. The woodlands of the reservation will be researched and characterized as to type, species, condition (quality and quantity), locations plotted on maps and existing and proposed uses identified.

- Natural forests
- Mixed forest plantations (reforestation)
- Sites reforested by the Oneida Conservation Department and others.

#### Mono-forest plantations

- Black Walnut: an Agriculture Center project
- Colorado Blue Spruce: a Flying Leaf 4-H project
- Hybrid Poplar: a Flying Leaf 4-H project
- White Pine
- Red Pine
- Other

#### Agroforestry

- Chinese Chestnut: a Flying Leaf 4-H project
- Hazelnut: a Flying Leaf 4-H project
- Nanking Cherry: a Flying Leaf 4-H project
- 



Tree grove



## **COMMON, SIGNIFICANT, ENDANGERED AND THREATENED ANIMALS**

The 1980-2000 Oneida Nation Comprehensive Plan, October 1979 contains a list of animal species found on the Oneida Reservation. It also contains a list of birds, fish, reptiles and mammals, however, this list is dated for an onsite investigation for a "County U Site" dated 1977.

## **PRESENT STATUS**

At the present time, there is no known "comprehensive natural resources plan" and no natural resource data base. According to a project plan funded by a grant in Fiscal Year 2000 from the Administration for Native Americans, there was an environmental data base created including maps and natural resources that were quantified. This data base apparently has not been provided to other departments and programs or made available to the community.

Conservation planning, the installation of federally funded program practices exists on a selected project basis. For example, wildlife habitat incentives program, environmental quality incentive program and conservation reserve program contain conservation practices that pay for their implementation. Water quality investigations, wetland restoration, riparian (water way) buffers and lake, trail and tree planting are also implemented.

## ***Metallic and Non-metallic Mining Resources***

Currently, there are no known metallic mineral resources located within the Oneida Reservation. Non-metallic mineral resources have been mined, and currently, are still mined in several locations within the reservation. Dolomitic limestone underlies the reservation at varying depths and in some locations are found at or near the ground surface. Also of importance are the existence of sand and gravel deposits within the reservation that could be available for tribal construction projects, should that be a preferred source of building materials. Potential cost savings could result by using locally available materials. The Oneida Tribe does not currently mine the non-metallic mineral resources, however, several active quarries are in operation within the reservation that should be identified, inventoried and analyzed.

It is not currently known what the quantities, qualities and value of the raw materials that mining operations produce within the Oneida Reservation. It may benefit the Oneida Nation



to know what these resources are, what is available, are they useful for construction projects and if used, what will it take to make use of them.

### **STRATEGY/FUTURE PLANNING**

A Natural Resources planning process will be developed through a comprehensive inventory and development of a data base that incorporates the identity and characteristics of all of the reservations's plant, animal and mineral natural resources. The natural resource planning process involves a resource data inventory, analysis, identification of issues, problems and needs. As various data about resources is inventoried and analyzed, it will be compiled into a data base on an on-going basis, or in a "work in progress" document. This data will be contained within a "Natural Resource Data Book."

Information in the Natural Resource Data Book will be presented in several ways including explanations, definitions, tables, drawings, illustrations, maps, photographs, tables, charts, graphs and other graphical tools so that community members are easily made aware of the reservation's resources.

The Natural Resource Data Book will provide up-to-date information to be used in project and program management between a sustainable economic and agricultural land use in balance with conservation and management of natural resources. The Natural Resource Data Book will aid in promoting a balance between a sustainable economic and agricultural land use for a wholesome quality of life in balance with conservation and management of natural resources.

These resources will be identified through comprehensive and in-depth field investigations, coordination and cooperation with local, state, and federal agencies, and literature research. An inventory, analysis and evaluation of the locations, quality, quantity and condition of the resources needs to be completed.

This can be done with the continuation of existing and/or additional natural resource research methodologies conducted by current programs. This could be considered a "Natural Resource Inventory, Analysis and Reporting Process" for all resources within the Oneida Reservation. This process would include well-thought-out quantitative and qualitative methodologies for identifying physical and biological characteristics of the natural resources within the reservation. This completed inventory is important for



establishing credibility for position statements that may be made in respect to resource use, project proposals and environmental assessments.

The rationale for this technical approach is that if we do not know, specifically, what natural resources are on the Oneida reservation, then how can we develop a plan to manage them?

Quantitative investigations need to describe when and how the research was done. This includes a description of the number of samples that are taken, species found, their level of health or quality level, major and minor vegetation and animal species identified, and identify the density, frequencies, importance and value to the environment of the area.

It is important to identify methodologies used when sampling is conducted. Describe how samples are collected, identified, preserved and stored, including the equipment used. The keys used for species identification will be listed.

This information is important and would be used in preparing goals and objectives for developing planning strategies, implementation strategies and for developing monitoring and evaluation procedures. As the natural resource information inventory is developed, drafts and final reports will be provided to decision-makers, all departments and community libraries for tribal members.

This chapter has direct correlation with the following chapters within the Oneida Reservation Comprehensive Plan: Education, Cultural Resources, Transportation, Community Facilities, Parks and Recreation, Utilities, Community Design, Housing, Economic Development, Public Safety, Health Care, Governmental Coordination and Regulations, Environmental Protection, Agriculture and Land Use. Furthermore, this chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside the purview of the Oneida Reservation Comprehensive Plan.

## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the*





*various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

## **REFERENCES**

Ref 1 - "Geology of Wisconsin and Upper Michigan: Including Parts of Adjacent States". By Rachel Krebs Paull and Richard A. Paull. Page 29. Kendall/Hunt publishing Co., Dubuque, Iowa 1977.

Ref 2 - 1980 - 2000 Oneida Nation Comprehensive

Plan. October, 1979.

Ref 3 - Introduction to Physical Geography. Third Edition. Arthur N. Strahler. Page 356. John Wiley & Sons, Inc. N.Y. 1973.

Ref 4 - Ibid. Page 357.

Ref 5 - 1980 - 2000 Oneida Nation Comprehensive

Plan. October, 1979.

Ref 6 - Strahler, page 116.

Ref 7 - -Soil Survey of Brown County, Wisconsin. United States Department of Agriculture Soil Conservation Service in cooperation

with Wisconsin Agricultural Experiment State. Issued June 1974; and - Soil Survey of Outagamie County, Wisconsin. By United States Department of Agriculture Soil Conservation Service in cooperation with the Research Division of the College of Agricultural and Life Sciences University of Wisconsin. Issued November 1978.

Ref 8 - National Climatic Data Center, U.S. Department of Commerce, National Oceanic and Atmospheric Administration website. [www.ncdc.noaa.gov](http://www.ncdc.noaa.gov).

Ref 9-15 - Soil Survey of Brown County; Soil Survey of Outagamie County.

Ref 16 - U.S. Geological Survey website.

Ref 17 - Soil Survey of Brown County; Soil Survey of Outagamie County.



# ENVIRONMENTAL PROTECTION

## DEFINITION AND DESCRIPTION

For nature to exist on the Oneida Reservation now and in the future, it must be protected from harm of human caused impacts. And, if it is to be healthy, it must be restored. For these reasons, it is important for Tribal Staff and private citizens to be engaged in environmental protection and restoration.

Environmental protection activities encompass both physical and legislative efforts. The physical activities include, but are not limited to: the restoration of all water ways within the boundaries of our reservation; the reforestation and restoration of indigenous plant vegetation, and to establish a continuous forest system.

From the legislative position, the Oneida Nation must follow guidelines and regulations imposed by the Federal Government and the State of Wisconsin. In order to do a better job of protecting our environment, the Oneida Nation, has regulations of its own. A list of all legislation, federal, state and tribal can be made available upon request.



## HISTORICAL BACKGROUND

The Environmental Health and Safety Division started as the Environmental Department in the early 1980's with one staff member. The Environmental Quality Department started around 1980, as did the Environmental Health Department. The Conservation Department was established in 1985. In 1992, 1994, and 1998, the Occupational Safety, Industrial Hygiene and the Environmental Planning Departments respectively, joined the ranks of the Environmental Health and Safety Division.

The hard work and dedication of all the staff working in all of these areas have made great strides in protecting our environment, our buildings, our employees and the Oneida people who live and work throughout the Oneida Reservation. However, the primary concern of our great Nation and our People, is the land.

The Oneida Reservation encompasses 65,430 acres of land. Of this land, about 10-15% is in natural areas. Over years of misuse and overuse, these natural areas have been degraded. The wetlands have been ditched and drained, the



forests fragmented and separated from one another, and there is often not enough natural area to buffer streams and waterways and to prevent soil erosion and fertilizer from entering the waterways. Through the years, there has been more and more development pressure from the rapid urban growth of Green Bay and the adjoining suburbs.

Our People's traditional beliefs, that we have a responsibility to our Mother Earth, to all living things and to the water, air and, very importantly to the People of Seven Generations, has been a key motivational guide in the writing of the legislation and plans that will help repair the damages of years past.

### **PRESENT STATUS**

Environmental, conservation, health and safety issues comprise many of the fastest growing legal battle grounds today. Industry and government face compliance challenges on implementation and enforcement of many different regulatory sources. Oneida faces these same challenges as a Nation, government, employer, community and developer. Oneida has a sovereign right and responsibility to protect the air, land, water and people. Oneida has accepted these challenges and has successfully met many of them through the help of the Environmental Health and Safety Division.

### **STRATEGY/FUTURE PLANNING**

Some work continues to be done on the physical repair of human impacts on the water, forests, wetlands, animals and the land of our reservation. Major monetary resources are being spent to protect these most important resources, and much more has got to be done to make the necessary repairs to the damage done over time.

This chapter has direct correlation with the following chapters within the Oneida Reservation Comprehensive Plan as follows: Education, Cultural Resources, Transportation, Community Facilities, Parks and Recreation, Utilities, Community Design, Housing, Economic Development, Public Safety, Health Care, Governmental Coordination and Regulations, Agriculture, Natural Resources and Land Use. Furthermore, this chapter is extremely important to the development of an Emergency Planning and Response/Safety Plan, which is currently being developed outside of the purview of the Oneida Reservation Comprehensive Plan.



## **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*





# DEPARTMENT OF CULTURE

## DEFINITION AND DESCRIPTION

The Department of Culture (Tsi Niyukwalihot<sup>^</sup>) as this chapter will be referred to hereafter, consists of the programs currently being provided by the Oneida Cultural Heritage Department (OCHD). Furthermore, this chapter does not contain reference to the Oneida People and their participation in the “traditional” practices of the Haudenosaunee (Iroquois), the Long house, the Clan System and/or any of the ceremonial and/or traditional practices. Although these activities are truly “cultural resources,” they are all being maintained and practiced by those Oneida People who choose to participate in them.

## HISTORICAL BACKGROUND

### *Oneida Culture and Language*

Oneida Culture and Language has, is and will continue to be revitalized for the benefit of the next seven generations. As each generation passes, the Oneida language is the vital communication link between the past, present and future. Oral history was carried on for centuries through stories told by the elders within the Oneida Community. The Works Progress Administration (WPA) papers captured Oneida oral history up to the 1930's, but more has to be done to capture the oral history from 1940 to the present.

Computer technology has allowed growing opportunities to learn and speak the Oneida language for community members who either live on or off the reservation. The more Oneida words that are spoken, the more the language is preserved for future generations. As generations move forward, the Oneida language will be preserved to protect the integrity of a strong people.

The needs assessment for the Oneida Cultural Heritage Department signifies a growing interest in learning the Oneida language and culture through media such as: tapes, CD's, internet and language books. More Oneida writers, artists and storytellers are researching and publishing the history of our people from an Oneida perspective. In addition, the repatriation office, museum and library are crucial to implement strategies on cultural preservation.



### **Oneida Nation Library**

The Oneida Nation Library was established in 1968 and opened its doors to the community in 1969. The first library was housed in the Episcopal Mission School. The library has moved twice since 1968, with the first move to the Civic Center, located in the Site One housing area and the second, to its current location within the Oscar Archiquette Building, which is also within the Site One housing area. The library has been expanded and/or renovated five times since 1968. In 1996, the Green Earth Branch Library was constructed, which serves the Site Two housing area and the Green Earth Mobile Home Court, as well as functioning as a tornado shelter for those areas.

### **Oneida Nation Museum**

The Oneida Nation Museum first opened its doors in 1979 and celebrated their 25th Anniversary in 2004. The Museum had eight staff, but due to budget cuts in the past few years, staffing has been reduced to five. The museum has 1,000 square feet of exhibit space and is toured by approximately 6,000 annual visitors, including many school groups, local visitors and tourists from many states and foreign countries. Furthermore, the Oneida Nation Museum is listed within the Wisconsin State Tourism Brochure as one of the Points of Interest to visit within the state.

The Museum quickly outgrew its space, and a mobile office trailer has been added. In addition, the Museum has added a small gift shop, and the collections have been moved to an off-site storage area, which is being leased.

In 1995, the Museum conducted an Oneida Cultural Fair which was attended by approximately 300 people who came to learn about Oneida art, history, language, games and to enjoy a traditional meal. The Oneida Cultural Fair has become an annual event.

Since 1996, the Museum has provided new exhibits every year and holds many special events. The staff have attended workshops to learn professional museum skills and are utilizing these skills in their everyday operations of the facility.

### **Oneida Cultural Center**

A new Oneida Cultural Center was the desire of the Oneida People in the 1987 Comprehensive Plan. In 1994, a consultant began working on a community survey which eventually concluded in the development of a Capital Improvement



Cultural Center/Veteran Monument Site





Process (CIP) Plan. This plan identified the former DeCaster II site as the location of the proposed Cultural Center, and the OCHD moved into the available facilities on that site.

A Planning Team began their work in 1999, completing the CIP package and acquiring the approval by the Oneida Business Committee in 2002. Beginning in 2001, with the assistance of the Bureau of Indian Affairs (BIA) Transportation Program, the Oneida Tribe constructed Kohok (Goose) Road through the site, connecting Hillcrest Drive (County FF) with County Park Road. In addition, the reconstruction of five historic Oneida log homes began in 2003, within the site.

After the development of the CIP package began, an additional request was made by the Oneida Nations Veteran's advisory council, which represents all Tribal veteran groups, to develop a Veteran's Memorial within the master plan of the proposed cultural center site. The development of this site, which lies within the cultural center site, has been welcomed by the project team, and the memorial will become an integral part of the cultural center campus. The location of this memorial is in the most southwestern corner of the cultural center site and adjacent to SHW 54 and Pleasant Lane.

### ***Oneida Cultural Heritage Department***

In 1994, the Oneida Cultural Heritage Department was created out of the Oneida Nation Museum and continues to be a vital instrument in preserving tradition, culture and language. This department was requested in the 1987 Comprehensive Plan, which outlined an objective within the Archeological/Historical Section, that read:

*“Complete a Cultural Center directed by the Oneida Cultural Heritage Department (OCHD)” (Ref 1).*

An Area Manager was hired in March of 1995, and the existing staff immediately began developing positions for language trainees, a tribal historian, research assistants, cultural wellness facilitators and a language program. The Area Manager supervises the Department's administration, museum, language revitalization program, library system, historic preservation and repatriation programs.

The priorities of the OCHD include: preservation of language; providing culturally appropriate museum exhibits; care and protection of our museum collection; access to historic documents, photos, and archives; preservation of our historic sites; repatriation of our cultural items and identification of



burial sites, and researching and publishing our history from an Oneida perspective.

### ***Oneida Language Revitalization Program***

The Oneida Language Revitalization Program also began as a business unit in the Oneida Cultural Heritage Department in 1994. The program began with one Oneida speaking elder and a language/culture educator. In August of 1996, the language program moved into yekal<sup>^</sup>tate (log house), also located on the DeCaster II site.

By 1996, the language program expanded its staffing to eleven fluent Oneida language speaking elders and six language/culture trainees. A six week immersion program was the impetus for developing a 10 year plan. The program received a three year ANA grant in 2001, which authorized the hiring of two new trainees and to purchase multi-media equipment for producing language materials.

In 1996, the Tribal Historian position was also filled, and the responsibilities included are: conducting genealogy research with or for Oneida Tribal members; research, record and provide access to historic documents, photos and archives; assist the overall Tribal organization and people with historical facts, including dates, locations, citations and treaty information; and, serve as the Oneida Nation's spokesperson on all historical matters.

By 2003, there were only two elders teaching 20 hours a week; four elders, who were in the nursing home, who conducted a one hour class per week; and two home-bound elders who allowed the trainees to visit them. The "Oneida National Language Teacher Certification" criteria has been developed over the last seven years and is now at the Oneida Business Committee (OBC) level for approval. The Trainees spend half of their day learning with the elders and the other half teaching approximately 151 people per week, and creating teaching materials.

The Oneida Business Committee have passed the following resolutions supporting Oneida as the official language of the Oneida Nation: #1-12-94-A, #5-18-94-G, #9-25-96-A, and #8-02-00-C (these resolutions may be made available by the Secretary of the Oneida Business Committee). In the late summer of 2003, the OBC formed the Oneida Language Charter Team and assigned this team the task of planning and implementing the aforementioned resolutions. The official Oneida Language Charter was signed on April 14,



2004. Thus far, the Charter Team has identified immediate, short range and long range needs.

To fulfill the most immediate need, which is to bring the trainees to fluency, on April 3, 2004, the language program conducted the Edge of the Woods Ceremony, which welcomed Mary McDonald, a fluent Oneida speaking facilitator to our community and our language program. Also, at this time the elders who have worked as teachers of the Oneida language since the 1970's were honored as National Treasures. A plaque was made declaring them National Treasures, and this plaque will hang in the Oneida Business Committee conference room. The elders were also given individual plaques. The trainees have been in an intensive two year training program and will graduate with Level I Oneida Language Teacher Certification in September 2006.

### ***Oneida Tribal Historic Preservation Office***

The Oneida Tribal Historic Preservation Office (THPO), which is organizationally positioned within the Oneida Cultural Heritage Department, was initiated by the Oneida Business Committee in 1991. By the passage of Resolution #3-1-91-B, stating that the "Oneida Tribe would hereby, have a Historic Preservation Plan," the actual planning to become a THPO began in 1996. The associated "Ordinance for the Protection and Management of Archaeological, Cultural and Historic Resources" was passed into law by the Oneida Business Committee by Resolution #06-10-98-A in 1998. This effort took seven years to prepare the necessary policies and meet the strict requirements of the National Park Service (NPS). In 2002, the official application to become a THPO was submitted, and in 2003, the Oneida Nation was officially informed by the NPS that the status as a THPO had been approved, and a budget was received. At this time, the position of Tribal Historic Preservation Officer was filled.

The THPO works closely with all Tribal organizational departments in monitoring all earth moving activities. A goal of the program is to be respectful and conscientious of any cultural items that may be revealed during the construction of a project. Training of equipment operators and designating site monitors at all construction sites are two ways of meeting this goal. Furthermore, it is Oneida Tribal policy that an archeological survey must be completed on all Tribal lands prior to a project being started.

The Tribal Historic Preservation Office is also responsible for repatriation of all cultural items, identification of burial sites, researching and publishing the history from an Oneida



perspective obtained by oral or written documentation and the preservation of historic sites and buildings.

### **PRESENT STATUS**

Although the DRAFT 1997 Comprehensive Plan was never completed or implemented, within that document were five outlined objectives relative to the “Archeological/Historical Section of Cultural Heritage”. Of those five objectives, four have been completed.

- The first objective, which is still in the process of being completed, was to “complete a Cultural Center, to be directed by the Oneida Cultural Heritage Department.” The Capital Improvement Project is within the schematic design phase, and in January 2006, the General Tribal Council (GTC) approved the continuation of this project into the programming phase. Currently, the project team is researching all possible opportunities for funding the development, construction and operational costs of this project. Furthermore, it is proposed to hire a Capital Campaign Coordinator to provide assistance in financing this project.
- The second objective, to “increase Oneida language materials and classes to a point where we hear the language spoken throughout our community,” is an ongoing objective as more language materials are accessible at the Oneida Museum, which features: tapes, CD’s, language books, the Oneida website and materials.
- The third objective was to “establish a Three Sisters Branch library and a research library.” The Three Sisters branch library, which is located within the Three Sisters housing development near Highway 54/Mason Street and Country Club Road, opened in September 1996. The research library is located in Site I near Highway 54 and Elm Street.
- Objective four was to “develop the Oneida Historic Preservation Officer, to proceed with repatriation claims, oral history, burial sites and historical sites identification”. This too, has already been accomplished and the officer has been hired.
- Objective five, to “develop the Oneida Tribal Historic Preservation Office (THPO)” through the Interior Department’s National Park Service, has been completed and the Office is operational.



In summary, as time continues to move forward, so too does the operations and plans of the Oneida Nation, relative to the tsi niyukwalihot^ (Department of Culture). It is good that the on-going operations of this program have completed some of the communities' desires without them being specifically spelled out within a written plan.

### **STRATEGY/FUTURE PLANNING**

The strategy of the tsi niyukwalihot^ (Department of Culture) is to continue the revitalization and preservation of the Oneida culture and language.

#### ***Oneida Library***

- Upgrade library services by having a WEB site, add more room to the building, display native Art collections, have an archivist for the Native American collection, have a room for Oneida language studies, relocate the Green Earth Library, American Disabilities Act (ADA) code upgrade and provide assistive technology for our elders.

#### ***Oneida Nation Museum***

- Increase the willingness of tribal members and the general public to visit the museum and gain an understanding of Oneida history and culture through interactive exhibits.

This will be accomplished through a variety of activities including contests for schools, awards for teachers, Cultural Treasure Hunts, offering more special activities, conducting surveys and increasing gift shop sales with Oneida cultural items.

- Preservation of the collection and photographs will meet museum standards and have user friendly access.

#### ***Cultural Heritage Center/Museum/Cultural Center Site, including the Veteran's Memorial***

- Continue the efforts of the project team in securing the necessary funding to complete the Cultural Center project.
- Design and build a "state of the art" museum, community educational center, historic archives and research areas and administrative space. The Cultural Center site will include a life size long house village where people can stay over night. The



log homes reconstruction will be completed, and activities will be taking place in the homes.

The plan is to provide a place where Oneida people can learn their history and culture and strive for cultural wellness of body, mind and spirit.

The development of a new Cultural Center will create additional opportunity and resources to teach both tribal and non-tribal people about the Oneida culture, language and tradition.

#### ***Oneida Language***

- Keep the Oneida language ALIVE & SPOKEN. To have a critical mass (100) of Oneida language/culture trainees who become certified language teachers to provide language classes throughout our Nation: employees, families, schools and community members both on and off the reservation.
- Research, practice and implement the best possible teaching/learning strategies for acquisition of a second language.
- One day have Oneida children learn Oneida as their first language.

#### ***Oneida History and Genealogy***

- Develop a central data base where tribal members and researchers can access information and the location of resources in a user friendly format.
- Publish Oneida photo history books.

#### ***Oneida Tribal Historic Preservation Office***

- Protect the Oneida Nation's archaeological, cultural and historic resources within our reservation boundaries with the completion of a comprehensive reservation wide survey.
- Obtain funding for any sites that require a Phase III survey. Maintaining compliance with NPS to continue as a THPO.
- Oneida Registry of Historic Buildings will be in place and historic buildings will be preserved.



### **Cultural Wellness**

- Research and publish a book on Indigenous Foods here in Wisconsin.
- Inspire the Turtle School to change/improve the school lunch program to provide better nutrition for our children.
- Coordinate cultural wellness services with Social Services, health programs, youth programs and the schools.

### **Recommendations**

The Oneida Nation can consider providing additional budgetary allowances to assist the tsi niyukwalihot^ (Department of Culture) for the future. A crucial position is to hire an Oneida language curriculum developer to set learning the language a priority for the Oneida Nation. As the community continues to grow, tsi niyukwalihot^ (Department of Culture) continues to expand their services for Oneida community members. In addition, Cultural Heritage staff will continue to research and document stories from the 1940's to the present. This will assist in publishing the photo books.

This Cultural Resources chapter has direct correlation with the following chapters within the Oneida Reservation Comprehensive Plan: Education, Community Design, Community Facilities, Transportation, Parks and Recreation, Economic Development, Public Safety, Health Care, Governmental Coordination and Regulations, Demographics, and Natural Resources. Furthermore, this chapter is also important to the development of an Emergency Response/Safety Plan, which is currently being developed outside the purview of the Oneida Reservation Comprehensive Plan.

### **COMMUNITY INPUT**

To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

Ref 1 - (1987 Master Plan, p. 17, 1997)







# LAND USE

## DEFINITION AND DESCRIPTION

The Land Use chapter, in a sense, is both the beginning of the Oneida Nation Reservation Comprehensive Plan and the closing. When we think of the Oneida Nation, or any other Native American tribe today, it is all about land. Our beliefs lead us to know that as Native People, we are to “honor our Mother Earth.” Our Nation would not be considered sovereign if we did not have an identity as well as ownership and/or control over a land base. The United States Supreme Court has consistently guarded the authority of tribal governments over their reservations and land resources and has recognized that “Indian tribes are unique aggregations possessing attributes over both their members and their territory...” (Ref 1).

This chapter represents the closing of the document because it is intended to aggregate all of the previously associated chapters within the entire document into a common conclusion, or as the chapter is titled, “land use.”

## HISTORICAL BACKGROUND

In an effort to eliminate redundancy within the overall document, the reader is requested to refer to the “historical background” section 12.2, of the Governmental Coordination and Regulation Chapter 12, to refresh your memory of the historical background of the Oneida People and our ancestor’s regrettable experiences with land.

If the previous seven generations of the Oneida People could look forward, perhaps they would see the current generation’s continuous commitment and efforts to, at a minimum, protect, preserve, improve and maintain our existing land base, as we continuously strive to reacquire the remaining majority of our previously agreed upon, 65,430 acre reservation, as well as other lands which may be contiguous to our reservation.

It is extremely clear, that our future generations will at least know our intent, by reading our plan:

*“The mission of the Oneida is to sustain a strong Oneida Nation by preserving our heritage through the Seventh Generation. The Oneida family will be strengthened through the values of our Oneida Identity by providing housing, promoting education, protecting the land, and preserving the environment. Our Oneida nation provides for the quality*



*of life where the people come together for the common good.”*

*“We will continue to acquire, preserve, protect and improve the Tribal land and environment. And we respond to the need of our Mother Earth through integrated management.”*

Knowing our intent does not suffice for being able to live, see and feel them, as if they were carried out. Perhaps the guidance within this plan will assist our decision makers in setting the course for the next seven generations.

## **PRESENT STATUS**

As the “Care Takers of the Land,” the Division of Land Management (DOLM), working with the Oneida Business Committee appointed Oneida Land Commission, have, as the quote indicates, the responsibility to manage, direct and approve all uses of our precious land resources. The Oneida Nation’s Real Property Law specifically authorizes this responsibility and provides direction and processes which must be followed regarding all aspects of the land and its uses.

Currently, the lands held either in trust or fee status by the Oneida Nation are broadly categorized by the zoning terms as follows: agricultural, commercial, residential and environmentally significant. Sub-categories of each more clearly define specificity, e.g., grasslands, wetlands and natural areas.

Of the current Tribally owned land base within the Oneida Reservation, approximately eighty-one percent is considered to be agricultural, nine percent environmental, six percent residential and four percent commercial/ industrial/ institutional (e.g., government facilities, churches and schools).

### **LUTU (Land Use Technical Unit)**

In 2004, the Tribal organizational units of planning, zoning, geographic land information systems (GLIS), environmental and land management, developed a process by which all current land owned by the Oneida Nation and all those lands to be acquired in the future, would be inventoried and classified into the broad categories as described above. Once inventoried and categorized, the data would be kept in a data base which, in the event of a request for a land lease by an individual Tribal member or a Tribal business unit, the data base would be queried to identify all available land parcels



which met the specific requirements requested, i.e., size (acreage), location, use, etc. Once the available sites were identified, the Land Commission and the requestor would meet to discuss the process and approval/denial of such request. The process is working and the decisions of land use made by the Land Commission have been enhanced by the LUTU process.

Land acquisition, as is guided by the Oneida Nation's 2020 Acquisition Plan, is being managed and implemented by the Division of Land Management staff, and their progress reports are being presented to the Oneida Business Committee on an on-going basis.

### **COMMUNITY INPUT**

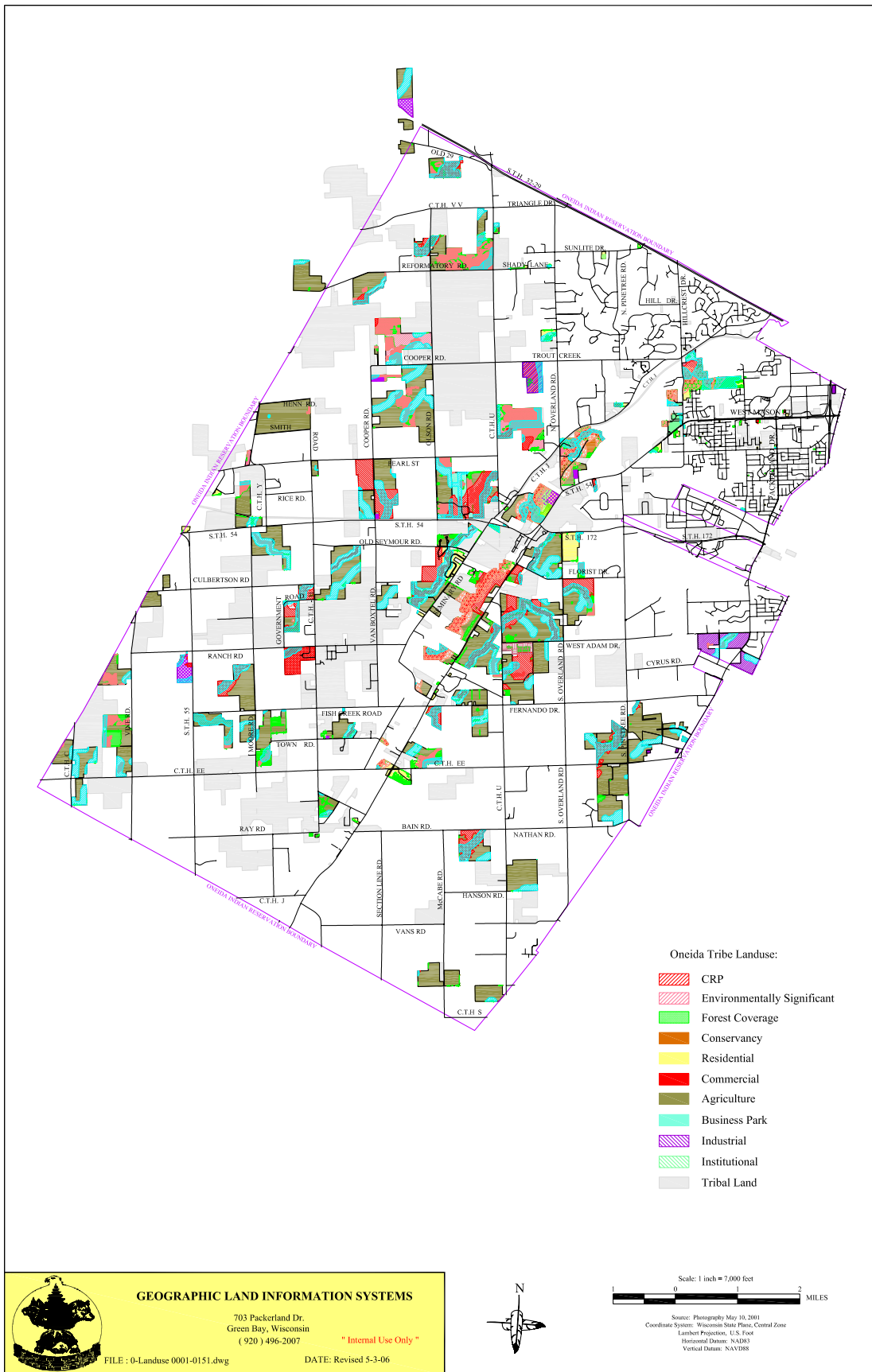
To be determined.

*This sub-section will summarize the major issues, concerns, wants, and needs associated with a given plan element. The summary may include the top 5-10 comments heard during input session and/or a quantified summary of the various responses (i.e. 25% of the responses said this). The summary would reference to Section 7: Appendix II - Public Participation Comments, which would document all comments in their entirety.*

### **REFERENCES**

Ref 1 - United States v. Mazuri, 419 U.S. 544, 557 (1975) (Emphasis Supplied).





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# IMPLEMENTATION

The Oneida Reservation Comprehensive Plan is designed to assist the Tribe with making daily and long-range decisions that influence a range of aspects affecting the Oneida People, including physical, social, political, economic, and aesthetic factors. Over time, it should fulfill the Oneida Mission and Vision Statements and achieve the Plan's stated goals and objectives. However, the Plan document cannot succeed on its own. In order for the Plan to reach its full potential and provide the Oneida community with the greatest benefit, it must be linked to dedicated actions.

## **WHO IS RESPONSIBLE FOR IMPLEMENTING THE COMPREHENSIVE PLAN?**

In a general sense, the entire Oneida community is responsible for implementing the Oneida Reservation Comprehensive Plan as it represents the long-term vision for the Reservation. However, from a day-to-day perspective, it is the Tribal Departments and leaders who will keep the Plan moving forward and ensure that the goals and objectives are integrated into decision making processes.

Over the past several years, the Planning Department has played the primary role in guiding the Tribe - including leaders, departments, and members - through the comprehensive planning process and synthesizing their input. In the future, the Planning Department will continue to act as the "keeper" of the Plan - responding to questions or concerns; coordinating the amendment process and editing/updating the physical Plan document; and guiding future planning update efforts. The Department will also participate in supplementary planning efforts, such as detailed area plans and development proposals.

Though the Planning Department shepherds the Oneida Reservation Comprehensive Plan, there are many other departments, boards, commissions, committees, etc. (Responsible Parties) within the Tribal Organization responsible for implementing the goals, objectives, and policies presented in the Plan. The Plan links Responsible Parties to specific Planning Elements based on their area(s) of expertise. Responsible Parties assigned to a Planning Element are given either a "Primary" or "Secondary" role.

The linking of Responsible Parties with Planning Elements ensures accountability for the goals and objectives. In other words, it is less likely that a section of the Plan - such as Public Safety - will be forgotten if it has been assigned a "champion" within the Tribal Organization. However, it is important to note that the designation of a Responsible Party as the primary or secondary "champion" does not mean it is solely responsible for accomplishing all of the goals and objectives. Ultimately, any Responsible Party can move any recommendation forward with its actions or initiatives.



The following chart links Responsible Parties with specific Planning Elements:

PLANNING ELEMENT	RESPONSIBLE PARTY (as developed by MST)								
	COMM	CLT	HHS	EHS	LHM	PWT	EDU	GA	FIN
Health Care			P	S					
Education	S	S	S	S	S		P	S	S
Housing			S	S	P	S		S	
Community Design		S		S	P	S		S	
Parks & Recreations			S	P*	S			P*	
Utilities		S		S	S	P		S	
Community Facilities				S	S	P		S	
Transportation			S	S	S	P		S	
Public Safety				P*	S	S		P*	
Gov't Coordination & Regulations			S	S	S	S	S	P	
Economic Development	P				S			S	
Agriculture	P*		S	S	S			S	P*
Natural Resources			S	P	S			S	
Environmental Protection	S			P	S				
Cultural Resources	S	P					S		
Land Use	S	S	S	S	P	S		S	S

**KEY**

- P** = Primary responsibility for Planning Element implementation
- P\*** = Shared Primary responsibility for Planning Element implementation
- S** = Secondary responsibility for Planning Element implementation

- COMM** = Commerce
- CLT** = Cultural
- HHS** = Health and Human Services
- EHS** = Environmental Health and Safety
- LHM** = Land and Housing Management
- PWT** = Public Works and Transportation
- EDU** = Education
- GA** = Government Administration
- FIN** = Finance

## COORDINATING TRIBAL INITIATIVES WITH THE COMPREHENSIVE PLAN

Tribal initiatives can arise from a variety sources including, but not limited to:

- Tribal members
- Tribal Departments
- Tribal Boards and Commissions
- Oneida Business Committee
- General Tribal Council
- Balanced Scorecard process



One role of the Oneida Reservation Comprehensive Plan is to 1) identify these other initiatives; and 2) coordinate with them in order to achieve the broader vision for the Oneida Reservation. While it is difficult to achieve complete consistency between planning efforts, it is the intention of the comprehensive planning process to continuously move towards greater coordination between the vision, goals, objectives and policies of the Tribe's various initiatives. In turn, the collective integration of these various ideas ensures the effective implementation of the Plan and solidifies the long-term vision for the Oneida Tribe.

As a general statement, the Oneida Reservation Comprehensive Plan should be used as a reference and guide in the development of all Tribal plans, initiatives, and policies. While many of them will easily align with the Plan, it may be that some ideas are not reflected in the Plan's goals and objectives. However, this apparent discrepancy should not be viewed as a fault or weakness. It is an opportunity to consider updating the Plan to reflect new information or changing circumstances and strengthen its role as a "living" Tribal document.

## **CREATING A TRIBAL ACTION PLAN**

The most effective way to both coordinate the vision of the Tribe's many planning efforts and implement the recommendations of the Oneida Reservation Comprehensive Plan is to build the implementation program into existing processes. This elevates the awareness of and accountability for the Plan without burdening Tribal departments with additional procedures. For the purposes of implementation, the Plan recommends linking departmental tasks with Plan recommendations to create an Action Plan. As part of the Tribal-wide planning process, these departmental Action Plans should be compiled on an annual basis and integrated into a Tribal Action Plan.

The benefits to a Tribal Action Plan include:

- It provides a simple system of integrating departmental tasks with the Plan's goals and objectives.
- It offers a clear communication tool, highlighting opportunities for collaborative efforts between Tribal departments.
- It ensures the continued implementation, evaluation, and revision of the Plan within the realm of existing departmental tasks.

### ***What's in an Action Plan?***

As a Tribal department develops their annual workplan and budget, they should strive to identify tasks that support the vision of the Plan. These tasks will become the department's Action Plan. The actions and initiatives identified by the department's annual Action Plan may include:

- Capital improvement projects
- Community services
- Tribal programs
- Policies
- Regulations.



Each action and initiative identified should be correlated to a specific goal and/or objective within the Comprehensive Plan. However, this does not mean that planned tasks are invalid if they aren't represented in the Plan. Actions that do not directly relate to the current goals and objectives should include a description of how the action meets other Tribal needs not articulated in the Plan. This explanation will provide valuable feedback to help adjust and update the Comprehensive Plan over time. The department should also refer to the amendment process (located later in this section) and consider proposing new and/or modified goals and objectives to address the issue.

Other information that should be provided in the Action Plan for each action or initiative includes:

- Anticipated timeline
- Responsible parties
- Estimated budget, if possible

In addition to describing the actions and initiatives planned for the next fiscal year, anticipated initiatives for the short- and mid-term futures should be included when possible. This allows for greater awareness and coordination between departments and within the Tribal community.

A sample framework for a Tribal Action Plan is included on page 5-5.



RESPONSIBLE PARTY (Examples Only)	PLANNED ACTION (Examples Only)	TIME FRAME (Examples Only)	TYPE OF ACTION (Examples Only)	PROJECTED BUDGET (Examples Only)	COMPREHENSIVE PLAN GOAL/OBJECTIVES (Examples Only)
Health and Wellness	Action 1	2009	CIP	\$1,000,000	HC1.1, 1.2, 1.3
	Action 2	2011	P	\$25,000	HC2.1
Education	Action 1	2009	P	\$30,000	E1
	Action 2	2011	P	\$20,000	E3
Housing	Action 1	2009	P	\$30,000	H1
	Action 2	2009	R	\$20,000	See Note 2
Development/Planning	Action 1	2009	P	\$50,000	CD1, CD2, H1
	Action 2	2009	R	\$20,000	CD3, CD4
Recreation	Action 1	2009	P	\$20,000	PR1, PR2
	Action 2	2009	R	\$30,000	PR3
Public Works	Action 1	2009	CIP	\$150,000	U1, U2, T2
	Action 2	2011	CIP	\$5,000,000	U6
Public Safety	Action 1	2009	P	\$30,000	PS1
	Action 2	2011	P	\$50,000	PS2, HC1
Chief of Staff	Action 1	2009	P	\$30,000	GCR1
	Action 2	2010	P	\$50,000	GCR2
7th Generation	Action 1	2009	P	\$30,000	See Note 1
	Action 2	2011	P	\$50,000	See Note 2
Oneida Farm	Action 1	2009	CIP, P	\$30,000	A1, A2
	Action 2	2011	P	\$50,000	A5, A6
Environmental H & S	Action 1	2009	CIP	\$30,000	NR2
	Action 2	2011	P	\$20,000	NR3, NR5
Cultural Heritage	Action 1	2009	P	\$30,000	DC1
	Action 2	2009	O	\$30,000	DC2
Zoning	Action 1	2009	P	\$30,000	LU1
	Action 2	2009	R	\$30,000	LU3



**KEY**

CIP = Capital Improvement Project

P = Program

R = Regulation

O = Other

*Note 1: This action derives from GTC approved economic development Initiative in \_\_\_\_ corridor.*

*Note 2: This action derives from GTC approved response to \_\_\_\_.*

\*Note: The sample Tribal Action Plan uses abbreviations to identify Plan goals and objectives. For example: "HC" refers to the Health Care Planning Element. If the Tribal Action Plan used abbreviations in the future, a Planning Element key should be developed.

## MONITORING & EVALUATING THE COMPREHENSIVE PLAN

Progress on Plan goals and objectives should be monitored on an annual basis. During the creation of the Action Plan for the next fiscal year, departments should evaluate progress on the actions and initiatives identified in the current year's Action Plan. A brief status report should be submitted to the Planning Department documenting accomplishments, updating the status of relevant goals and objectives (refer to **Section 2: Goals & Objectives** which lists goals as: completed, pending, ongoing, or no activity), and - where needed - identifying opportunities for new goals and objectives. These recommendations should be used to help formulate the upcoming year's Action Plans and updates to the Comprehensive Plan.

## AMENDING THE COMPREHENSIVE PLAN

The Comprehensive Plan should be updated and amended as often as necessary to remain current and relevant. At minimum, recommendations for updates should be compiled on an annual basis and evaluated for inclusion in the Plan as soon as practical. Generally speaking, the entire Plan should be revisited a minimum of every five years. This will not necessarily result in a complete overhaul of the Plan, as many pieces may still be relevant to the Tribe's vision. However, it will require a thorough review of the document in order to revise outdated information, update the Tribal vision, etc. Public input should be sought throughout the review process in the form of surveys, informational meetings, and community summits.

The framework shown on page 5-7 outlines the process for amending the Oneida Reservation Comprehensive Plan. Additionally, more detailed descriptions explaining the types of amendments are included on page 5-8.



	TYPE OF AMENDMENT OR CHANGE			
	CLERICAL CORRECTIONS	MINOR UPDATE TO FACTS OR EXISTING CONDITIONS	MAJOR UPDATE TO PLAN ELEMENTS OR POLICIES	OVERALL PLAN UPDATE
AMENDMENT PROCESS				

**COMPREHENSIVE PLANNING ELEMENTS**

Frequency of Change?	As Needed	As Needed	0 -2 yrs	3-5 yrs
Who Requests a Plan Change?	Any	Any	Any	Any
Who Authorizes Work?	PD	GM	JET	JET/OBC
Who Prepares Change?	PD	PD/Dept	PD/PET	PD/PET
Who Approves/Adopts Change?	PD	JET	JET/OBC	OBC

**LAND POLICY FRAMEWORK**

Frequency of Change?	As Needed	As Needed	0 -2 yrs	3-5 yrs
Who Requests a Plan Change?	Any	Any	Any	Any
Who Authorizes Work?	PD	GM/LC	GM/LC	GM/LC/OBC
Who Prepares Change?	PD	PD/Dept	PD/PET	PD/PET
Who Approves/Adopts Change?	PD	LC	LC/OBC	LC/OBC

**KEY**

- Any = Any Tribal Agency, Commission, Department or Individual
- PD = Planning Department
- Dept = Relevant Departments
- PET = Planning Element Team
- LC = Land Commission
- GM = General Manager
- JET = Joint Executive Team
- OBC = Oneida Business Committee
- GTC = General Tribal Council





## ***How to Use the Plan Amendment Process***

The Amendment Process highlights several different ways the Plan can be modified and/or updated. The different processes for creating an amendment vary based on the amount of effort and the type of content that is being changed. The following descriptions explain the four types of amendments that can be made to the Plan. When there is confusion about which amendment process a proposed modification should follow, the General Manager should provide clarification.

### **Amendment Type: Clerical Corrections**

#### ***Comprehensive Plan & Land Policy Framework***

Clerical corrections are the simplest form of amendment. Prepared by the Planning Department, these amendments edit typos within the document but do not change any of the content or recommendations of the Plan or the Land Policy Framework.

### **Amendment Type: Minor Update to Facts or Existing Conditions**

#### ***Comprehensive Plan***

Minor updates to facts or existing conditions are authorized by the General Manager and prepared by the Planning Department and/or other relevant departments. These changes and/or additions include:

- Updates to background information (demographics, trends, maps, etc).
- Updates to the status of Plan recommendations, including goals and objectives.
- Addition or modification to graphic content.
- Minor changes to the Plan's format or organization.

As a general rule, these amendments do not change the intent of the Plan recommendations or policies. Minor changes to the Plan are adopted by the JET.

#### ***Land Policy Framework***

Minor updates to facts or existing conditions are authorized by the General Manager/Land Commission and prepared by the Planning Department and/or other relevant departments. These changes and/or additions include:

- Updates to supporting information, including: Additional Considerations; Regulations; and Relationship to Other Plans & Policies.
- Updates to underlying basemap conditions, including ownership, Reservation boundaries, physical features, etc.
- Limited modifications to the Descriptive Text in order to clarify the Vision and Desired Character, at the General Manager's/Land Commission's discretion.
- Limited adjustments to the Land Policy Framework Table or Map, at the General Manager's/Land Commission's discretion.
- Addition or modification to graphic content.
- Minor changes to the Frameworks' format or organization.



As a general rule, these amendments do not change the intent of the Land Policy Framework recommendations or policies. Minor changes to the Plan are adopted by the Land Commission.

### **Amendment Type: Major Update to Planning Elements or Policies**

#### ***Comprehensive Plan***

Major updates to Planning Elements or policies are authorized by the JET and prepared by the Planning Department and Planning Element Teams. These changes and/or additions are intended to address one or more targeted Planning Element(s) but do not involve the entire Plan. Amendments include:

- Major updates to the supporting information for a Planning Element.
- Modifications to the recommendations for a Planning Element, including goals, objectives, and/or policies.
- Changes to how the Plan is used (**Section 1: Plan Purpose & How to Use**) and implemented (**Section 5: Implementation**).
- Major revisions to the Plan's format or organization.

As a general rule, these amendments could change the intent of the Plan recommendations or policies, but do not represent a complete overhaul of the Plan. Major updates to Planning Elements or policies are adopted by the OBC.

#### ***Land Policy Framework***

Major updates to Land Policy Framework recommendations are authorized by the General Manager/Land Commission and prepared by the Planning Department and Planning Element Teams. These changes and/or additions are intended to address one or more targeted Neighborhoods, Districts, and/or Corridors but generally do not involve the entire Land Policy Framework. Amendments include:

- Major updates to the Vision and/or Desired Character for a Neighborhood, District, or Corridor.
- Major adjustments to the Land Policy Framework Table, including: addition/deletion of a Desired Use & Activity; addition/deletion of a place (Neighborhood, District, Corridor); changes to reflect a major shift in the Vision and Desired Character.
- Major adjustments to the Land Policy Framework Map, including: addition/deletion of a place (Neighborhood, District, Corridor); major modifications to the boundaries of a Neighborhood, District, or Corridor
- Major changes to the Framework's format or organization.

As a general rule, these amendments could change the intent of the Framework's recommendations or policies, but do not represent a complete overhaul. Major updates to Land Policy Framework are adopted by the Land Commission and OBC.



## **Amendment Type: Overall Plan Update**

### ***Comprehensive Plan***

An overall Plan update is authorized by the JET and OBC. The update is prepared by the Planning Department and Planning Element Teams. These amendments represent a significant change and/or addition to the Plan in its entirety. Amendments could include any combination of other amendment types, as well as a thorough review and overhaul of the Plan document.

Overall Plan updates are adopted by the OBC.

### ***Land Policy Framework***

An overall Plan update is authorized by the General Manager, Land Commission, and OBC. The update is prepared by the Planning Department and Planning Element Teams. These amendments represent a significant change and/or addition to the Land Policy Framework in its entirety. Amendments could include any combination of other amendment types, as well as a thorough review and overhaul of the Framework.

Overall Land Policy Framework updates are adopted by the Land Commission and OBC.



# GLOSSARY OF TERMS

## ***Allowable***

In the *Land Policy Framework*, uses and activities designated as “Allowable” are appropriate for the area, but may require additional consideration to fit the vision.

## ***Area Development Plan***

A plan that covers specific subareas of the reservation or of a town or county. These plans provide basic information on the natural features, resources, and physical constraints that affect development of the planning area. They also specify detailed land use designation used to review specific development proposals and to plan services and facilities.

## ***Capital Improvement Program***

A priority ranked, fiscal program for short term community improvement projects. This may include sewage treatment plants, sewer, and water lines, buildings, parks, streets and other facilities which implement the comprehensive plan.

## ***Checkerboard Land Ownership***

A pattern of land ownership; the intermingling of publicly owned land (Oneida Tribe of Indians, townships, counties, state, and federal) with privately owned land, and that owned by non-profit organizations, such as, churches, land trusts, etc.

## ***Community Facilities***

Services and facilities which serve the community-at-large and are operated for their benefit, e.g. schools, fire and police facilities, governmental offices, utilities, etc.

## ***Comprehensive Plan***

Provides a set of goals, objectives, policy statements, standards, statistical data, maps, programs, and projects, all directed to meet the vision the community has of its future. The comprehensive plan serves as the basis for both daily and long range decisions that will influence the development of the physical, economic, social, political, aesthetic, and related factors of the community, the quality of life, and the reservation environment that Tribal members might enjoy. In theory at least, each public and private action is to be consistent with the plan. In many ways, the comprehensive plan is the beginning of a decision making process for development of the community.

## ***Desirable***

In the *Land Policy Framework*, uses and activities designated as “Desirable” should be encouraged and support the desired character of the area.



**Goal**

Should be a functional idea or value that is part of obtaining the Community's vision statement. Goals provide a method of dividing the vision into major components that further define and help guide the community's planning process. They are broad statements that identify the overall desire, future consideration, and/or results that provide the direction for community decisions. To achieve a goal, one or more objectives are necessary.

**Implementation Program**

Is carrying a plan through to action. Strategies are created to seek completion of goals, objectives, policies, programs and projects contained within the comprehensive plan.

**Land Use**

Classifying land according to suitability for future use. For planning purposes, land use is classified into major categories – residential, commercial, industrial, parks and open space, and agricultural.

**Mission**

Is a specific task with which a person or group is charged.

**Mission Statement**

Describes and highlights the key elements of what, how, and why an organization will succeed in achieving the vision, through stating the organizational goals, business philosophy, community service focus, and commitment to the community it serves. A mission statement must be clear enough to use as a decision making criterion. It is also known as "creed", "values", "purpose", "beliefs", "vision", or "objective".

**Objective**

Are measurable targets in a program or project selected to ensure achievement of the plan's goal. Objectives are specific statements of value indicating how a goal can be achieved. They are specific, measurable, achievable, realistic, relevant, timely, and written.

**Planning Process**

A systematic series of steps or activities directed toward development and continuous maintenance of a comprehensive plan.

**Policy**

Guidelines that are directed toward achieving objectives or that modify the objectives and should be followed in decision making.

**Program**

Is a plan or system of specific actions which can be taken or carried out to achieve a goal.



### ***Transportation Facilities***

The circulation network of a community that includes streets, highways, trails, and air, water, and pedestrian traffic.

### ***Undesirable***

In the *Land Policy Framework*, uses and activities designated as “Undesirable” generally should not be encouraged, but may still be acceptable for the area under special circumstances.

### ***Vision***

Is the overall image of what the community wants to be and how it wants to look at some point in the future.

### ***Visioning***

Is a process by which a community envisions the future it wants, and plans how to achieve it. It brings people together to develop a shared image of what they want their community to become. Once a community has envisioned where it wants to go, it can begin to consciously work toward that goal. This process helps a community better understand the values of its citizens, identifies the trends and forces that are affecting the community, develops a big picture view to guide short term decisions and long term initiatives, and develop tools to achieve its vision.

### ***Vision Statement***

Is the formal expression of a vision. It states in words and images what the community is striving to become. The vision statement is the starting point for the creation and implementation of the functional plans and comprehensive plan.

### ***Zoning Ordinance***

Is the most common means of regulating local land use in the United States. It is a technical and legal plan implementation tool. It provides for the division of the community into a number of land use districts within which the height, space requirements, and other pertinent controls are specified.

### ***Zoning Map***

Assigns land use zones and districts to all lands within the boundaries of a local unit of government. The zoning map must be consistent with the future land use plan and land use map developed for the comprehensive plan. The map is used in conjunction with the Zoning Ordinance.



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## APPENDICES

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# APPENDIX I: PUBLIC PARTICIPATION ACTIVITIES

During the comprehensive planning process, a wide variety of public participation techniques were used to generate community-wide input. Appendix I: identifies the specific types of activities used to gather input, as well as the dates of public notices and events. A cumulative count of meetings and participants has also been included.





## ***PUBLIC PARTICIPATION ACTIVITIES***

The following activities were conducted during the course of the comprehensive planning process:

### **WROTE 15 ARTICLES IN THE KALIHWISAKS ABOUT PLANNING & PROCESS**

- April 22, 1999 - "Blueprinting the future of the Oneida Nation"
- October 7, 1999 - "Oneida comprehensive plan update for GTC" (part 1)
- October 21, 1999 - "Oneida comprehensive plan update for GTC" (part 2)
- November 4, 1999 - "Oneida comprehensive plan update for GTC" (part 3)
- January 24, 2002 - "A successful Oneida"
- "Did you get it?"
- "Community Planning Workshops Scheduled"
- February 7, 2002 - "First Coffee with the planners a success"
- February 22, 2002 "How important is it to you?"
- March 8, 2002 - "Is there an issue of trust with Planning?"
- March 21, 2002 - "Stand up on the rock to see the future"
- April 4, 2002 - "The Green Dream"
- April 18, 2002 - "Oneida Planning Survey Has Value"
- May 2, 2002 - "Planning is receiving completed booklets"
- June 13, 2002 - "We tend to be too technical; let's try it again"
- About the planning process
- Schedules of meetings and types of meetings
- Results of meetings
- Next steps
- Progress reports
- Lists of comments

### **MAILINGS**

- July 2001 - Planning process booklet
- April 2002 - Planning workshop booklet inviting citizens to write recommendations about issues, goals and objectives for the future

### **FLYERS**

- Stick on car windshields
- Sent to local churches
- Hand carried by interested citizens to other meetings (e.g., Land Commission)



## **PLANNING PROCESS BOOKLETS**

- Mailed to community member homes, July 2001
- Provided to planning workshop participants
- Hand carried by workshop participants to relatives, friends, neighbors, fellow employees

## **PLANNING WORKSHOP BOOKLETS**

- Handed out to participants at workshops
- Hand carried by participants to relatives, friends, neighbors, fellow employees
- Mailed 2045 booklets to Oneida Households in Reservation and Brown and Outagamie Counties
- Provided to SEOTS meeting participants on June 13, 2002.

## **POSTERS**

- Interoffice mail to departments for posting
- Posters placed in public places by Planning staff

## **SCHEDULED MEETINGS TO GET COMMUNITY INPUT**

- December 20/21, 2001 co-sponsored “An Oneida Christmas Carol”
  - *180 participants*
- January 24, 2002 “Coffee With the Planners,” Little Bear Development Center
  - *20 participants*
- February 4, 2002 - GTC Table Exhibit, Norbert Hill Center
- Administrative staff visited table
- February 5, 2002 - Community Planning Workshop, 4:30 - 6:30 p.m., Parish Hall
  - *2 participants*
- February 9, 2002 - Community Planning Workshop, 9:00 a.m. - 12 Noon, Parish Hall
  - *7 participants*
- February 14, 2002 - “Coffee With the Planners,” 9 a.m. -12 noon, Social Services Bldg.
  - *23 participants*
- February 20, 2002 - Community Planning Workshop, 4:30 p.m. - 6:30 p.m. Parish Hall
  - *ZERO participants*
- February 23, 2002 - Community Planning Workshop, 9am - 12 noon, Parish Hall
  - *3 participants for 2 ½ hours, 1 for ½ hour, 2 for 15 minutes, 2 for 10 minutes*
- March 6, 2002 - Community Planning Workshop, 1pm-3pm, Community Bldg.Co.H.
- For elders was CANCELED due to death in community
- Community Planning Workshop, 6pm - 8pm, Community Bldg. Co. H ZERO participants



- March 16, 2002 -Community Planning Workshop, 9am-12noon, Parish Hall  
- 7 participants
- March 21, 2002 - “Coffee With the Planners,” 9am-12noon, Elderly Services  
- 5 participants
- March 23, 2002 - Community Planning Workshop, 9am-12 noon, Com. Bldg. Co.H  
- ZERO participants
- March 26, 2002 - Community Planning Workshop, 9am-12 noon, Com. Bldg. Co.H  
- 2 participants
- April 30, 2002 - Planning Staff met with SEOTS staff to organize community meeting June 13.
- June 13, 2002 - SEOTS Community meeting - 6:00 P.M. to 8:00 P.M. - 30 attendees.
- August 5, 2002 - Present “Planning Process” and schedules to Business Unit meeting.
- August 22, 2002 - Present “Planning Process” and schedules to Senior Management.
- August 29, 2002 - Present “Planning Activities” to Annual Land Commission meeting.
- November 25, 2002 - Present “Planning Process” & schedule to Area Managers, GSD meeting
- December 16, 2002 - Present “Planning Process” & conduct “Visioning” with EHS area.
- December 19, 2002 - Present “Planning Process” to OBC, Int. GM, Dev. Div. Dir.
- January 9, 2003 - Present “Planning Process” & conduct “Visioning” with Transit Dept.
- March 6, 2003 - Present “Planning Process” & left workbooks for Health Center
- March 18, 2003 - Present “Planning Process” & left survey and workbooks for OCIFS team.
- October 27, 2003 - 7G SUMMIT - 15 Plan Element Tables at Radisson, nearly 200 attendees.
- December 19, 2003 - 7G Youth Summit - 15 Plan Element Tables at Radisson, 168 students
- January 29, 2004 - Gang Task Force Retreat, Visioning with youth at retreat
- February 17, 2005 - Meet with BC on update of Comp. Plan and presented Poster Plan
- May 17, 2005 - Mailed Poster Plan of Comp. Plan to GTC.
- Aug. 29, 2005 thru Nov. 18, 2005 - work with PROUD teams in putting together Goals & Objectives from community input.
- November 29, 2005 - Held Youth Speak Out conference to go over Goals & Objectives.
- January 31, 2006 - Held Adult 7G Summit to go over Goals & Objectives
- September 9, 2008 - Held Community Planning Summit to review Goals & Objectives

## **OTHER**

The Comprehensive Planning Process was presented to the Education and Training Comprehensive Plan team (approximately 91 participants during 2001 and 2002) at education & training meetings.



## **PUBLIC PARTICIPATION SUB-TOTALS**

### ***Number of Meetings***

30 meetings

### ***Number of participants:***

- 180 at two dinner shows
- 48 at “Coffee with the Planners”
- 21 at planning meetings during non-work hours - most were repeat participants
- 30 at SEOTS community meeting
- 26 at Business Unit meeting
- 15 (approx) at Senior Management meeting
- 17 (includes 7 Land Commission members plus estimated in audience)
- 15 at area managers meeting Government Services Division
- 27 Participants at Environmental Health & Safety meeting
- 12 Participants at Transit meeting
- 22 Participants at Health Center meeting
- 33 Participants at OCIFS meeting
- 129 Community members completed & returned a 31-question Planning Survey
- 200 attendees for 7G SUMMIT at Radisson
- 168 students for 7G Youth SUMMIT at Radisson
- 91 participants at Education and Training Planning meetings
- 19 Gang Task Force Retreat 1/29/04
- Proud Participants from 8/29/05 thru 11/18/05
- 90 Youth Day Speak Out at Radisson on 11/29/05
- 115 7G Adult Summit at Radisson on 1/31/06

### ***1034 Community members and employees participated in the planning process***

### ***Planning Workshop Booklet returns = 97***

## **TOTAL COMMUNITY MEMBER CONTACTS**

1034 community members participated during the comprehensive planning process.

The total number of participants includes duplications because community members may have filled out survey forms and workshop booklet more than one time.





# APPENDIX II: PUBLIC PARTICIPATION COMMENTS

Individual comments, generated during public participation events, have been documented in Appendix II. Comments are categorized by Comprehensive Plan Element and further organized by:

- Goal-specific comments
- Comments relating to off-reservation concerns/issues
- Comments relating to other concerns/issues





# HEALTH CARE

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Provide quality health care programs and services to the users of the Oneida Comprehensive Health Care Facility, aligned with traditional Oneida values.**

#### ***Supporting Community Comments:***

- Attention to diabetic management and weight management (2 Comments)
- Better mental health services, with qualified people.
- Add cultural healing practices & beliefs
- Alternative medicines
- We need holistic approach to health care (body, mind, spirit)
- Integrated medicine (traditional with modern) massage, aromatherapy, herbal
- Epidemiologic study of Reservation population
- Health Center be the best in service
- More efficient Pharmacy
- Need to create a “national culture” & climate that integrates disease prevention and well being
- Wellness & physical/mental issues go together
- Integrate like services.
- Better customer service through training
- Expeditious bill payments system for Contract Services
- Contract health needs to speed up payment of bills (2 Comments)
- Contract health needs to speed up payment of bills to protect patient credit rating (2 Comments)
- I hope there will be a better response system for after hours care
- Improve efficiency & effectiveness of the program (3 Comments)
- More assistance with members and employees
- Need to get quicker appointments (5 Comments)
- More efficient dental appointment process
- Need to address time having to wait to get in to Dental or Optical at OHC. To long of wait. Referrals (3 Comments)
- We need quality service.
- Mental health located at Health Center
- Better communications
- More prompt and competent medical & dental care. (2 Comments)



**GOAL 2: To provide easy access to a broad spectrum of preventative, curative and rehabilitative services.**

***Supporting Community Comments:***

- More specialized doctors (2 Comments)
- More variety i.e., “Family Doctors of...”
- Need on-site specialist, not off-site
- Provide help to non-reservation Oneida’s
- Review rules (re. off Reservation prescriptions, too tight)
- Rx prescriptions for Milwaukee Oneida’s at V.A. hospital
- Oneida’s & spouses should be covered under tribal health care, except divorced, or death
- Improve outside referral program (2 Comments)
- Simplify access to pharmacy
- An urgent care system
- Contact lens service at optical (2 Comments)
- Development of heart program with available specialists & equipment
- Elderly transportation to dialysis
- Expand the women’s health care program
- Health Center expand to meet new needs
- Health center to have their own dialysis (2 Comments)
- Hospice care for future
- Hospice care for long-term illness
- Hospice care for terminally ill Oneida’s
- Increased range of care & services
- Lasik treatments
- Medical and long term care for our aged people
- Programs for Tots in the swimming pool or in dancing classes
- Suicidal - 24 hour on call, place of observation.
- Support for Tsyuhekwa & farm, orchard for providing healthy, chemical free foods to Tribal Inst. = Vertical Integration.
- Evening, weekend and holiday hours for those who work days, weekends for emergencies (6 Comments)
- Have a department/program for “Preventive Medicine” (2 Comments)
- Factors & causes
- Need to prevent chronic disease before it occurs
- Not enough funding on the prevention and intervention side for deliveries.
- Drive up pharmacy (2 Comments)
- Braces/dental (2 Comments)
- Poor building layout at the OHC: currently it is a lot of walking for disabled, elderly & women caring babies.



**GOAL 3: Recruit and retain dedicated, highly competent and courteous staff, especially professional staff, who are patient/client/community focused and knowledgeable of the community and patients we serve.**

***Supporting Community Comments:***

- Better nurses and doctors who care.
- Courteous & respectful workers
- Doctor who are well qualified, specialized.
- Increased staff in medical - peds, lab, dental, nutrition
- Keep good doctors, don't change so often
- Keeping health care providers
- More & better doctors for better and faster service.
- More doctors, nurses, and helpers (3 Comments)
- More effective and efficient staffing and office spaces
- Qualified / up to date doctors (2 Comments)
- Require longer contracts for doctors so they stay longer. (2 Comments)
- Training in customer service
- Gearing high school students to go into health related professions
- Internships for Oneida's
- More Oneida's in the health care fields to include Oneida managers as well as nurses and support staff.
- More qualified Oneida Practitioners / administrators
- More tribal people in the field of health services.
- Need Oneida Chiropractor's
- Community Comments Regarding Off-Reservation Concerns
- Health care off reservation (4 Comments)
- Healthcare needed Off rez - vision, dental, medical, prescription, surgery, transit (2 Comments)
- Off-res. dental (5 Comments)
- Off-res. dental, prescriptions
- Off-res. handicapped transportation to - from medical visits
- Off-res. health insurances (2 Comments)
- Off-res. hospice care (2 Comments)
- Off-res. insurance needed: supplemental social security; life insurance for all enrolled Oneida's (3 Comments)
- Off-res. life insurance needed (4 Comments)
- Off-res. ophthalmologist/surgeon
- Off-res. prescriptions (6 Comments)
- Off-res. transport to/from health facilities (2 Comments)
- Off-res. transportation for handicapped (2 Comments)
- Off-res. vision - ophthalmologist/eye surgeon (3 Comments)



- Off-res. vision & dental (6 Comments)
- Health care off reservation
- Develop system for off-reservation Oneida's
- Off-res.hospice care for terminally ill persons

### Other Community Comments

- Need good more educated Dr's and Nurses
- Provide services to Oneida children who are only 1/8th
- Area Health care providers allow coverage with Oneida Health Center
- Need oversight committee or commission for elder nursing care
- Put all "health" related programs together
- Tribal members not required to pay full price for glasses
- Better financial management.
- Good administration to manage new buildings
- Develop Tribal Health Care System
- Elderly need better and more treatment.
- Supplemental healthcare for elderly
- Equal treatment for all for services.
- Family Fitness Center program to take blood pressure of members
- On call doctor or nurses. To be available to answer emergency questions.
- Why don't we have our own Renal Dialysis - Could've been planned along with new Health Center.
- Health "insurance" for Oneida's - families
- Contract health pay the co-pays and charges
- Do away with outside insurance providers.
- Health insurance coverage for Oneida's requiring surgeries (by-pass, dialysis, transplants, etc.)
- Health insurance plan for tribal members/families like an employers plan
- Life insurance for all enrolled Oneida's (4Comments)
- Pay for all dental care
- Prescription drug cost assistance
- Require employee insurance coverage (2 Comments)
- Tribal insurance for all Oneida's
- Review umbrella insurance coverage for all Oneida's
- Supplemental health care for elders (4 Comments)
- 5 years -New health facility, respected, efficient, effective
- 10 years - specialty hospital (diabetes)
- 20 years - free health care all Oneida's
- New health center is adequate for 20 years
- Oneida Hospital in 20 years
- eldercare supplemental income



- Free services for families who cant afford
- Maintain free prescriptions
- more help paying medical bills
- Not enough funding by IHS, not based on need.
- Supplemental health care insurance for elders (2 Comments)
- Better doctors & nurse staff (2 Comments)
- Cleaner health facility
- Long waiting times
- Focus on Native Americans and their families
- Improved health profile of the tribe.
- Will have a global health delivery system that address health from the intervention and prevention side.
- Employees use health center
- Expanded medical coverage for employees
- Take care of their employees
- Acknowledge “all” (Oneida’s too) professionals at an “Honor Day”
- Fitness Center on one floor, no stairs for incapacitated folks (2 Comments)
- Larger facility to accommodate every one in the timely manner.
- Medical facilities and care for veterans in our community
- Oneida’s will use Health care facilities before off-reservation medical services
- State of the Art” hospital with Oneida Drs. nurses, lab. techs.
- Tsyunhehkwa should locate at Health Center
- A health center that is professionally managed, maybe modeled on the Prea clinic model
- All Oneida people should be welcome & provided health services, no matter where they come from
- Complement - Health care in Oneida doing better now than it has ever been
- Don’t refer alcoholics, drug addicts, suicidal, depressed folks, treat at Health Center
- Employ Hospital Admin. Staff
- Equal salary for same type job.
- Health Center should be able to handle all cases without referrals
- Health Center should be for Oneida’s & other tribe’s
- Health insurance for people using Health Center
- How many people have to be maimed or die before changes are made in the policies.
- People say there have been changes, maybe that is true for people with the right name but I know it hasn’t for others. Even as close as July 2002 a young man is faces with years of knee problems because the nurse on duty would not let him go to the hospital. He had to go through the Health center and later referred to a specialist who was upset because it took 2 weeks for the young man to get appropriate care. This is sad.
- I think someone needs to open his/her eyes to the concept that a woman who is 5’1” and athletic (i.e. takes care of herself) & has a 36DD chest DOESN’T have back & shoulder pain from caring a backpack a few years ago. Talk about passing an offensive buck.





- Keep up with great services
- Long-term health care impact on aging baby boomers, resources and work force
- Mistreatment of Oneida children at St. Mary's Hosp.
- Need to integrate models from throughout the world to accomplish this.
- Throughout the organization and community resulting in greater levels of health and well being than the United States.
- Patients getting to appointments on time
- People complain too much
- Personal responsibility for care
- Poor diets
- Provide institutional incentives
- Provide services to single Oneida's not living on reservation
- Reduce management travel
- Start care for all people with Health & start charging other insurance companies (more revenue)
- Strong caring leadership quality health care. People can trust the workers there people
- would do what they could to be a patient.
- Teen pregnancy decline
- They use intern's and the doctor come & go all the time.
- We have best medical people in Health Center
- We should not be used as guinea pigs
- We will see how things go when the new Health Center is done. Not sure of the new changes there.
- We would like to see more younger people taking care of their elder relations.



# EDUCATION

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: The Oneida Tribe shall provide access to funds for post secondary learning opportunities.**

#### ***Supporting Community Comments:***

- Concern for higher education funds not being made available to all Oneida's
- Keep funding post-secondary training
- Higher ed working (reaching out to) with colleges to get students more scholarships.
- Available tuition for those who want & qualify for higher education.
- Doing good right now. Tribe pays for all of our education and training now. Maintain what we have.
- More funds for higher ed. less on all admin. positions
- More funding for more than 1 degree / certifications
- Up-front funding to cover cost of books
- More efficiency in providing education funds
- Better distribution of funds
- Higher Education not encouraging other scholarships (2 Comments)
- Off-res. continue higher education program funds

### **GOAL 2: The Oneida Tribe shall provide encouragement and support fostering life long learning opportunities ensuring self sufficiency.**

#### ***Supporting Community Comments:***

- As many College or technical graduates as possible
- College needs to be encourage
- Encourage youth to Complete Education (College or vocational)
- Get more of the membership to get secondary Education.
- Sponsor student memberships in Native American professional organizations (student nurses, med. students)
- Encourage youth - take them places, show them there is more to life
- More emphasis on younger generation
- Rebutting, not turning away our young people who these schools are made for.
- The youth need to really understand how their gifts & talents are really needed at home
- Children should be approached in early grades to plan their Education & training around tribal needs, I.e. doctors, teacher.
- Counsel high school students to get higher Education
- Education & training program should be incorporated into youth empowerment programs
- Education & training staff needs to be helpful, warm, Encouraging & excited for youth-give them hope
- Broader view to students wants, needs, interests



- Help / tutoring for kids discipline
- Develop a strong mentoring program
- Mentors and youth Counselors
- Tutors in math & English (4 Comments)
- Off - res. tutoring in math & English (2 Comments)
- More one-on-one
- Mentor talented students program to meet future tribal needs
- Ongoing Education
- Encouraging Education and employment simultaneously.
- Continue education, push for more intellectual Nation
- Educate Oneida's as physicians, accountants, managers, Controllers, attorneys, ETC.
- Trained Oneida nutritionists, aides, teacher
- Help Oneida's earn degrees
- Help graduates get jobs
- Study attrition to fill retirements & vacancies (2 Comments)
- Promote future study fields and interests with all students
- Need to monitor Oneida graduate success making living
- To not settle for working in gaming only.
- Be more positive
- Encourage a learning organization
- Self awareness
- Do follow-up Calls on folks in schools i.e..., calls Counselors

**GOAL 3: The Oneida Tribe shall develop, invest and nurture Oneida Community members by providing enrichment opportunities focused toward successful career paths.**

***Supporting Community Comments:***

- Co-op internship programs re-installed
- Encourage internships and on the job training with high quality outside organization and firms.
- Internship positions
- Internship for the people in college (in their field)
- Internships for higher ed. (I.e, NWTC, FVTC, UWGB) students
- Tribal unpaid internships for school scholarships
- Ed. Dept. needs to identify future fields of need (2 Comments)
- Mentor talented students program to meet future tribal needs
- Ed. Dept. needs to identify future fields of need
- In 20 years we should have Masters & Doctorate Degrees available
- Hire tribal members & provide education & training to qualify for work
- Study attrition to fill retirements & vacancies
- Training programs for elderly who still have to work.



- Educating employees take over management roles (2 Comments)
- Support resolution management positions must be held by Oneida's (2 Comments)
- Better customer service (2 Comments)
- Training & education staff need customer service training (2 Comments)
- Double-dipping students paid for school and for work hours (2 Comments)

**GOAL 4: Offer courses that enhance personal growth and/or professional development.**

***Supporting Community Comments:***

- Classes for tutoring math, English, reading; mentors Horticultural training for students & employees
- Better customer service (2 Comments)
- Training & education staff need customer service training (2 Comments)
- In 10 years we will have college level training available
- To have training programs, school courses on reservation, rather than having. to go on college campuses. (2 Comments)
- Would like to see college classes given on the Res., have school or instructors come here.
- Off-res. computer classes
- Off-res. computer classes for elderly & others (5 comments)
- Off -res. Computer Classes for the elderly
- Off-res. Computer Classes for elderly & others

**GOAL 5: The Oneida Tribe shall encourage and support an educational environment where parental involvement is integral to student success.**

***Supporting Community Comments:***

- Educators have expressed to me frustration over lack of discipline in students (more parental responsibility) and lack of support for innovative things they are trying to do. (2 Comments)
- More communication and more parent involvement for future.
- Parental involvement - weekly reports on each students progress to be signed by a parent.
- Parents need to be required to be more involved in their children's education.

**GOAL 6: The Oneida Tribe shall establish and maintain an educational system, Pre-K through 12th grade, that embraces Oneida values and principles.**

***Supporting Community Comments:***

- Community unity on Turtle School role (private school, focus of language & culture-based learning)
- Greatly improve school system or close it
- Oneida High School problems with communication and policies.
- Take religion out of school system
- School should follow State standards (2 Comments)
- Somehow make sure all those who qualify for a high school education get it.
- Oneida's staying in school



- Educators have expressed to me frustration over lack of discipline in students (more parental responsibility) and lack of support for innovative things they are trying to do. (2 Comments)

**GOAL 7: The Oneida Tribe shall have a highly effective and dynamic employee workforce.**

***Supporting Community Comments:***

- Better customer service (2 Comments)
- Require customer relations training
- Training & education staff need customer service training (2 Comments)
- Increase training opportunities for employee personal interest
- Need flexible opportunities to attend training, seminars, conferences related to jobs
- Re-instate training for management
- Training for management and staff in budgeting
- Resistance to learning by individuals and the organization.
- Need on the job training
- Training of employees (Oneida's)
- Update training (2 Comments)
- Training programs for elderly who still have to work. (2 Comments)
- Employees fulfill educational obligations (2 Comments)
- Use education system, train people with poor work ethics
- Continuous training for employment
- Increased professional development of employees
- More employee training
- Continuous improvement for all levels of Education and workforce

**GOAL 8: The Oneida Tribe shall effectively plan, build and utilize community facilities used for life-long learning.**

***Supporting Community Comments:***

In 5 years high school be a well recognized school

- 10 years - 50% of all education through Oneida Nation College
- 15 years - a private university
- Develop CEC into a college
- Oneida Community College
- Our own college
- Educational buildings should be utilized to capacity
- Quality of our educational system & facilities
- Better use of the Learning center on Packerland Dr. (2 Comments)
- Give Norbert Hill Center for Education purposes
- Place for better high school



- Separate buildings for School District Administrator & Principle
- School close for older people who want to continue on in some special field.
- To have training programs, school courses on reservation, rather than having to go on college campuses. (2 Comments)
- More daycare facilities - waiting list too long

**GOAL 9: The Oneida Tribe shall ensure that the collective Seven Generation Vision citizenship support individual responsibility back to the tribe.**

***Supporting Community Comments:***

- Children should be taught responsibility for education & to the Oneida Nation
- History Conferences (5 comments)
- Off-res. history conference (2 comments)
- Teach good citizenship
- Develop good citizenship for our Nation.
- Teleconferences of tribal meetings or educational sessions for Oneida's in Milwaukee
- Families, parents, children are taught how to show respect (2 Comments)
- Respect for oneself and others
- Education of tribal youth about Oneida government
- Off-res. tribal government education of youth
- Youth education about tribal government (4 comments)

**GOAL 10: The Oneida Tribe shall employ highly qualified educational staff.**

***Supporting Community Comments:***

- Education & training staff should be active in community encouraging youth (2 Comments)
- More effective teaching of elementary students (2 Comments)
- Employees fulfill educational obligations (Duplicate)
- Increase teacher salaries on a performance basis. (2 Comments)
- More qualified teachers (2 Comments)
- Oneida instructors in elementary, high school, college. (2 Comments)
- Hire teachers who will not tolerate behavior that is counter productive. (2 Comments)
- Empower teachers to enforce school policy. (2 Comments)



## **GOAL 11: The Oneida Tribe shall establish an Oneida Education Code.**

### **Supporting Community Comments:**

- Perhaps re-study the Education resolution
- Stick to the resolution as its written
- Children should be taught responsibility for education & to the Oneida Nation (2 Comments)
- Offer moving expenses to returnees
- Need culturally based education & training for all management, government, administration
- Fairness in funding - local costs VS. foreign study
- Whether tribal school or otherwise. To where they can go to the career Center to get their high school credits if they feel more comfortable there.
- Require “Board Training” for Board of Education
- Empower teachers to enforce school policy.
- Hire teachers who will not tolerate behavior that is counter productive.
- Oneida High School problems with communication and policies. (2 Comments)
- Take religion out of school system
- Ensure funds, grants, scholarships (NO LOANS)
- Availability for all higher ed. needs (6 Comments)
- Education has a comprehensive plan that address our needs of what needs to get done.
- Employees fulfill educational obligations (2 Comments)
- Require degrees before hiring into management positions, Reward education / training with merit pay /other incentives when performance warrants.
- Educating employees take over management roles (2 Comments)
- Support resolution management positions must be held by Oneida’s (2 Comments)
- Greater parent involvement - mandatory.
- Educators have expressed to me frustration over lack of discipline in students (more Parental responsibility) and lack of support for innovative things they are trying to do. (2 Comments)
- Parents need to be required to be more involved in their children’s education. (2 Comments)
- We need to set higher standards and encourage students to work to exceed those standards in order to succeed.
- Education codes and standards.
- School should follow State standards (2 Comments)
- Double-dipping students paid for school and for work hours (2 Comments)
- Have non-members sign contract to work number of years to pay back cost of education
- Need of Tribal members who receive funding to work for the Tribe for a minimum amt of years that where funded for the amount of award.(2 Comments)
- Require higher ed. payback policy (2 Comments)
- Return professionals to Tribe by requiring service to Tribe in return for education funding.(2 Comments)
- Collect costs from abusers of higher education system





- If dropout of program require repayment of funds to the Tribe.
- Program creating own policies (higher Ed) for resolution. This is not encouraging. (2 Comments)

**GOAL 12: The Oneida Tribe shall create stewardship opportunities through its investment of Higher Education monies.**

***Supporting Community Comments:***

- 5-years, use payback option through work. Keep Loaning money for Higher ed.
- Require higher education payback policy
- Some award system of repayment/service to the tribe.
- If dropout of program require repayment of funds to the Tribe.
- A return on investment for education funds.
- Need of Tribal members who receive funding to work for the Tribe! for a minimum amount of years that where funded for or by amount of award. (2 Comments)
- Return professionals to Tribe by requiring service to Tribe for education funds. (2 Comments)
- Collect costs from abusers of higher ed. system

**Other Community Comments**

- Use common sense
- Adult training is very lax.
- Community education - What is it?
- Corel Products lock up constantly, change to Word- Microsoft products
- Education needs to be more flexible for individuals.
- Education should incorporate values of Oneida into all activities
- Good school system with cooperating quality staff
- Hire teachers who will not tolerate behavior that is counter productive.
- Human development
- I believe we need to have our people attend college for their degrees, not an hour here /an hour there.
- Issues regarding who brings information “an outsider” “an insider”
- Lack of discipline and respect for authority by ONHS students.
- Leadership
- Lots of both.
- Non-Indians in management positions
- Only some are allowed to get paid internship’s
- Program creating own policies (higher Ed) for resolution. This is not Encouraging.(2 Comments)
- Reinststitute new employee orientation about Oneida Tribe
- Remain the same
- Require managers to have more education than subordinates
- There should be a special program for tribal youth struggling to feel like they belong in regular school.



- Build educational partnerships (Pheasants Forever, Haskell Indian School, College of Menominee)
- Empower teachers to enforce school policy. (2 Comments)
- Oneida's staying in school
- Turtle School curriculum to stop declining enrollment
- Education be as important as training
- Favoritism in who gets training
- Greatly improve school system or close it
- Helpless feeling on behalf of people there. They give no referrals to other funding sources.
- Leaders & educators need to have their children attend Tribal school. If not, they are virtually saying "Their/our resources aren't good enough to send their own children to.
- No cross-training
- No restrictions
- Oneida High School problems with communication and policies.
- Politics in Oneida Elementary School
- Problems at tribal school.
- Role over micro-management
- Stop funding education & training
- Students shouldn't be abused esp. by Law Enforcement
- Too much racism
- Keep education programs and funding
- More funding
- More money in education and training
- Better use of the Learning center on Packerland Dr. (2 Comments)
- More youth involved in tribal programs
- Could Menominee College offer satellite courses in Oneida?
- Evening courses for those who work days.
- Faster application process
- Maintain tracking system with follow-up
- Needs to be audited
- Leaders & educators need to have their children attend Tribal school. If not, they are virtually saying "Their/our resources aren't good enough to send their own children to.
- Politics in Oneida Elementary School
- Problems at tribal school.
- Students shouldn't be abused especially by Law Enforcement
- Turtle School curriculum to stop declining enrollment



# HOUSING

## COMMUNITY COMMENTS BY GOAL

**GENERAL GOAL:** The primary goal of the Tribal Housing Entities is to provide multiple and affordable housing options for the citizens of our community.

**GOAL 1:** Create an organizational framework which guides current and future housing development, programs and services.

### ***Supporting Community Comments:***

- Better management
- Better management structure
- Buy existing housing
- Buy more homes in town
- Demolition of old housing
- Enforce rental & lease agreements.
- Faster placement
- Improve DREAM home application & loan process
- Budget for elder repairs & community members
- Condemn very old homes
- Funding for homes that are deteriorating
- Off-res. home repair for elderly
- Program for trading homes - for families that out grow there homes.
- Clean up” the sites - garbage, old cars cans, junk - even @ private homes.
- Cut grass
- Keep all housing areas clean and neat.
- Old cars, other vehicles, junk in yards
- Quality built structures
- Require home and lawn maintenance or move away
- Adequate & suitable land for housing
- As NAHASDA funds are used up a plan needs to be in place to address future housing issues, 10 yrs down the road.
- Carrying capacity of Reservation
- Clean, quiet, drug & alcohol free housing areas
- Houses built in appropriate areas (i.e. not in wetlands) with minimal environmental impact and high aesthetic value (scenery etc.)
- Instead of developing lands based solely on availability, a plan should be developed.
- Less housing development in natural areas
- More energy efficient homes



- We should build only energy efficient home which have utility bills 20% of the average house.
- Health standards
- Sanitary Issues
- Affordable (middle-income) housing
- Affordable housing for all tribal members who desire it.
- Affordable housing for those without dependants.
- Equal access & tribal contribution to assist low income Oneida's
- All tribal members get home loan, no matter what cost
- Existing housing should be a focus of Tribal acquisition.
- Grants for rebuilding older sites
- Home ownership through "Sweat equity" so it's appreciated
- Increased home ownership
- Keep low-cost housing available
- Low income family's should receive a subsidy or discount to afford decent housing opportunities
- Make funds available to members for construction of their own homes.
- More affordable single and multi. family units that are well supervised to prevent "trashing" and blighting the housing areas with junk cars, boats and litter.
- Payments.
- Trust own people on a 1 time basis to prove they can buy home
- Use "Habitat for Humanity" approach for homes i.e., sweat equity
- Keep infrastructure cost down and standards formation that create healthy and efficient homes. All housing areas under on umbrella.
- Allow people to build on land that we have, make it easier.
- Closer attention to contracted builders as the homes are built to cut out inferior building standards.
- Consolidate housing efforts
- Equal access to tribal housing
- give second chances to those making previous mistake
- Hold home occupants accountable for damage
- housing density - 1 acre/home
- Housing fairness & incentives for young married couples w/o children but plan to
- Housing for everyone
- Housing rules allowing older parents to live with adult children
- HUD grant funds put into Tribal authority
- Only one housing authority under tribal authority not HUD
- Tribe to match HUD home construction or buying
- Increase housing by building or buying
- Lift some qualifications & restrictions to members (without kids) need homes
- NAHASDA issues for ex. more input from community into rules& regs.
- No funds available for housing repairs for lower income community repairs



- Parents with children first
- Policies on emergency housing.
- Policy for using water on lawns, gardens, washing cars, etc.
- Set a ceiling rate on the rent payments not to increase for every penny that the renter may make extra
- Off - res. Emergency/Safe housing for run away children, substance abuse, domestic violence, veterans, homeless, developmentally challenged that has handicap accessibility (5 Comments)
- Emergency/Safe housing for: runaways, substance abuse, domestic abuse, sexual assault victims, veterans, homeless, mentally incapable, that is handicapped accessible (10 Comments)
- Domestic abuse “holding” homes
- Shelters for homeless & battered women.
- Buy existing homes
- More security in housing sites
- Energy efficient homes
- Low income housing (3 Comments)
- More available housing options
- Not enough housing for small family’s
- Off - res. assisted living for elderly
- Off-res. low income housing needed
- Off-res. low income housing in Milwaukee
- Off-res. low interest home loans
- Housing needed off-reservation (2 Comments)
- More affordable homes
- Availability
- Increase number of homes while maintaining Reservation beauty
- Develop on lands that do not destroy wetlands
- Have zoning Dept. stick to the laws & guidelines. Too many building big const. below standard road grade.
- Individual homes, not housing projects
- More scattered housing
- Marked lots
- More homes on tribal land
- Poor job of grading around homes resulting in stormwater problems/flooding etc.
- Too much duplication of housing services & should be offered in one area. “one stop shopping”
- Assisted living for elders (3 Comments)
- Housing for special needs people: elders, developmentally challenged (3 Comments)
- More options for middle income people to rent or own within the reservation boundaries
- Off - res. home repair, snow removal, lawn service for elderly
- Single or no children housing for people 18-78. Tribe uses quality material and well trained individuals to construct houses.



- Affordable housing for single or divorced parents
- Another mobile home park
- Assisted living for elders (4 Comments)
- Develop a retirement home, w/ amenities (assisted & independent) for Oneida & spouses
- Housing (low income) needed off-reservation
- Housing for developmentally challenged
- Singles housing (apartments, townhouses, small homes) (4 Comments)
- Off-res. assisted living for elders
- 20 years Oneida's own their homes
- Build more homes to reduce "waiting" list
- Continue to build homes
- Community Design

**GOAL 2: Develop and implement a housing education program, which provides home owners and renters with the appropriate skills to maintain and perform minor repairs on their individual dwellings.**

***Supporting Community Comments:***

- Help for single mothers, educate on landlord- tenant issues
- Teaching people survival skills - Budgeting, Retaining employment, Disciplining children, Satisfying creditors. So they can remain in their homes.
- Community meetings to educate responsibilities of homeowners
- Educate low-income customers that subsidized is temporary, not permanent lifestyle
- Orientation program for new tenants: cleaning house, recycling, yard & home maintenance
- Better quality homes, my 7 year home falling apart

**GOAL 3: Maintain the "rural character" of the Oneida Reservation by utilizing sound environmental protection practices on the land, while developing housing sites and neighborhood locations with open green space, buffers, parks and recreation areas and connecting trail systems.**

***Supporting Community Comments:***

- Housing areas that are attractive
- Maintain rural character and env. protection & take into account social issues/opportunities and problems.
- more green space
- More playgrounds in housing sites
- Neighborhoods with aesthetic quality
- Support of rural characteristic
- Conservation design sites only
- Conservation subdivision design
- Less dense housing



- More housing & desirable neighborhoods to attract Oneida's to return to the Rez & live as a Nation
- Plan for appropriate locations and needs to follow plan too!
- Plan for true sustainable, cluster housing
- Planned communities
- Planned street layout before houses are built
- Survey the community regarding their preferred type of housing. Develop a diverse housing plan with lots of opportunities for different options.
- That we have a common vision for our housing that is based on maintaining our rural characteristic.
- More neighborhoods & commitment to upkeep & modernize
- Funding for green space & recreation equip. in parks
- Centralize community & infrastructure
- Good planning for sewer/water extensions
- Apartment complexes
- Build apartments
- Elders need "simple" housing for self care
- house design variety in subdivisions
- housing for developmentally challenged
- Separate housing areas for singles, retired, families
- Single parents units
- More housing for single people (2 Comments)
- Solar houses to save on heating bills, houses w/bigger kitchens, garages.
- We should put solar water heaters on all homes with solar access at cost - putting it into mortgage cost resulting in immediate savings.
- More housing & desirable neighborhoods to attract Oneida's to return to the Res. & live as a Nation
- Build duplexes, minimizing land base consumption
- More apartment buildings
- More diverse designed homes
- More elderly housing - not just apartments.
- More expensive homes & condominiums
- More housing varieties (apartments, duplexes, houses) to meet growth
- Duplex Homes (larger than an apt. smaller than a regular house). Built in clusters (similar to housing units)
- Pods" of housing where elders & young people live/help each other
- Some housing for various types of life - styles i.e. single/professional, married no children, in between homes (homeless temporarily) disabled etc.
- Allow members say in their own home design
- Better build homes
- Cluster in some areas
- Maintenance Comments





- Mold
- Home repair services for elderly (4 Comments)
- Home repair, lawn care services for elderly
- Need better home, property maintenance
- Snow removal for elderly (2 Comments)
- 10 years - simple infrastructure to upgrade homes, refurbish, clean-up
- Home maintenance
- Keep houses well maintained most of them are full of mole and nothing is being done about it
- Need home maintenance program
- Tribe to take care of all maintenance needed with homes

### **Other Community Comments**

- The aesthetics on the reservation tell a lot about its people.
- Too much junk in yards of our housing areas. Need to clean up and keep clean.
- 5 years - provide / build housing to meet demand
- A more concise checklist when viewing house as its being built.
- An actual plan - not just ploppin new homes where ever there's vacant land.
- Build healthy home on appropriate sites with health and welfare standards to energy efficient.
- Leave the west side of Cty U for agriculture and outdoor recreation/wildlife habitat.
- No more cluster homes
- Better homes - no run down homes
- Need for new roof
- Run-down homes & property
- More affordable homes
- Beware of Hobart & Howard sewer plans.
- Have no tribal member without running water & indoor plumbing
- All land placed in trust
- Ample housing for all
- Home for each tribal member (3 Comments)
- No individual land ownership
- Areas west of Cty U should be kept rural - develop east of Cty U.
- Cookie cutter subdivisions
- To be able to get a piece of trust land to build a house on.
- Quality of housing
- Oneida's build own future homes
- poverty-level Oneida's need homes
- Build less homes
- Continue with current fine work
- Don't like all of these housing sites that we have now.



- Don't use hunting land for housing
- Drug & other social issues of many low income families
- Drugs & alcohol abuse
- Drugs / other problems @ 3-Sisters Subdiv.
- Eliminate HUD controlled housing.
- Enough homes
- Future housing needs may need to be outside Res.
- Having competent people running Housing Authority
- Housing for all tribal members first
- Housing for everyone without the nepotism.
- Housing is doing quite well
- Housing units with Oneida language inscribed on all objects
- Housing workers often receive left over materials for their homes while others who struggle are left out.
- I think a little bit more gaming money should be set aside for housing instead of what it is wasted on now.
- We are very much behind on housing for members coming back or young ones moving out on their own
- I would like to see a more centralized & approach to housing.
- I would like to see more people moving onto the reservation. The list to get in is sort of a joke mocking our own suppose need to unite.
- Individual freedom to acquire property should not be interfered with.
- Individual who build houses use the best materials and quality services for their family members or friends and do e shitty job on those they don't
- Insurance
- Lack of enforcement of housing rules governing appearance, sanitation, and care of property.
- lawn & snow removal services for elderly
- Less evictions & more intervention
- More land needs to be put in trust.
- New homes for people that take care of property
- No emergency housing
- No housing allowed
- No restrictions for housing
- Not sure of programs
- Nursing home large enough to take care of all our elders.
- Oneidas returning home to be able to build or buy homes based on those projections
- Planned development should be kept in central Oneida.
- Prevent sprawl (2 Comments)
- Pride in ownership
- Providing housing to unmarried mothers encourages teenage pregnancy



- Purchase more existing homes
- Remodel existing homes
- Rent
- Returning Oneida with housing request
- Safety - my home broken into several times
- Social problems
- Still many people living in cities, paying a lot of money to slum landlords.
- Stop building
- Stop taking Oneida homes
- Study employee work ethics; print evaluation
- Results in Kalihwisaks
- That a resident be able to remodel make improvements to their homes without the “Spanish Inquisition” governing every move.
- There seems to be too many rules for housing like no pets or maybe only 1.
- To many unwed single mothers
- We have enough housing for the tribe



# COMMUNITY DESIGN

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Define and maintain “rural character” for all Oneida Reservation lands and neighborhoods.**

#### ***Supporting Community Comments:***

- More housing, not too close to each other.
- more open space
- Rural characteristic and the standard.
- Rural characteristic is well established.
- rural characteristics

### **GOAL 2: Promote a Healthy Lifestyle: All major life activities that support a healthy life style are available and supported in community design, for all age groups.**

#### ***Supporting Community Comments:***

- A neighborhood watch system which clearly makes a statement that negative behavior is not tolerated.
- Neighborhood watches
- Healthier, safer, child friendly environment in housing areas
- Encourage pedestrian travel.

### **GOAL 3: Create “A positive sense of place,” which identifies “An Oneida Community.” The following elements shall be integrated throughout the community in such a way that a positive sense of place and sovereign identity are supported: art; aesthetics (building design, landscape, trees); signs; culture and history integration; trails for walking and biking which connect all adjacent areas such as roadways, green space, natural features, visual corridors, parks and others.**

#### ***Supporting Community Comments:***

- aesthetic landscaping (flowers & herbs) near buildings
- clean and attractive community
- Consider beauty of Six Nations Res. (Canada)
- Need to clean up all over Res.
- Oneida should blend in with its surroundings should try to avoid creating slum areas.
- Prune more, plant, water make things pretty
- Remove dead trees & shrubs
- Reservation - a model for cleanliness & beauty
- More neighborhoods with parks & large, multi-facility community center connected with pathways
- more trees in housing areas
- Develop a unique identity. sustainable, environmentally sensitive & responsible, one that builds



- Green space, water quality, restoration of wetlands must remain priority concerns
- Have more green areas
- Maintain open spaces, i.e., full length of Duck Creek Corridor
- safety is a problem

**GOAL 4: There needs to be a “Central Oneida” designation, within which services, civic space, commerce, community events and a “central park” exist.**

***Supporting Community Comments:***

- Housing areas should be within walking distance of natural areas.
- Concentrate development in “a Downtown Oneida”
- Lets avoid Urban Sprawl problems - keep planned development centralized.
- Keep housing and economic development near 54 & U - in Oneida

**Other Community Comments**

- better homes
- Better housing designs, land scapings.
- build 4 plexes, spread them out sparingly
- buy homes in town
- Don't build cheap look alike homes.
- homes are to close to each other
- Housing is looked at innovative multi use with low long-term infrastructure cost.
- Layout of housing sites are a concern for some people.
- Need larger kitchens and bedrooms in housing that is being built.
- No more low income housing
- poor home maintenance
- A lot of the buildings need to be restored, repaired or replaced.
- Clean up tear down vacant properties.
- Clean up that old white eagle bar it looks terrible.
- Clean up the old White Eagle Building.
- Close down those bars in Oneida, before they fall down!
- Clean-up
- Get rid of them all together (bars)
- Get rid of those run down bars
- improve old building maintenance
- old building repair
- Some shabby looking structures in Oneida
- Worthless vehicles, broken down equipment
- district.
- Oneida lives with the land



- Create reward system for not tolerating abuse of neighborhood system.
- Need to get community involvement for each site so people living there have feeling of ownership & don't want to see vandalized. Reservation-kids plant trees or help construct the playground equip.
- Conservation design for all tribal buildings/housing sites.
- Don't copy other community designs
- Middle and low income families in same neighborhood
- More care of homes
- Neighborhood get together
- surroundings etc.
- community support high visions
- Growth is by a plan that embraces sustainability ideas.
- have a plan for land use when it's acquired
- limit new buildings
- Locate Kalihwisaks, Land Management, OBC all together
- Part of the character of the community includes our own grocery store & Oneida ethnic restraint.
- Plans are developed to meet growth
- Put our businesses closer together
- We need a good building plenty of room to hold pow wow in if it rains during pow wow time in July
- Develop panel of elders and youth for designing the past with the future
- As for housing you don't make them affordable for working class.
- Bulldoze Site 1, relocate families in a "Better Downtown Oneida" to be near each other
- Cluster housing has lost its appeal.
- Communicate on status of plans
- Continued friendly relations with local communities concerns.
- Demolish all low income housing & duplex units
- Dis establishment of non reservation like areas.
- Do not fall into replicating the greater American culture. The best you can do is replicate their limitations & problems. Look to the best models you can find anywhere in the world.
- Do not repair & charge families, then evict & demolish
- Don't spread development all over the Res. it's inefficient
- Eliminate Housing "Sites", scattered housing eliminated feeling of "project life"
- eliminate stereotype of how we live
- everybody play "nice", love one another
- Find the money to get rid of that building.
- focus on the Oneida reservation, not outside
- Implement ideas that are suggested
- It would be nice if it didn't look like a big trailer park, add a damn side walk or something.
- land should be used for farming or housing
- Make the world a better place, demonstrate caring, supports community & well being.



- meeting the monetary needs of Oneida's
- More thorough studies
- No more housing sites
- None we have to many buildings now that aren't being used.
- off-res. day care
- off-res. youth activities
- Provide no cost maintenance and repairs for upkeep of homes
- Rest of land for agriculture & cultural uses
- That the Oneida community has a strong source of citizenship and cane take responsibility over the common vision.
- The community looks fine as it is now. Just need to continue with resources of land use for harmony.
- Too much development
- Tribal members should have discounts @ all events and outlets.
- we are outgrowing land base





# PARKS AND RECREATIONS

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Provide the people of the Oneida Nation with a state of the art family fitness, adventure and recreation complex located in Oneida.**

#### ***Supporting Community Comments:***

- Determine needs of community & provide all types of Recreation opps in different areas.
- Establish non-profit's: Community Chest, Lions Club for fundraising to build on the Reservation
- Games and activities for youth- teens
- Increase recreation activities
- Programs for all children (2 Comments)
- Programs open to all
- More use of community recreation bldg. and for no fee.
- Parks that can be used by bother Tribe and others for profit.
- Schedule full use hours for rec. centers - after school, weekends 11 am -11 pm
- Hockey & ice skating for winter, pool (s) for summer, soccer, softball.
- Larger open spaces for games like lacrosse, football, soccer.
- More ball diamonds
- An outdoor swimming pool for all people
- Increase parks & recreation activities
- Need more diverse use of parks (2 Comments)

### **GOAL 2: Develop an interconnected reservation wide trail system.**

#### ***Supporting Community Comments:***

- Develop park system throughout the Duck Creek valley.
- Establish & maintain trails designate areas for non motorized use only (i.e.. NHC woods)
- The park system offer a wide range of uses to include bike riding, ATV rider, horse riding, camping, walking, trails, fishing, hunting and bird watching that they are well planned.
- Trails
- Longer & better hiking trails
- Natural trails and playgrounds maintained
- Accessibility of natural areas
- Mountain Bike opportunities
- Promote foxtails as allow impact recreation area w/hiking -bird watching - x-country skiing
- RR right of way use
- Trail system needed
- Trails between One-Stop, LBDC ex. to encourage walking on lunch hours or breaks.



**GOAL 3: Develop a “Central Park” in Central Oneida where families can come together to participate in healthy activities.**

**Supporting Community Comments:**

- Diverse recreational opportunities developed near population centers
- Clean parks
- Money & staff to run a really nice park for all season activities. Summer - water slides, wint - hills to slide on, pond to skate, etc.
- Better parks for picnics and cleaner
- More parks
- More parks & recreation like Bay Beach
- Picnic tables
- Places to fish.
- A nice clean park
- All Oneida natural lands and community spaces are accessible and enjoyed by the community in diverse and appropriate ways.
- Better & Bigger parks
- Bigger parks (2 Comments)
- Ice skating rink
- Parks and playgrounds that are safe with water and sanitation facilities for the public.

**Other Community Comments**

- Conservation Department to train a youth corp to protect children in the parks
- improve the effectiveness and efficiency of staff and be creative with programs
- More language/culture programs open to all
- excess trash left behind
- repair/replace.
- Keep clean and available (2 Comments)
- Maintain existing areas (2 Comments)
- More garbage pick up at places such as the Quarry on Overland Rd.
- Need to go around to these parks and play grounds that we have now and maintain equipment and keep area clean.
- Repair / replace broken equipment, cheap material
- Up-keep
- Comparable pay to Green Bay, Appleton park workers
- Lack of funding to reach performance goals.
- Increased public awareness of which lands are available, and for what use.
- Maps developed for park and recreation areas
- Need reference book for park & recreation resources, laws, linkages, access points, names, etc.
- Need reference document for parks, trails, rules



- What parks are there currently? Need more information on how they are used.
- Be more strict because of graffiti and gangs for the little ones.
- Regular supervision and law enforcement to prevent vandalism and unlawful activities.
- Gangs
- Lights more than one.
- More supervision at parks (3 Comments)
- Not enough security in parks, increase light too
- Safe parks & recreation areas
- Supervision to prevent destruction
- Vandalism
- Children not allowed without parents guidance.
- Need ATV laws
- Non tribal users fees to use tribal parks 7 natural areas for hiking, skiing etc. offered.
- Prohibit vehicles from entering tribal lands, no trucks or ATV's - only on designated areas.
- Better areas
- Better roads to get to them.
- It would be cool to have a campground
- Less of natural recreation areas due to urban sprawl.
- RV camp or some other camp ground w/water park & miniature golf w/discounts to tribal members
- Skiing - no motorized vehicles- ATV & snowmobile traffic will result in unsafe use and lead to fatalities.
- Better equipment
- Better lighting
- Bigger & better parks where one can camp, cook
- Camp - cultural
- Community should care for, "take ownership", fund-raise for improvements
- Expand facilities as population increases
- Focus on taking care of this
- Help children feel proud of who they are as Indian people
- Improve facilities
- Increase staff
- Its not how many we have, its how its located and what it has to offer.
- Larger park areas with swimming pool & water park slides
- Lighted parks so kids can play at night.
- Maintain parks - stay clean
- Man-made recreation lake
- More campsites
- More children friendly
- More community focus and responsibilities
- More parks & recreation areas



- More people returning to rez. w/younger families. What will there be for them?
- More playground equipment (3 Comments)
- More swings and such.
- Never been to an Oneida area park
- Never been to them
- New park equipment
- No nepotism
- No where for the little ones to play
- Offer trips / family trips
- Older children (young adults) taking over
- Parking
- Picnic tables to be put out by office buildings in warm months to encourage outdoor use.
- Self-sustaining teen club
- Serve free lunch weekends
- Should be low priority
- Shouldn't need to feed the community to get them to take an interest in how their community is cared for, i.e. Earth Day
- Signs to where they are.
- Small campground
- Some parks & recreation areas should be upgraded & enhanced for greater use.
- Teach children how to protect park areas
- The parks are not well attended, neither is the upkeep.
- There are enough parks located throughout the reservation.
- There is more to do than a basketball court.
- Trails get ripped up from vehicular use i.e.. foptails, lamere, etc.
- Tribe should sponsor all tribal recreation teams, not bars.
- We have enough



# UTILITIES

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Develop wastewater treatment facility for the Oneida Reservation.**

#### ***Supporting Community Comments:***

- Excess iron in water stains laundry
- Waste & waste water is an contaminated and considered a safe recyclable resource.
- See vision for transportation Water/Sewer , other utilities should be part of the infrastructure that provides all utilities services under competent management
- Minimum impact to water quality, recycling opportunities and keep long-term maintenance cost down. (2 Comments)
- Keep water clean
- Water availability
- All waste put through treatment centers to save water
- Build a sewer treatment facility
- Extended sewer through out the entire reservation
- Full coverage of water, sewer, waste in Rez
- Have water & sewer to all tribal homes.
- Immediate review & best plan for treatment plant
- Utilities, water sewer throughout reservation
- Waste water treatment plant
- Expanded water and sewer lines
- Less waste, proper use of water, sewer.
- Find ways for Oneida owning water, sewer plant
- Oneida should have its own sewer treatment center (2 Comments)

### **GOAL 2: Continue to plan and develop alternative methods for the provision of other utility type services.**

#### ***Supporting Community Comments:***

- Cooperate with other community utilities
- Counties working together on this
- Upgrade system
- Using natural resources, solar energy, renewed energy.
- Use waste as power source
- Wind generators versus/public service.
- Electric, cable, & phone lines underground



- I would like to see the tribe have their own power plant for electricity etc. I would rather give my money to my people.
- Oneida needs their own services
- Would like to see Oneida providing electricity for itself.

**GOAL 3: Provide cost effective utility services to reservation residents.**

***Supporting Community Comments:***

- How much do your pumping trucks cost us for holding tanks? What are lower cost alternatives.
- Like to see everything included for rent.
- Rate review, or adjust rates to meet a household's income, not just use.
- Accurate billing
- Cheaper service Green Bay Water/Sewer changes \$50-\$70/quarter Oneida charges \$50- \$70/ Month
- Free water and sewer service
- Lower utility bills (2 Comments)
- Lower water and sewer bills
- Provide utility services for free
- Minimum impact to water quality, recycling opportunities and keep long-term maintenance cost down. (Duplicate)
- High cost of water
- Disclose full projected costs over 20 years to Tribe before expansion
- High costs for service (3 Comments)

**GOAL 4: The Oneida Nation will become self-sufficient in the provision of as many utility services as possible.**

***Supporting Community Comments:***

- Expansion of utilities will help whole tribe
- All homes & tribal areas hooked up to public services
- Build-out existing infrastructure
- Continue expansion
- Keep utilities upgraded
- Self sufficiency
- That they are owned and operated by Oneida

**GOAL 5: Develop a more effective refuse management system.**

***Supporting Community Comments:***

- Containers for Waste Materials separated for pickup & Recycling
- Free garbage pickup for elders
- Ban all dumping & landfills in reservation



**GOAL 6: Continue to update Sanitation Deficiency Systems (SDS).**

**GOAL 7: Assess and update fire hydrants as needed to comply with current standards.**

### **Other Community Comments**

- Audit utilities department
- Better outdoor lighting
- Beware of GB metro district. Density will cost the Tribe dearly in the long haul.
- Discourage use of harmful chemicals in homes, yards, & fields
- Good work
- Inefficiency
- It is efficient; sustainable at the lowest cost. Health superlives, environmental friendly.
- Ongoing education for all employees
- Quarterly forums on what the issues are.
- The Waste Water Treatment Facility project team is on the right track in this aspect.
- Too political
- Shutting off utilities on families who are having trouble. If a 2 parent household becomes a 1 parent household this becomes a hardship. We need to work with these people not making things harder for them.
- Take care of people who are having a hard time. Some people have trouble budgeting.
- Have direct deposit for customers not working for the tribe.
- Investigate state of the art systems.
- Technology
- Pollution is prevented on res.
- Need to be sure we have clean drinking water forever.
- Protect well water sources
- To get people drinking good water and have wells test regular basis
- Have a good place that keep low-long-term cost down, and maintains rural characteristic of the tribe.
- Strategic plan for all expansions of sewer & H2O. Brings unwanted development Need to control it - not contribute to it or encourage
- The growth on infrastructure is planned to maintain rural characteristic.
- Both the Tribe & neighboring towns need to get together & plan utility needs for all
- Carefully located utilities
- Fragmented operation
- Have a pump, dumping facility in the Hwy 172 line. Instead of pumper truck driving to met, several times a day. Simple cost savings!
- Use one vendor, WPS or WE, not both, confusing
- Ft. Howard sludge pond dumping stopped
- 20 years - power brokers for tribal communities





# COMMUNITY FACILITIES

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Update Best-Use Plan for all Oneida Tribal facilities.**

#### ***Supporting Community Comments:***

- Elevator at Fitness Center
- Elevator at fitness center or new building
- If more buildings are to be built, should be more integrated & provide all related services in one building or office.
- New facilities include designs w/passive solar, other energy efficiency considerations.
- Old building renovated that use the healthy and green building standards.
- Social Services Bldg. could be filled thereby reducing leased space.
- That our building will continue to be high energy users with an organization place of best use.
- Upgrade/expand as needed
- Centralize facilities, stop duplication of services
- Will need to enlarge some of the building, depending on need.
- Homes not used for department offices
- Plan for using existing buildings to capacity before building new ones
- Put a cooperative agreement in place to use the buildings
- Someone has to coordinate the usage of the buildings
- Use all building, not idle or empty
- We need to use the buildings we already have.
- We're not using all our buildings
- Use NHC only as High School, Day Care & Ed'n Office
- Centrally locate government
- More centrally located programs
- More collaboration of services
- Less duplication of services
- All building should meet individual program needs
- More private area for social services
- Sharing & allowing usage during summer break
- Centralize offices that deal with one another - everyday. (All day cares, Admin & BC, Accounting, Payroll, Farm
- Admin. Bldg for all/most tribal Depts.
- Building developed for its particular purposes
- Have a larger Child Care facility



- Large building for all program staff or cluster so we can save time & \$ and have more access to knowledgeable staff. (i.e.. administrative building @ business park or smit farm)
- Purchase & use buildings designed for particular purpose
- Use Social Services space

**GOAL 2: Establish a uniform Facility Maintenance Management Plan.**

***Supporting Community Comments:***

- Also need gutters/eaves to reduce the winter ice build up.
- Better building maintenance (2 Comments)
- Better exterior maintenance of buildings
- Buildings are getting run down
- Maintain all buildings as they are.
- Take care of existing buildings
- Maintain what we need.
- More employees to maintain the upkeep of the buildings
- Need major funds for maintenance & repair.
- Quality preventive maintenance
- Improve maintenance and operation with an eye toward energy efficiency, healthy buildings.
- A facilities management plan need to be developed.
- Improve services & building facilities

**GOAL 3: Interface facility maintenance inspections on a minimum of an annual basis.**

***Supporting Community Comments:***

- More safety and fire inspections done on Tribally owned buildings

**Other Community Comments**

- A public works dept. that handles streets, roads, transit, trails, railroad, air quality, safety.
- Cleaner parks
- Well maintained
- Improve landscaping around building - keep it simple - low cost.
- Alternative construction materials - straw bale cord wood, rammed earth, other.
- Better HVAC in Family Fitness Center @ OLC
- Build smaller facilities
- Energy efficient
- Energy efficient structures (2 Comments)
- More safety features
- We don't need these fancy buildings
- Raze NHC, build new NHC



- Some type of monitoring system for those in charge of facilities. Need to have customer service training so not to drive customers away.
- Stop building eyesores, focus on remodeling existing buildings
- Work out area should be bigger, a lot of Indians really need it.
- Better landscaping
- Integrated art in and around buildings, create a community & cultural identity.
- More Native designs and symbols on buildings
- More nature, trees, birds, flowers, art next to buildings
- Natural, aesthetic easy to care for landscaping
- Oneida Iroquoian art, Creation story, history everywhere. In all waiting areas.
- We have no progressive positive vision for buildings except initial design.
- Don't build more
- Improve efficiency and effectiveness of staffing and management
- Use volunteer security at no cost
- A welcoming atmosphere an update list with their services.
- Elders receiving more extensive services at minimal or NO cost
- Encourage small business
- Fun places for kids, youth
- Higher priority for recreation to good health
- Improve childcare
- Increase services
- Increased childcare facilities / personnel
- Inform of "Happenings" in Kaliwisaks
- Lack of fun places for kids
- More child care places
- More parks for kids
- More retail in middle of Reservation
- More youth / family focused facilities
- No charge for trial members to use.
- Open child care on evenings or weekends for revenue not as free service.
- Reasonably priced Daycare
- Recreation area for camping open to public
- Softball fields
- There needs to be a 24 hr daycare service (2 Comments)
- Accessible daycares to 3 & 4 year old children to give adults breaks
- Affordable childcare for people who fall between cracks of the system (for low income single parents or parents)
- Cheaper childcare
- Add Olympic size swimming pool onto NHC



- Olympic-size swimming pool
- Build a sewer/stormwater treatment facility to reduce dependence upon GBMSD.
- Build fitness center in central Oneida
- Court House
- Elder services needs a building to house equipment that can be used by all elderly
- Green design building that incorporated the tribal culture.
- Indoor swimming & recreation center by all subdivisions
- Indoor swimming pool (2 Comments)
- Need jail at law enforcement center
- New building are build healthy and green building standards
- Police dept. should have a jail.
- Use of Green Building materials
- A pressing issue where I live, living next to non-tribal members when an issue comes to where the police is called who is to come? Tribal police or the county sheriff. I have been faced with this on more than one occasion.
- All buildings have spaces for all family members
- Building acquisition off reservation
- Buildings will be functional, don't need "beautiful architecture", it wastes money
- Develop a dairy to use land
- Don't build new recreation center; use other sites to maximum
- Don't build so many buildings
- Don't restrict use only to tribal members. There has to be a mixing in our "unity"
- Employees safe in workplace
- Family activity center has sat in CIP too long - Build it.
- Full 8 hour days of work
- Girl's softball will make families stronger because father is involved with daughter
- Hire more staff to keep them in better shape
- Make Family Fitness Center 1 floor male, 1 floor female
- More businesses
- More commercial land
- More communication
- More law enforcement employees
- More supervision at parks
- Nepotism in maintenance workers
- No more facilities
- No more hiring of police officers
- Oneida's appreciate properties
- Oneida's living in Green Bay need transportation to these facilities.
- Open longer in evenings



- Open the library when the children can use it not 9-5 on weekdays and closed on weekends.
- People don't know who we are, some of us don't know history. How we got land here, why we moved etc.
- People in Green Bay need food, child care etc. but have no rides to these places.
- Reduce dependency on gaming
- Some facilities could become historical sites later on.
- Stop paying rent for government services
- Support economic development
- The current family fitness center is currently housed in a bum steer of a facility.
- There are quite a few community buildings yet turf issues abound
- They are pretty good
- Use Oneida Nation Electronics building for Oneida office complex
- Water sewer services under one department with an organization that will be financially responsible to our people.
- Wise use of land to generate profits



# TRANSPORTATION

## COMMUNITY COMMENTS BY GOAL

**GOAL 1:** Continue to expand road ownership within the Oneida Reservation boundaries.

**GOAL 2:** Continue safety improvements and maintenance to roads and right of ways within the exterior boundaries of the Oneida Nation.

### ***Supporting Community Comments:***

- Keep safe, no more building on reservation
- Prevent railroad cars from parking in reservation
- OPD to enforce transportation laws
- More sidewalks or widen rural roads for children/people walking & riding bike for safety.
- Keep roads plowed and salted in winter
- Maintain road quality
- Public transportation with safe, courteous professional operators is needed and appreciated.
- To keep the roads better maintained
- Well lighted streets and roads/highways
- Wider Roads
- Wider streets allow for bikes on side
- Better maintained roads and trails
- Duck Creek bridge replacement
- Fast road repairs
- Improve road system (3 Comments)
- More frequent road snow & ice removal
- Need roads maintained year around
- Trout creek road maintenance, widened.
- Better lighting on dark roads i.e. Seminary Rd - between Hwy 54 and Ida's Way
- Better street lighting
- Lighting on Seminary Road
- More stop & go lights at busy intersections.
- Reflective lines painted in middle of road or reflectors embedded
- Side roads need to be wider, too narrow.
- Sidewalks on same roadways
- Wider roads near NHC and Turtle School
- Ensure entrance and exit streets in housing areas



**GOAL 3: Continue the cooperative efforts regarding transportation issues and safety between the Oneida Nation, the Bureau of Indian Affairs, the Wisconsin Department of Transportation (WisDOT), Brown and Outagamie County Highway Departments, local units of government both in and around the Oneida Reservation, and individual land owners within the exterior boundaries of the Oneida Reservation.**

***Supporting Community Comments:***

- Better coordination between entities
- Politically mandate townships, villages, counties & state pay for repairs, preventive maintenance
- Work with Brown & Outagamie Counties on this
- Have Brown & Outagamie counties help on major highways, i.e., snow removal
- Education on what streets/roads that are Oneidas vs. Dept of Transportations that the tribe would eventually have jurisdiction over the roads & highways within the reservation.
- The roads are turned over to the tribe.
- GOAL 4: Develop trail systems within the Reservation boundaries for multi-purpose uses.
- Supporting Community Comments:
  - Oneida has their own rails for trails.
  - A bike trail on old railroad.
  - All trail systems are connected
  - Better trails for young people sports
  - More recreational trails
  - Bike paths (2 Comments)
  - Bike trails
  - Pedestrian paths
  - Walking / bike trails to all parts of community
  - Walking/Hiking trails (2 Comments)
  - Cross country Trail system (skiing, jogging, bikers) on RR grade
  - Hiking & biking trail on Oneida land
  - Marked, lit, waling areas. (sidewalks, paths, etc.)
  - Rail road grade becomes part of a national cultural & historic district teaching Oneidas and others about Oneidas culture and history.
  - Side walks
  - Add sidewalks, curb & gutters for safe walking
  - Walkways near buildings

**GOAL 5: Develop a comprehensive plan for Transit needs.**

***Supporting Community Comments:***

- Give incentives for extra efforts
- There are Oneida's living in Green Bay w/no transportation.
- Improve transit system





- Need handicapped vehicle 3 X week to off-rez providers specifically for dialysis patients
- Better scheduling, regular bust route stops but for elderly home stops.
- Combine all vehicles under transit to get federal payment for costs
- Contract for a taxi service
- More efficient transit
- Improve transit system
- Increase costs for rides
- More funds extend to Sat. hours
- More Transit available on off-routes & off-times (2 Comments)
- Need extended hours cars or vans during off hours for people who work shift work hours, maybe something like a cab service at low rates.
- Need taxi cab service into town (2 Comments)
- Transit 7 days/week until 10 PM
- Transportation on Saturdays for elders or those without automobiles.
- Weekend transportation (3 Comments)
- More transit vehicles and staff
- More varied routes (ex farther than Wal-Mart - perhaps to the east side.
- On a per rider cost our transit system is likely very inefficient. Empty vans driving around every day. Needs to be analyzed. How can the same service be accomplished at lower cost.
- Review specific routes & flexibility of pickups
- Alt. Energy vehicles as transit or taxi service within the nation.
- Alternative fuel/hybrid fleet cars & transit vehicles/vans.
- Elders over age 65 no longer pay for transit service
- Proper transportation for elderly, handicapped, wheelchairs, isolated & homebound (2 Comments)
- Vehicles more friendly to older/elder persons enter /exit the van
- Evening transit system with chaperones for elderly.
- Handy transportation for students
- Incentives for car pooling
- Keeping public transportation going perhaps offering incentive to use public transportation during the week.
- Longer routes to east side of town
- Longer transit hours
- Low cost transit
- Meet membership needs nice looking well run vehicles for tribal transportation, cab service w/low fare.
- More monitoring (random checks) of transit
- Need more detailed transit system
- Review other efficient transit methods
- Scheduled routes.



- Survey riders about transit
- There should be a transit available on Saturdays even if on call.
- Transit system like city has.
- Better routes

### **Other Community Comments**

- An Oneida independent travel office - don't use Chambers, etc.
- An organization of public utilities & services built upon the principles of professionalism, competence, and strong sense of a work ethic by employees.
- Better customer service
- Duplication by departments
- Get rid of tribal riders
- Good job
- Have a Larger DPW
- Health Center works with customers, patients, etc.
- Limit the number of homes in each site
- more inter-department cooperation
- More trees to prevent air quality.
- Oneida Police Dept. participate in "community service"
- Planning Dept. address this, give to GTC for action
- See "Challenges"
- Too many tribal fleet vehicles inefficient process.
- Trained Oneida mechanics have trouble finding jobs & we need our cars repaired
- Community paths are happening way to slow - they need to be put in when the development occurs. Not 5- 10 years after.
- The transit system needs to have a defined route.
- I thing the transportation issue is good. I am glad they have the transit system.
- Most Oneidas will not utilize the transit
- Need large car repair garage
- Offer some type of "credits" to employees/members that purchase gas efficient vehicles or reg. car pool.
- Street names & signage in Oneida language
- There use to be transportation from Amerindian to Oneida.
- There would be less parking problems at casino, other work places if more people bused and would if transportation was available.
- Transit buses with 1 passenger not cost-effective
- Transit does very well
- Transit fine
- Transit not on time
- Widen Ranch Road



- Train service from Milw - GB
- Lack of funding.
- More money from outside services
- No new roads on Rez
- Roads will be repaired right-away
- Seek new type highway pavement that last longer for the price
- The roads could really be fixed in certain areas but that is normal of anywhere.
- Update surfaces
- All major housing areas pedestrian friendly and walkable/bikeable. Housing areas and community designed so this makes sense.
- Oneida needs forever good roads & highways.
- Prioritize seat belt use on Reservation
- Rescue service needed on Reservation
- Some crossing areas are beginning to get dangerous.
- Too many children on streets playing or walking in middle of roadway.
- Transportation is safe, efficient, appropriate in scales
- We need better control on speed limits.
- Build more roads, sidewalks
- Sidewalks witch in Cornelius Circle, Site I, Site II, some areas of three sisters.
- Concentrate services, stores, etc. to a central area i.e., "Downtown" Oneida
- Have a toll system (toll booth)
- Minimize use of cul-de-sacs
- More properly planned roads
- Visions of transportation linkages that have maximum efficiencies & benefits to Oneida's



# PUBLIC SAFETY

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Protect the Oneida Community in times of emergencies.**

#### ***Supporting Community Comments:***

- Development of an Oneida National communication system in case of emergencies for law enforcement, planners, first responders, community members
- Tornado siren, out where I am there are no type of warnings.
- Develop training requirements
- Improve training & education
- Mandated humanity & terrorism training
- More free workshops
- More people to do the training
- Move and better training for our emergency management.
- Offer youth training with Oneida Police Dept, First Responders, Fire Department
- Ongoing training
- Trained Oneida fire & rescue teams
- Training on all topics on an annual basis.
- Adequate funding (Compensation for positions)
- Inventory of all hazardous waste being transported through the reservation.
- Need better local emergency planning & preparedness
- Need Schools to teach public safety issues
- Oneida needs to have a plan to deal with terrorisms or what they will do about hazardous materials spills & gas leaks. (2 Comments)
- Flooding issues seen globally with habitat and water quality and addressed accordingly.
- Hazardous material transported through the Reservation
- More employees
- Some place to go in case of emergency.
- To have Oneida be able to deal with issue in coming year.

### **GOAL 2: Tribal buildings will be healthy and safe for employees, customers and visitors.**

#### ***Supporting Community Comments:***

- Defacement of public signs
- Good lighting at all facilities in outside areas - some places have low or no lighting for secure walking for work or business or for pleasure.
- More lighting near NHC & downtown Oneida
- More sidewalks or nature trails



- Need sidewalks by NHC, Turtle school, Site 1 & 2 for safety walkers
- Provide safer walking for kids from schools to housing areas.
- Update all old buildings, streets, etc.
- Need tribal employee drug testing on rez
- Regulations - keep up w/changes
- Adapt with changes for public safety
- Community Safety

**GOAL 3: The Nation will protect and serve the Oneida Community and its assets.**

***Supporting Community Comments:***

- Need scheduled safety dept checks throughout tribe
- Intersection (Turn lane, intersection 54 & 172 light) lanes, run bikes
- Wider streets bike lanes
- Need more accountability, efficiency, and effective law enforcement re. drug dealers, traffic offenders
- Better protection in the community
- Better protection from police, fire dept., emergency ambulance especially for elderly and disabled.
- Fire protection, ambulance & Hazardous areas should be enhanced due to the population increase.

**GOAL 4: Improve cooperative efforts between Oneida and surrounding units of government regarding police and fire protection, as well as emergency response services.**

***Supporting Community Comments:***

- Cooperation between all communities police, fire protection and emergency response units with Oneida.
- Oneida can not stand alone on public safety issues! Every effort should be made to partner with other public safety services in surrounding communities. This must be done.
- Brown & Outagamie County's have equipment for most emergencies
- Continue to share resources with other communities
- Tribe be self-sufficient in this

**Other Community Comments**

- I have no idea what policy is in place.
- More free information given to the community (2 Comments)
- Good planning when developing new housing sites that met sustainability goals.
- Pearl & Y
- Road damage
- Sidewalks
- Enforce speed limits
- Enforce the laws
- Penalties for sign damage



- Prioritize use of intervention and prevention of problems
- Seat belt use
- Fines etc. how can OPD collect more revenue?
- Our standards for determining speed limits, signage and lighting.
- Better training
- Customer service training critically needed
- Customer service training for OPD officers
- Get customer service training
- Have cross-check by a different dept.
- Police officers need to be put through more rigorous training. Like a police academy
- Require all officers / personnel get education
- An Oneida fire department & ambulance service
- Continue with 1st Responders
- Faster snow removal
- Have larger fire dept.
- Increase services
- More patrols
- Sustain the Police Dept.
- We have more law enforcement than other communities
- We have our own fire protection and ambulance service.
- Buddy System to protect Oneida's
- Cut the budget
- Disrespectful public servants
- Do away w/appeals commission and let the Tribe work w/state or county courts again.
- Doing a good job
- Don't spend money on this
- Elect chief of police
- Give respect to law enforcement
- Highway safety
- Honesty (2 Comments)
- I can understand targeting crimes but I often see officers targeting people. Officers were made aware of a party where teens were participating instead of charging the individual contributing they waited outside for the teens and targeted (cited) them. The contributors were not punished.
- Issues of enforcement.
- It's good
- Larger police force
- Less security in gambling area
- More officers
- More patrols for Reservation



- More people less officers-more social problems - less officers
- More professionalism in some departments
- More programs Mark Ninham has been involved in.
- Need a court
- Need family court
- Not enough staff to do these all year long.
- Officers need to be a role model
- Parents aware of children's locations & activities
- Pay cuts
- Public Safety seems to be functioning adequately
- Put a jail in the OPD bldg its big enough.
- Reduce number of police officers (2 Comments)
- Respectful, knowledgeable officers who do not target people but crimes.
- Satisfied
- Support service workers
- Too much security at the casinos. Five or six security guards standing together seems overkill.
- We don't need a police officer for every person.
- What does that safety dept. at Ridgeview plaza do??
- When it comes to needing the police & you call the sheriff they find you are Oneida they say call tribal police. Even if non tribal members are involved. Better justification needs to be established.





# GOVERNMENTAL COORDINATION AND REGULATIONS

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Identify, address and monitor the tribal needs utilizing boards, committees and commissions.**

#### ***Supporting Community Comments:***

- Our government has certified courses for all elected and appropriate positions that promotes best practice.
- Need to define the parameters of OAC.
- Analysis of boards and committees regarding useful functions
- Better supervision of commissions & boards
- Decreased boards, commissions
- Re-evaluate need for boards, committees, commissions
- Too many boards, committees, commissions
- Do away w/boards committees, commissions, unless they have hearing or appeal authority.
- Don't create new programs, boards or commissions
- Determine what the purpose of OAC. Power not there they are several steps up from mediators & advocates.
- Decisions among boards, commissions, committees
- Have a coordinator of Boards, Committees, and Commissions
- Staff support for boards, committees
- Are changes needed

### **GOAL 2: Have all governments (federal, state, other tribes, neighboring local units of government) work positively and collaboratively for the benefit of all respective citizens.**

#### ***Supporting Community Comments:***

- Oneida's not involved enough in their government
- Co-existing as equals, respectfully, supportive, good neighbors with other communities
- Coordination of the Tribe as one in addressing outside, government to government issues. (one hand knowing what the other is doing.)
- Cordial relations with other governments
- Development of a system for cooperation & coordination for government activities (2 Comments)
- More enter governmental cooperation. Stop the us & them thinking. Engage in partnerships as the primary structure of accomplishing goals.
- Need to work w/other municipalities to help control what happens on Rez. Sewer & H2O again are expanding further west its goinna be "west of Green Bay" too soon!
- Oneida Nation recognized as gov't entity by local politicians



- That the Oneida tribe would lead in working with outside Gov. Inst. Bus & interest groups.
- The Tribe needs to stay on the aggressive with the new government other new governments officials who may not be interested in developing good relations with Native governments.
- Have a local Legislative Affairs position
- The internal depts. will be restructured to support each other.
- Better communications & working relationships
- Documenting all communications
- For all depts. to work together on common interest.
- More Oneida's participate in voting
- We all work toward a common goal.
- Would like to see Oneida's able & willing to work together.
- How can this be done with others we can't even do this with in our own tribe: shouldn't this be where to start?
- Oneida's encouraged to participate in voting
- Younger people getting involved.

**GOAL 3: Keep GTC informed of governmental activities and available resources.**

***Supporting Community Comments:***

- Again - trust decision making skills & support all feedback on issues important to the membership.
- Establish clear lines of authority
- Better communications about events / offerings
- Better informed GTC
- Communication system is failed whether its internal or external .
- Consult Tribal members about decision-making before investing & building
- Encouraged participation, involvement
- Government promotes trust
- Have an Office of Tribal Information (1-stop shop)
- Honest communication between tribal members and powers that be.
- Improve communications (2 Comments)
- More communication w/all Tribal members, more input
- More communications
- More involvement of tribal members
- More opportunities for Tribal members to express their views, opinions.
- Need to tolerate different opinions
- No retribution for stating opinions
- Panel of employees work with depts., programs, commissions, tribes to coordinate decision-making
- Public awareness
- These issues are only addressed by upper management
- Use community-wide vision, not personal agenda's



- Education for members of boards, etc. re. roles, responsibilities
- Government officials assure honesty, accountability, integrity, & promise of commitment to Oneida People
- GTC voted in the restricting of the current Oneida government why hasn't this happened?

**GOAL 4: Enact laws to protect, preserve and enhance the rights and general welfare of the people.**

***Supporting Community Comments:***

- Dispute resolution process developed
- Prepare a process and chart showing connections, where to take & follow issue resolution
- Enforcement of current laws
- Enforcement powers
- Enforcement powers will be needed
- Tribal sovereignty
- Tribe should have more authority over activities within the Rez
- A judicial system with real judges and prosecutors.
- Tribal Court System
- It is not about who, but rather about what needs to get done

**Other Community Comments**

- Use tribal businesses to meet needs
- Become mission driven
- OBC make policy only
- OBC should create laws
- OBC not involved in day-day employee activities
- Manage by goals & functions
- Decrease or discontinue donations to nearby govts who are already benefiting from
- Oneida fortune.
- Oneida must act like a government entity
- A better format for General Tribal Council meetings
- All of the departments listed above will all have to be on location.
- Do efficiency audit of all departments/programs operations for needed change
- Have a Chief of Staff
- Have GTC be governing body of our people
- Keep GSD the ultimate authority.
- More centralized authority (remove from management, give to OBC Chair)
- Oneida Business Committee no longer exists - clan chiefs & clan mother system in place
- Reduce authority of bureaucracy
- Collaboration is natural toward shared visions and goals with wide community benefits.
- Oneida's Like to see better communication better management over gaming



- Make this cooperative a priority of BC, GM & Staff
- An eliminating choice of business committee members or tribal managers
- Be respectful of others
- Change services to meet needs over time (2 Comments)
- Disempower personalities & turf whenever possible.
- Don't reward the good old boys mentality
- Eliminate all area managers
- Eliminate the administration
- Employee customer service is problem in referring customers
- Employees accountability
- Get outside help
- Have person in charge, accountable at each place
- Hold Chairperson accountable
- Hopeless
- I would like someone who isn't a selfish, arrogant whiner to fight for our rights in NY Land so we don't end up looking like asses as we do. Fight Smart, grow up.
- Meddling in day-day work of departments, schools, etc
- Need to start in our own tribe.
- No micro-management
- People in these areas who are truly interested in the people not in their own selves.
- People will know what to expect based on the plan
- Personal agenda's
- Resolve dissension amongst employees as a priority
- Staff used to potential
- Stop duplications
- There is plain and simple unfortunately no incentive or punishment for people to work together and stried in their positions for the better of the Oneida Nation. Lazy folks hide and hard workers get frustrated.



# ECONOMIC DEVELOPMENT

## COMMUNITY COMMENTS BY GOAL

### GOAL 1: Develop a Private Sector.

#### ***Supporting Community Comments:***

- Provide funds for entrepreneurs
- Tribal Support & Loans to private business
- Entrepreneurship
- More entrepreneurs are needed to assist in our economy.
- Tribe should host small business fairs, advertising what we offer
- Assist with business plans
- Find dependable, predictable money source
- Support individual Oneida businesses

### GOAL 2: Diversify the economy of the Oneida Tribe.

#### ***Supporting Community Comments:***

- Buy Franchises for tribal members to operate. Income returns to tribe.
- Diversification
- Diversification into entertainment, conventions, investments, health care, real estate
- Economic diversification
- Economic diversification would be a change; currently there isn't any diversification so very few jobs to offer.
- Increased business ventures
- Invest in outside businesses
- More business on the reservation so that money will stay in the area & be recycled.
- More retail & business on Reservation
- Plan for economic diversification
- Continue to expand employment for tribal members by continuing to have industries for economic diversification.
- More investigation in future investments instead of just jumping right in.
- More research before entering new ventures
- Very careful analysis of possible businesses to buy

### GOAL 3: Increase long-term revenue contribution to the General Fund through business development.

#### ***Supporting Community Comments:***

- Casino develop an family attraction center
- Casino Develop water park as attraction



- Intertribal investments
- Loss of funds, need to invest in Oneida's not outside entities
- Need to develop casino to fullest extent for revenue
- Find new revenue sources for job creation

**GOAL 4: Develop a Central Oneida commerce, civic space, community events and a central park. It should be located in the historical "Old Oneida" area.**

**Supporting Community Comments:**

- Pavilion with side/elevated seating, dancing area
- Make a town-city out of Oneida

**Other Community Comments**

- Aquaculture
- Auto dealership
- Banking services for off-reservation (credit cards, loans, savings & checking accounts, CD's, Shares, Small Business Loans) (2 Comments)
- Diversification is well researched and understood.
- Gaming machine company
- Goal - plant many trees to plan for sustainable harvest.
- Hold special events, foods, craft sales, during Native American week to build support-charge like Oktoberfest does
- If casino closes what will happen? Other job opportunities should be developed.
- Lake with campgrounds, fishing, swimming, rental cabins, golf course, mini-motel
- Leaders need to buy into Oneida based economy - Bay Bank accounts, utilization of One-Stops, Einstein & Motor Vehicles.
- Less reliance on gaming
- Locate branches of Oneida business in Milwaukee i.e., agricultural products, herbs
- Off-res. Banking services: credit card, shares, savings, checking, shares, C.D's, mortgage, small business, auto loans (11 Comments)
- SEOTS building acquisition, earn potential rental income
- Too dependent on gaming
- Tribal sports store
- Variety
- A realistic compensation plan for workers, supervisors and managers must be developed.
- Better screening & background checks of all employees
- Cost of Excessive management positions at C-Stores
- Economic development is being handicapped due to unrealistic wages paid to incompetent supervisors & managers.
- Employment for the young. Give them the benefit of doubt, that they can try at least in certain job areas.



- Employment of Oneida's is important. There would/should be a requirement for businesses within reservation boundaries to hire Oneida's.
- Equal employment opportunities that eliminates nepotism & favoritism
- Equal pay for comparable worth
- Have fair pay scale
- Match employee wages with qualifications
- Fair employee treatment
- Give incentives for working for Oneida
- Good employment levels
- GTC creating, amending and adopting HR policy
- HRD need to help & protect employees
- Less jealousy/More trust in the mid & low management staff to support decisions that produce productivity & growth as well as success of front line employees.
- More fair pay scale in between relation to govt. services division & gaming.
- More fair pay scale in govt. services compared to outside tribe.
- More qualified managers
- Need more manager training
- No nepotism
- On site day cares in buildings where employees are, revenue generating and strong focus on family contact continuity
- Place more experience people in upper management jobs
- Requiring an employee to work 3rd shift for 1+ year before working first shift
- Tolerance for returning Oneida's as employees
- Better jobs for Oneida's to keep them here
- Businesses should create jobs
- Educate employees
- Get and keep employees
- Increased employment for tribal members
- Jobs for Milwaukee Oneida's on res.
- Jobs that are profitable not a cost for "Social Services"
- Less jobs on program side
- More jobs
- More jobs at casino
- More Oneida involvement in job creation so the younger generation can climb the career ladder as they an now in other areas outside the reservation.
- On the job training
- Oneida needs training in appropriately working with other and themselves.
- Require work experience
- Required education





- Would like to see more training for elderly, many who can or have to work.
- Consider a “National” tax system
- Employ more Oneida people & not so many non-Oneida’s
- Get GTC approval for new ventures
- More educated Oneida’s in positions. Do not cater to more youth programs
- Credit card from Oneida bank
- Tribal programs side needs to be cut back
- A decision making structure needs to be developed not a ethic less western model but a positive model that bring in the best from outside.
- A monthly send out of jobs available.
- Follow Blue Book
- Go for smaller, safer returns.
- Have legal documents with clauses regarding financial responsibility of investors
- Licensed business’s generates revenues, jobs
- Management is reined in with budgeting
- Need commerce code for Oneida
- Not sure if 20% RO\$ is required still but dump it if it is. Be realistic. Research.
- Provide incentives/Bonus to consultants to insure their commitment.
- Outcome studies
- Performance appraisals
- Reduced rental rates for business space
- Share revenues on per capita to Oneida’s
- Updated job descriptions
- A fast food restaurant (drive thru) with health foods - example, veggie burgers, small fruit cups, sugar free desserts, etc.
- Buy off-rez businesses to diversify, keep separate from tribe
- Focus on service industry, water park, new Festival Foods - i.e., Native Fest
- Recreation center & swimming pool, teens can work there
- Re-open a woodland center
- Self service garage where you can conduct routine vehicle maintenance .oil changes, tire rotations, replace your own brakes, etc.
- Stick to hospitality or something like a water park.
- Tribal restaurant with 8-lane bowling alley
- Always grow
- Avoid areas the Tribe has little expertise.
- Casino in New York by ALL Oneida Nation People
- Celebrate successes
- Charge other insurance companies for services



- Concern for land & businesses turned over to individuals in the name of a corporation/co-op. Also, directors are not Oneida
- Courteous people at one stops
- Cust in spending waste
- Do more of what we are good at.
- Doesn't matter who runs or manages or owns the business what matters to the finances & jobs be brought into the tribe.
- Don't run our operations like a social service program
- Easier tax exempt process put #'s in computer system with picture.
- Eliminate unqualified employees or provide training to be qualified
- Enrollment & land office not communicating well with members about tax exempt cards.
- Farm measured around providing a integrated food source as well as paying for tax's on the land.
- Farming is not measured on sustainability goals of the nation.
- Get rid of "white elephant" ventures
- Get serious about per-capita
- Get tenants in existing buildings -Popkey & O.N.E., HoJo's site. Don't develop
- Indust/Business parks with tribal development until these are filled.
- GTC shouldn't be involved in job creation
- Home's that can be purchased by people who only have limited income
- HRD make presentation to SEOTS
- I have never seen Oneida do a good job of business diversification.
- I think hiring HRD can do but give more power to the active supervisors. Like the ability to fire. They are the ones who know what goes on.
- I think we pay out a lot in employee's
- I would hope our casino is helping in this area.
- I would like to see the one stop run with one or two people per shift. We pay for them to do a lot of standing.
- If gaming declines, growth will stagnate
- Increase income on our land
- Keep politics out of this
- Market ourselves a leader in a new economic paradigm of contributing to a better world.
- More wiser investments
- No politics in the worksite
- Offer free rent for their remodeling
- Off-res. new SEOTS bldg (2 Comments)
- Oneida's accept responsibility for level / quantity of services
- Oneida's build & nurture government
- Oneida's decide to support government
- Oneida's don't shouldn't be catered to



- Oneida's will contribute to success
- Operate like a business not an Oneida entitlement to jobs.
- Opportunities
- Our business activities need to be under pinned by high values and purpose e.g. why - mobile (anti-environment company) instead of BP Amoco an international leader in sustainability.
- Photo identification availability for Milwaukee SEOTS
- Promote Oneida businesses FREE
- Question why we have more non-Indian people working for the tribe.
- Radisson discount
- re-evaluate complacent, ineffective managers
- Sell alcohol to gaming patrons
- SEOTS - new handicap accessible vehicle (4 Comments)
- SEOTS building acquisition, earn potential income; new handicap accessible vehicle (4 Comments)
- SEOTS building acquisition, earn potential rental income (3 Comments)
- Shorter work weeks
- The end of the gaming era needs to be prepared for.
- The farm is measured based on one lines of care taking responsibilities and its sustainability goals.
- The older like to get wise with them, there's no reason for that. If they have the education, let them stay in certain positions.
- There is an Oneida pride in progressive life enhancing business opportunities. There is a culture of service & excellence and making the world a better place.
- This book is great start for input, meet & talk to us at community events
- Too many duplications of service
- Tribal side needs to be held more accountable.
- Tribe makes lots of money, not concerned with "next Seven Generations, share w/ this generation



# AGRICULTURE

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Develop alternative agricultural and agri-business opportunities to increase farm revenues.**

#### ***Supporting Community Comments:***

- Labor costs must be brought into line with what the market will bear
- Happy to see a retail store opening up
- Again, practical long term management to keep it simple
- Continuing to build on: Tsyunhehkwa, Farm, Store
- Lease or rent out some of this land. We are not using all of it.
- Update the tribal farm
- Better facility to sell the food out of
- Have meat market in viable traffic area, any buyer
- Revenue generating agriculture
- Rotational grazing & leasing land out to area farmers may be more cost effective than the tribal infrastructure needed to operate the Oneida Nation Farms. Again make decision based on facts not politics
- Grocery store with Oneida grown food, herbs, & raised cattle or buffalo, chickens, etc., more products sold
- Offer purchased farms to entrepreneurs for farming
- Rent land to tribal and non-tribal people to generate revenue
- Have beef herds increase
- The growth of our Black Angus and buffalo farms
- Federal payments for CRP, other programs vs. planting / grazing, etc.
- Hire & train supervisors for each department;
- Under one Oneida Nation Farm Director.
- \*Buffalo \*Vegetable gardens, white corn and “other” \* Office \*Apple Orchard \*New farm purchases
- Have two or three big farms instead of one (each one with its own specialty)
- Have one central sales point
- Meat market
- Tower Foods should be moved to a more central location (e.g. gas station)

### **GOAL 2: Improve agricultural product marketing tools.**

#### ***Supporting Community Comments:***

- Not enough promotion
- More “Buy Oneida” campaign
- Sale of beef in Green Bay, Appleton stores



- Sell meat to area restaurants
- Incentive program to buy Tribally, like at Tower Foods

**GOAL 3: Diversify the Oneida agricultural operations.**

***Supporting Community Comments:***

- Is wild game something to be introduced - raising deer? (Farm raised) Trout pond?
- More diversity
- Plant many trees
- There needs to be more planting of crops
- Hay, grain and sunflowers should be planted for cash crops
- More cash crops
- Plant trees
- Grow cash crops for revenues
- Expand farm to raise pigs
- Increase the land for buffalo
- Increase farming - the amount of land in crops
- Expand Tsyunhehkwá and Black Angus numbers
- Christmas tree farm (agroforests)
- Grow different fruits at the Orchard

**GOAL 4: Preserve and enhance Oneida Nation agricultural land base.**

***Supporting Community Comments:***

- Continued agricultural land base
- Maintain large tracts of undeveloped land to retain the rural character of the Nation - especially west of CTH 'U' - view these as either agricultural or recreational
- Maintain rural character
- Preserve prime farmlands, institute a policy
- That we maintain the ag lands as they are to protect the "rural-ness" of the reservation
- Keep farmland as level of protection to maintain rural characteristics, and safeguard "reservation-like" (cultural foundation)

**GOAL 5: Maintain and enhance the Oneida agricultural production operation as a local long-term and sustainable industry.**

***Supporting Community Comments:***

- Expand use of land and protect environment
- Farmers markets set up
- Have a farmers market in Milwaukee to sell Oneida's goods
- Increase in use of farmers market



- Expansion of land and money to increase livestock number (buffalo & Black Angus)
- Develop commerce partnerships with other tribes, both state and nationally
- Build a slaughter house

**GOAL 6: Establish a “Food Security Program” that reduces hunger, food insecurity and enables the tribe to provide foods for all persons in the Oneida Community at all times.**

***Supporting Community Comments:***

- Help needy
- I think we should have maybe not a big or here but a field of white corn growing for tribal members
- Lower prices for elders
- Look at need for large corporate farm; justify opportunity losses
- Review farm operations
- Sell this beef we have now at a cheaper price
- The Oneida Nation can be an “Oasis of Life” surrounded by urban sprawl problems or it can succumb to development pressures. Adhere to the seventh generation vision
- People need to get back to this as food is getting too expensive
- Those helping harvest get products free/cheaper
- Charge regular cost to non-helpers
- Grow food crops for needy people
- I would like to see more traditional food made available at affordable prices
- Lower price a little
- Produce extremely affordable food for tribe
- Provide low cost food
- Reduced food costs to Oneida’s
- Caring for those unable to plant
- Establish a community food storage
- Modernize and expand Tsyunhehkwa operations only
- Organize the agricultural activities of the Oneida Nation to be community based: supporting community grocery store, community members, schools, elderly home, nursing home by supplying a variety of healthy, nutritious affordable foods (including education of community)
- Have a complete system - farm > processing plant > Tower foods
- Increase employment opportunities for youth (e.g. summer work)
- Lower prices at Tsyunhehkwa for community members

**GOAL 7: Develop earth and animal friendly agricultural production, processing practices and policies for healthy people and for economic benefits.**

***Supporting Community Comments:***

- Agricultural practices are done on the most suitable lands
- Continue and improve farming practices



- Don't rip down farm buildings, use them
- Grazing of cattle vs. feedlot - make sure land is to be grazed has an appropriate hay crop that is well established - don't put the cart before the horse. Make sure waterways and wetlands are protected from grazing impacts
- Grow crops to offset tribal expenses
- Operate more like a business
- Rotation grazing
- Soil health needs to be prioritized - follow years w/cover crops, interseed clover into small grains, no-till farming. Possible NRCS funds for this.
- Some agriculture lands could be identified as economic development ventures
- Sustainable soils
- Buffer all waterways and wetlands
- Develop safe fertilizers
- Healthy land and soil
- Protect land near waterways
- Protection of the water resources
- Move from corporate farming and farming the governmental to "diversified" agriculture that meets a wide variety of social, community, environmental and economic goals
- Need for a diversified "nutritional growth plan" to maximize economic, social, cultural, and environmental benefits
- Since agriculture will never make enough money to impact budgets it needs to be viewed as a "community development" program with a goal of broad service to the community and earth
- Balance use of land: agriculture, environmental, people
- Farm the best, leave the rest. Let's only farm lands best suited to agriculture. The rest should be enrolled into a NRCS revenue generating program or into a forest crop
- Less acreage laying fallow
- Link forested and wetlands separated by agriculture
- Use all land, don't let it sit idle
- Don't farm marginal lands
- Less chemical use
- Monitor fertilizer used
- More rotational grazing of livestock
- Establish and maintain policies, procedures, regulations, and an education and training program for agricultural operations and to inform the community
- Better animal husbandry
- Less farming near streams

**GOAL 8: Provide technical assistance and training to tribal citizens so they can be self-sufficient in food growing, processing and storage.**

***Supporting Community Comments:***

- Rent farmland to tribal members by the season for gardens





- Not enough people benefit from this program
- Those who work in business and industry don't have time to farm or raise livestock
- Allow residents to use open spaces behind homes to grow their own vegetables - too much wasted space
- Grow crops, don't buy them
- Food for sustaining tribal needs. All tribal members? Or just immediate community who has convenient access?
- Individual Oneida's planting for themselves
- Self sufficiency
- More gardens
- Sustainable food for tribe
- We grew a lot of things & canned extra for winter
- Would hope Oneida could supply all food for tribal needs by continuing to have own livestock & grow crops
- Establish small sustainable farm plots for profit and to generate interest in individual tribal members
- Provide land plots for Tribal members to learn how to survive in case of a disaster, and reconnect with the land.
- More farms in the city (urban agriculture)

**GOAL 9: Produce food that it is healthy for the people.**

***Supporting Community Comments:***

- Healthy crops and nature
- Healthy food
- Produce food without pesticides, chemicals
- Reviews of chemical use & continuous planting vs. organic & rotational grazing
- Too many preservatives added, causing many health & learning problems
- Increased organic and natural crops
- More organic crops (3 Comments)
- Healthy people
- Protect the earth for best vegetables
- Reduce dependency upon commodity foods because of bad impact on the health of the people and increase awareness & use of fresh and natural foods
- Organic farming increased

**GOAL 10: Educate Oneida youth, students and adults in the community about agriculture.**

***Supporting Community Comments:***

- Healthy crops and nature
- Healthy food
- Produce food without pesticides, chemicals



- Reviews of chemical use & continuous planting vs. organic & rotational grazing
- Too many preservatives added, causing many health & learning problems
- Increased organic and natural crops
- More organic crops (3 Comments)
- Healthy people
- Protect the earth for best vegetables
- Reduce dependency upon commodity foods because of bad impact on the health of the people and increase awareness & use of fresh and natural foods
- Organic farming increased

**GOAL 11: Develop a sustainable agricultural operation.**

***Supporting Community Comments:***

- A Sustainable Agricultural Food Farming System that directly benefits Oneida's
- More focus on sustainable food (human) production for Oneida's

**Other Community Comments**

- Grow soybeans for alternative fuel
- Maybe the 3 sisters growing together. Give something back of the good old ways
- Encourage all farmers to be involved
- What agriculture?
- Bigger and better
- More community harvesting (2 Comments)
- Self sufficiency by tribal staff
- The agriculture we have now is mostly in "soil bank"
- That our farm is not judged specifically on making money
- Commodities every 6 months to all Oneida's
- Continue great work
- Don't see any change
- Drop these programs
- Get out of farming
- Stop paying for the farm
- Two time the number of employees at Tsyunhehkwa and more community involvement
- This has come a long way already
- More of what apple orchard and farm are doing
- Canning department is a positive, hope it continues
- Farm's performance is based on many things, such as: care taking of the land, how healthy is the land, integrated food sources, best ag use for land, protection to the water sources
- Farm should be measured by more than profits. should be measured by other factors such as: environmental, services provided, soil sustainability, cultural uses



- Return a feasible amount of land back to forest land, for wildlife preservation, incubation and traditional hunting & trapping activities
- Combine aquaculture with recreation to develop pollution free lake with fish
- Free 6# of Black Angus hamburger per household each month
- Give each household free corn per month
- Free eggs for Oneida
- Free produce for Oneida
- Fast food in schools
- Fast food off Oneida, but in the reservation
- Have a McDonald's or fast food in every One Stop (increase jobs & money)
- Need free horses and/ or horses for the community to use & enjoy
- Fast foods, Native foods e.g. fry bread & tacos at schools
- Need better foods at schools
- Supply each household with a turkey / ham at Thanksgiving & holidays
- Restaurant with Native foods
- Native traditional restaurant
- Free the Buffalo
- Free food
- Save the White Buffalo
- Classes on traditional foods
- Increase forests for hunting
- More community involvement at farms
- Oneida Nation buy more land
- Keep Tower Foods there, but, include more stores / services to support store
- Own more farms off reservation, so more land for trees on reservation
- Include more services with Tower Foods (e.g. Laundromat)



# NATURAL RESOURCES

## COMMUNITY COMMENTS BY GOAL

### **GOAL 1: Identify and characterize all of the reservation's natural resources.**

#### ***Supporting Community Comments:***

- Develop a “Data Book” outlining Rez natural resources
- Complete wildlife & habitat inventory
- Land and water
- More emphasis on natural resources
- Our natural resources
- Quarries / sand pits
- Lakes and streams, ponds, waterways
- Re-locate all old springs and wells
- Surface water quality and quantity
- Other communities draw down of aquifer
- Water quality
- Soil erosion
- Deer chronic wasting disease
- Toxic free fish
- Pollution, warmer water, and habitat loss are issues that need to be addressed

### **GOAL 2: Develop Natural Resource Use Policies.**

#### ***Supporting Community Comments:***

- Need proper rules / regs / laws including appeals process, due process, dispute resolution
- Effective natural resource planning
- Conflicting land use planning within & between outside gov't impacting Oneida lands
- Land use planning consistent with Tribal identity and culture (2 Comments)
- Use land resources wisely
- Resources used in respectful way
- More funding to expand identification and cultivation of edible & medicinal plant resources
- Multiple use strategies adopted / applied to meet goals
- No net loss of natural resources
- The Tribe should have a plan to buy every quarry on the Res. Generates income, can also be converted to Quality Rec. Areas
- Use geologic resources instead of buying from outside the reservation
- Sand mining only for Oneida's
- Quarry stone used for beautification, landscaping



- No mining on Reservation
- Nurture and develop resources
- Use of alternative sources of energy
- Use open land for building
- More forests on farmland
- No more land in conservation areas
- Not enough forest cover yet to consider harvesting own lumber
- New Natural Resource Center
- A science building to educate Oneida's about natural resources
- 15 years - recycling center
- 20 years - clean Duck Creek
- Clean up Reservation waterways
- Move open space project at STH 54 & 172 elsewhere
- Lack of funds to restore natural areas
- More than 20% of all reservation will need to be protected and restored into targeted natural areas if water quality and wildlife is to sustain itself on the reservation
- Protect land and water
- Erosion control
- Plant farmland with indigenous species
- Don't cut down trees to build
- Develop homes & businesses in "community" areas
- More land for hunting
- Buy more land for hunting
- Return marginal agricultural lands back to a natural setting. We can dictate what will grow
- Conserve natural areas
- Clean-up nationwide
- Cutting grass more often in summer
- Longer hunting seasons
- Stop sprawl
- Take care of what's currently here, trees, Duck Creek
- Maintain & create more spaces for natural resources
- Lack of organization-wide commitment to the natural resources
- Balance protection & development
- Bring back lands that lay barren
- Need energy efficient buildings
- No taxing of tribal members on private land
- Careful use of groundwater
- More educated Oneida in this area
- More education on natural resources



- We need to teach the people what all this means and help young people to understand their part in restoring
- More information on where this stuff is found on the reservation
- Need more information
- Better organize information & plans on seasons
- Resources made available to GTC for personal use
- Open space at STH 43 [was this meant to be STH 54?] & 172 should be used for shopping center
- Cite persons responsible for dump near Ridgeview Plaza
- Site responsible persons for junkyard on GE
- Monopoly of land use / purchase
- Land use and purchases
- Continue to buy Reservation back
- The nation's wetlands and waterways have been abused by ditching, draining and improper agricultural practices
- Land fills on Reservation
- We spent good money on a compost turner - put it to good use. It could be a money generator and a great source for soil amendment
- Restore wetlands
- Sustain them [natural resources]
- We need to preserve the natural land base as much as possible
- Reduce resource fragmentation
- Preserve what we have, improve what has been damaged. Re-establish what was here

**GOAL 3: Identify and map the locations of all significant reservation natural features and natural resources.**

***Supporting Community Comments:***

- Too much development on ridges - spoils view shed for everyone
- Too much development
- Keep landscape and natural resources in natural state

**GOAL 4: Protect and enhance existing green space to maintain rural character.**

***Supporting Community Comments:***

- Maintained rural character
- Keep rural characteristics of the reservation through minimizing fragmentation of natural areas
- More green space is needed
- More protected areas, green space
- More protected areas, green space
- Would like to see Oneida Wildlife sanctuary
- Restore wetlands for habitat for migrating birds



- Enhanced habitats & wetland restoration
- Clean water, air
- Ski hill
- Trails needed for snowmobiles & ATV's
- Recreation areas created
- Conservancies created
- Nurture and develop natural resources
- Pathway from central Oneida to cultural heritage building
- Encourage use of areas by establishing parking areas, trails, signage
- Provide more walking paths through some of our larger wooded areas
- Develop scenic (flowers, etc.) trail routes
- More trails
- Ice skating rink
- Develop several ice-skating ponds
- Increase conservation areas (i.e, wetlands)
- Build a park in Oneida
- ATV's & snowmobile trails for us to use more of

**GOAL 5: Develop a Sustainable Forestry Operation that provides environmental protection, wildlife habitat, aesthetic areas and economic benefits.**

***Supporting Community Comments:***

- Maple trees should be increased in planting
- Plant more trees near homes & developments
- Helping residents to add beauty outside their homes
- Putting flowers & shrubs around office buildings, like NHC
- Landscaping the housing areas, adding playgrounds, green space would add to the environment around the area looking nice
- Trees, plants, shrubbery around Elderly Services, Day Care, LBDC, OPD - no natural looks too commercial. NDFD is so cold looking.
- A campaign to plant trees
- Continue to plant more trees
- Grow black ash, black walnut & cedar trees
- Develop an Oneida National Forest
- Establish National Forest (2 Comments)
- Reforestation will encourage wildlife
- Need white pine trees for making baskets
- Plant more trees, all types (2 Comments)
- Reforestation ASAP
- Reforestation for future harvesting





- Increase forestry
- The proper growth of wood to make traditional things like cradle boards
- Reclaim habitat
- Restore erosion corridors, wildlife corridors, wildlife, forest areas

**GOAL 6: Develop gathering sites for berries, nuts and medicinal plants.**

***Supporting Community Comments:***

- Establish gathering sites - plant with rare species for community use
- Establish the medicines that once was available
- Herbal medicine is used more often
- Plant more culturally significant plants
- Incorporate culturally significant species into a natural resource management plan
- Trees are sources of many products, plants (herbal) many have been destroyed

**GOAL 7: Develop natural resources for benefit of Oneida Nation.**

***Supporting Community Comments:***

- Cleaner water ways
- Ground water depletion
- Lakes and streams, ponds, waterways
- Our water resources needs to be cleaned & continued to be protected from non-tribal members who don't care about water
- There is no shortage of federal money to pay for or cost share projects that can improve our water quality
- Man-made recreation lake

**GOAL 8: Replenish wildlife species within the reservation.**

***Supporting Community Comments:***

- Promote more wildlife on Reservation
- Restoration of Reservation fisheries
- Need breeding program to help replenish natural wildlife
- Restoration of clean water, fisheries, & wildlife
- Restoring hunting and fishing and our streams & creeks to support fish and wildlife should be a priority
- Continue to manage for wild turkey population
- Restore wildlife

**Other Community Comments**

- Study and compare impacts of both practices
- Avoid the inevitable



- We share the world with nature and all living creatures. Products are integrated into the community for the community benefit e.g., black ash, maple syrup
- all aesthetic areas are open, accessible and appropriately enjoyed by the people
- All quarries have a reclamation plan to establish a small lake and sell high priced non-tribal lots
- What is listed above needs deeply considered and applied
- Winter plowing destroyed lawns at offices (and furniture that was on the lawns were pushed by plows rather than move them to avoid dragging access lawn areas)
- Chemistry plant
- Expand Tsyunhehkwa
- Gardens within reservation
- GBMSD sewage treatment
- Plant gardens
- We need the ability to implement Best Management Practices - more people to work on these projects
- Continue as we are
- Don't ruin them [natural resources] otherwise it's pretty vain of an issue



# ENVIRONMENTAL PROTECTION

## COMMUNITY COMMENTS BY GOAL

**GOAL 1: We will strengthen the Oneida Nation's sovereignty by self - governance for the improvement of tribal lands, the environment, and health and welfare of our community and employees, through preservation, protection, restoration and compliance.**

### ***Supporting Community Comments:***

- Continued grant funding
- Oneida assert sovereign rights, decide for ourselves
- Exercise our sovereignty stop actions like the Brown County Transfer Station, development of our lands.
- Not enough funds to carry out self- governance.
- Oneida Environmental sovereignty will be embraced for the protection of health, safety and welfare of the nation's community and it's employees.

**GOAL 2: We will ensure the integrity of the surface waters of the reservation by managing the quantity and quality of storm water runoff, defining, restoring, and enhancing the functions of the watershed/ sub-watershed system of the reservation, including wetlands; and, restoring and protecting aquatic habitats in the waters of the reservation.**

### ***Supporting Community Comments:***

- More authority over water, wetlands & air quality
- Adopt resolution for water / riparian area protection standards
- Clean up rivers
- Clean water
- Water
- Wetlands need to be preserved.
- Erosion control
- Duck Creek Corridor
- All creeks & water ways will be clean .
- The tribe should be strong in commitment of water protection & cultural resource.

**GOAL 3: We will guide the development and use of all Tribal Lands in order to ensure a sustainable landscape on the reservation: the long term availability of fertile soils, the protection of surface and groundwater systems, the enhancement and protection of wildlife habitats and the restoration and protection of the woodlands, grasslands and wetlands.**

### ***Supporting Community Comments:***

- Clean-up paper mill sludge ponds
- Contaminated sites / waterways cleaned up



- Fort Howard Sludge pond
- No more paper mill dumping
- pesticides
- Protect land from pesticides / harmful fertilizers
- Sludge ponds
- Use safe fertilizers for farm and golf courses
- Safe habitat
- Would like to see a plan that links our largest
- Intact forested areas together - include with this is a initiative to provide a forested corridor along all of the navigable waterways on the reservation. This is a long term plan that will exceed 20 years to accomplish.
- Plant lots of trees (2 Comments)
- This area was historically a hardwood forest. Lets manage the land for its natural landscape.
- Balance economic use of natural resources with environmental protection
- No Development in environmentally significant districts (shore lands, protection ordinance)
- Develop a common organization vision that ensures the shared provision and stewardship of ecological services and benefits to human health and safety, plant, and wildlife communities of the reservation.
- Limited resources on limited land base - need to preserve - too hard to re-create.

**GOAL 4: We will ensure indoor and outdoor air quality, so as to protect the human, plant and wildlife communities of the Oneida Reservation.**

***Supporting Community Comments:***

- Somehow we need clean air forever & clean water.
- Air
- Air quality near airport from planes, etc.
- Air quality program
- Better air quality
- Better air quality from adjacent counties, cities
- Clean air
- Improve air quality
- No contributions to air pollution
- Oneida Nation Clean Air Standards
- Plant lots of trees to cleanse air
- Setting air quality for the Rez.
- We need to insure quality air.
- Different methods of heating homes for less pollution in the air.
- Good indoor air program -90% reduction in the use of toxic chemicals & pesticides(this goal has been achieved by some European countries)



**GOAL 5: We will assist in the identification of those stewardship values fundamental to the Oneida People and development of strategies for their protection and enjoyment for future generations.**

**Supporting Community Comments:**

- Cooperation for surrounding municipal townships so they work cooperatively w/Oneida.
- More cooperation with State Wis. & local gov'ts regarding Lake Mich. water
- Work cooperatively with surrounding communities to do this. Hobart village, Ashwaubenon, Oneida Town, Brown Co. and Oneida must work together.
- Enforcement /compliance with tribal policies & laws
- Existing laws enforced
- Federal or Tribal enforcement of Oneida water & air quality stds.
- Tribe demand removal of unsafe toxins from ground and air within rez.
- Clean up the reservation
- Adopt resolution for tree / forest protection standards
- consistent standards with EPA, State and Tribes
- Reservation Environmental Guidelines enforced & followed by tenants & businesses
- Less pollution
- Stop polluting

**Other Community Comments**

- Clean environment
- Conservation officers to cite violators
- Hunting & Fishing law bag limits raised but manage for sustainability
- Keep environment clean
- Owners of land fined for past unsafe environmental practices
- Tribe needs to est. a court system to help in the long run.
- Walk the talk - practice environmental protection
- Ensure Oneida community input for issues / future
- Input on this from Oneida community
- Area farmers selling land to land developers.
- Concerned for amount of spearing fish
- Junky yards
- No garbage transfer station on STH 54
- Link all green spaces over 30-40 acres to dev. corridor system.
- Nature trail & large park for future children
- Need clean yards
- No development near protected areas
- What about a Xmas tree farm? (low maintenance)
- Education = preservation.
- Education on what departments presently do.



- Increase awareness of our natural resources - too many people aren't aware of the beautiful areas we have.
- Less gas consumption use of public transportation.
- More awareness of their procedures
- Teach people how to make better use of land, water & recycle.
- What is the environmental protection? Air? Chemicals?
- More recycling
- Recycle when demolition proj. occur.
- Recycling should be regulated better.
- Recycling, less waste, use of land for preserving plants, water.
- Balance use & protection
- Clean up junk cars on personal property.
- Env. Protection integrated into decision-making
- Environmental regulation takes enormous effort and resources and yet only accomplish the minimum required for protection - "Beyond Compliance" programs - partnership education and cultural change will need to do the rest.
- Long-term vision, goals & strategies established for National Land Use goals
- Management plans for conservancy areas. Get designated by land commission.
- Mitigate lost resources with type destroyed (i.e.. loose hardwood swamp can't replace with open water pond)
- Need hunting & fishing law esp. ice-fishing
- Not enough contact with internal departments
- Prevent intensive development
- Restoring hunting and fishing and our streams & creeks to support fish and wildlife should be a priority.
- revive Treatment As a State issue
- We move from regulation to "performance agreements"
- Zoning
- Zoning ordinances need to be followed. Non-permitted uses need to go to land commission for review & approval
- Attitudes & behavior support "stewardship" approach to land development / resource management
- clean up after ourselves
- Conservation Warden maintained
- Dis establishment of area of the reservation
- Does Green Bay really need to build all those new houses out this way?
- Don't know what we're doing now
- Earth
- Environmental Dept. over staffed.
- Have smaller environmental dept.
- Higher pay for wardens



- I think the tribe is doing a good job in environmental protection.
- I'm not informed on this
- more respect will be given to the earths natural resources.
- Natural Habitat
- Need to be expanded more.
- No influences in environmental impacts coming from outside communities.
- Protect living things
- Protection do just that.
- Save what we have
- Survey is too long
- You already cant tell what is Green Bay & What is the reservation.





# DEPARTMENT OF CULTURE

## COMMUNITY COMMENTS BY GOAL

**GOAL 1: Offer a variety of experiential programs to preserve and increase the knowledge and understanding of the Oneida Culture.**

***Supporting Community Comments:***

- More emphasis on working with native Oneida speakers in the schools
- Arts & crafts classes (6 Comments)
- More activities
- School curriculum needs to include: maple sugar time, basket making, lace/making
- Teach music & art
- performing arts.
- Add to museum exhibits
- Building a performing art center
- Need central place for help with traditional arts, crafts, outfits for Pow Wow, beading, get Oneida literature
- Increase programs, etc
- Protect Oneida Heritage

**GOAL 2: Continue to encourage ALL Oneida Tribal members to participate in an Oneida language program.**

***Supporting Community Comments:***

- Children fluent in Oneida language
- Culture/language utilized in all areas of the tribe, not limited to the above
- Language education
- Continue providing “family circle” teachings
- Encourage community involvement
- GOAL 3: Continue with the Capital Improvement Project for the Cultural Center.
- Supporting Community Comments:
- Bigger museum with more cultural information
- Build bigger museum & cultural center in center of rez
- Have weekend hours at museum
- House them together (history, culture, museum, art)
- More items for Museum
- New Museum
- New museum to house cultural resources
- Performing arts center
- More funds for Oneida museum, language & culture center



- Preserve all history, artifacts, heritage
- Expand the museum more

**GOAL 3: Continue with the Capital Improvement Project for the Cultural Center.**

***Supporting Community Comments:***

- Bigger museum with more cultural information
- Build bigger museum & cultural center in center of rez
- Have weekend hours at museum
- House them together (history, culture, museum, art)
- More items for Museum
- New Museum
- New museum to house cultural resources
- Performing arts center more funds for Oneida museum, language & culture center
- Preserve all history, artifacts, heritage
- Expand the museum more

**GOAL 4: Educate and communicate our cultural values/beliefs and history to other Tribes and the general public.**

***Supporting Community Comments:***

- Offer educational seminars to outside communities about Oneida Tribe offer to local school districts, etc
- Outreach, extend our culture to schools, communities
- Have some video movies made about our cultural and such
- Need to audiotape elder stories
- More cooperation between 3 bands of Oneida
- Articles on local people / achievements
- Attract the public
- Historically the Oneidas have much to offer in educating the general public about all these issues.
- History of areas in school system
- Improve communications on cultural issues & ways
- Increase awareness
- Increase awareness & stability
- Letting tribal members know more when special events take place like the opening of net fishing.
- More and better advertising of cultural events.
- More information or advertising on these events
- Oneida history books written by cultural staff
- Cultural & historical “lessons” could be taught to off-reservation (out of State) tribal members.
- Full page Kalihwisaks article on Milwaukee Oneida’s (2 Comments)



## Other Community Comments

- Continue to teach the young the Oneida language & other parts of the Oneida culture
- Environmental Education and Cultural education the same.
- Give these areas, esp. Language, primary priority
- Language house in the school to teach
- Our language revitalized
- Save the language
- Designate Duck Creek valley as historic place
- Establish sites
- For all large waterways esp. the Duck Creek Corridor to be names as a Nat'l Historical District (NHD)
- Railroad trail a perfect opportunity to make a cultural resource in the heart of the reservation/Hobart etc.
- Bring people together
- Cultural and historical stuff should all be located on one area.
- Customer service training
- Formation of organized band for concerts and parades
- More museum events
- More performing arts
- More variety presented
- Need activities for children to teach civility, cooperation
- While our culture lies in our HX, try not to make a false attempt to only stay there. Modernize
- 5 years - cultural center
- Church building uses as historic site
- Cultural art in and around all buildings
- Have a library with viewing & listening area
- Not open on weekends
- More aid for artists
- provide allocation to this area
- The money to do this.
- Vital - The create/apply to State & Federal.
- Loss of our elders that know the language
- We make decisions that are cultural based and protected.
- Exacting cultural ways of Oneidas.
- Keep cultural heritage alive
- Decisions are made with no consideration made to our culture.
- Long house and church expenses eliminated
- Long House open to the public
- Traditional burial
- A inter net service



- Better communications
- Casino & Radisson need to purchase more arts and cultural stuff
- Communicate with Oneida community/tribe
- Develop friendly ways to learn these subjects (videos, CD's, DVD's)
- Incorporated into school system to educate the students
- More pictures of people for future reference
- Success stories on individual achievements
- Articles on local people / achievements (7 Comments)
- Discounts to Tribal members
- Kalihwisaks articles of graduates
- List of Oneida persons / specialties, professions
- List of organizations that recognize Native American people and their talents
- List of organizations that recognize Native American people and their talents
- List skills of Milwaukee area people in Kaliwisaks
- Perhaps Kalihwisaks could run a survey membership-wide.
- Public recognition of talented Oneida's
- Recognize elder of the year (8 Comments)
- Recognize graduates of all schools & their photographs (8 Comments)
- recognize off-reservation artists (musicians, painters, etc) (8 Comments)
- skills of Milwaukee Oneida's listed in Kaliwisaks (2 Comments)
- success stories on individual achievements
- Decisions made for sake of the community, not individuals
- 90% of Oneida's practicing longhouse traditions
- Adopt the Director's vision
- Be proactive in protecting cultural resources, preventing density, keep out non-tribal sewer lines.
- Clans clearly defined
- Continue to maintain museum
- Cultural resource meetings in Milwaukee - address needs (widows, singles, elderly group)
- Cut the program
- Day for "only Oneida" Pow Wow
- Drop these programs
- Encourage people to be civil
- Historical culture provides a strong foundation for today's actions and its healthy aspects are integrated into our day to day actions.
- Historical" is exactly what is claimed - History
- I don't see a reason for archaeological
- list skills of Milwaukee area people in Kaliwisaks
- Many people who claim to be Oneida actually have to ask about the history.
- More effective & efficient staff focused on work



- Need clear vision of what it means to be Oneida in order to heal & survive as a community
- Offer lunch for elderly
- Other tribes history shouldn't be mixed with Oneida history.
- Racism by some teachers
- Sewer lines are usually engineered to run along water ways. Gravity flow is the most economical design.
- Tribal infrastructure should include a well-organized & managed cultural resources department with enforceable powers to take any needed corrective action where abuse is present.
- We as a community embrace our care taker responsibilities.
- What other protections can be added . Tribal laws etc.
- Who benefits from this? Culture teachers



# LAND USE

## COMMUNITY COMMENTS BY GOAL

**GOAL 1: Maintain a balance between the natural components of our land and the necessary economic developments of the past, present and future. We will maintain our lands for the specific and intended uses within our goals and objectives, as a sovereign Nation, by keeping the Oneida Reservation successful in maintaining its rural character, while continuing to provide a solid economic foundation.**

***Supporting Community Comments:***

- Best use of land using conservation, development and economic resources
- Keep green areas around businesses
- Reconnect to cultural use
- Seven Generation planning best use considering population, business, agriculture & resources
- Creative zoning allowing housing, agriculture, business & green space
- Become self sufficient
- have environmentally and economically friendly development
- Land use beneficial to environment and people
- Need more natural areas
- Priority/emphasis community self-sufficiency
- Urban sprawl need to control it.

**GOAL 2: Preserve suitable land areas for agriculture and associated land uses.**

***Supporting Community Comments:***

- Land used for cash crops

**GOAL 3: Recognize commercial development as an essential land use, require quality, aesthetically pleasing developments and provide opportunities for an amount of development adequate to serve the needs of the community.**

***Supporting Community Comments:***

- More business's on reservation
- Centrally located buildings for work related offices.

**GOAL 4: Recognize the importance that industry will have an economic impact on the utilization of this land, which also may provide a major return on investment.**

**GOAL 5: Develop a "master plan" of each location, within which, institutional facilities are a part of the community.**



**GOAL 6: Provide opportunities and locations for quality housing for Tribal members that will not encroach on prime agricultural lands, environmentally or culturally significant areas, but will compliment existing residential sites and fully use all available services.**

**GOAL 7: Build a community which protects and enhances the Reservation area's natural environment. Natural resources are to be used constructively and based on the premise that conservation and development need not be mutually exclusive.**

***Supporting Community Comments:***

- Rural character
- Link all natural areas
- Protect Natural features
- Protect the Duck Creek Valley
- Less destruction of tribal lands
- More stream & watershed conservation efforts

**Other Community Comments**

- Build campgrounds
- More parks to occupy kids
- Would like to see more trees around the rez as much as possible. Maybe our own man made lake somewhere to where we can fish, boat or whatever just for tribal members & their families.
- Acquire or make offer for land & property of non-Native people as becomes available
- Reacquisition of reservation land
- Tribal forest
- An Oneida run power plan on Rez
- Nursing Home co-located near Day Care, Elderly Services and OHC (Good interaction for all people involved.
- Allow tribal members to build more in open spaces that we have.
- Buy all land back
- Concentrated business and residential land use on small percent of land
- Create a Nation Forest and other National systems of protection.
- Developing the land
- Oneida's able to see updated Tribal land ownership map, acreage, future purchases, plan of action
- Plant trees
- Tribal land base increased over 50%
- Keeping traditions
- Medicinal plant gathering areas.
- A map with all the trails marked. Are they open to the public or not?
- Identify plans with options
- Inform community about current plans, procedures, etc
- Land Management needs community input process reservation land & building purchases





- List positives & negatives
- The land use requires a large communication network to participate in this plan.
- A land use technical unit has been established and has begun to address this issue, as it's a slow process & results will not come for 5-10 years.
- Advertise available land, its purpose, use cost, other rules
- All buildings used before constructing new buildings
- Attract truckers at 54 one-stop (showers, t.v. room for small fees) picnic tables
- Before buying land, have a plan.
- Best use purpose
- Better land management use
- Build a community
- Build environmental units
- Continue to press for land to be put in trust
- Cultural camp open to others w/tribal membership discounts
- doesn't make a difference nothing gets done anyway.
- Future generations keep land & community free of drugs, pollution;
- GTC should approve purchases over \$1 million
- Have more land.
- Homeless people w/little money should be given chance to get land w/low down payment.
- Hope Oneida will be able to purchase all land within the original reservation boundary lines.
- how much will the tribe buy & what will they do w/it?
- Howard Johnson site should be developed
- I think its a good idea to continue to research our area before it is constructed for housing, etc. Not disturbing too much of the ecological system.
- Land resources have limitations for different uses
- Let people know how they can get own land, especially us urban Indians, who live in below standard housing.
- Limited land base requires good plan so resources are not destroyed.
- Make less political decisions
- More places built for tribal members
- Need more land so tribal members can build
- No housing projects
- No more land in prairie grass or trees
- Overcrowding
- Put the land to use cut the weeds.
- Putting land into federal programs prevents Oneida's from using land
- Some one that has the education on what is good & bad land to purchase
- Some who has the best interest in the tribal member, that will be living in those homes
- Stop buying land that is swamp land or in the flood plain.



- Stop buying swamp land and junk housing
- Stop the term land Use it is only land.
- The farm has too much clout & influence over tribal lands.
- The more land the better available to all not only a chosen few.
- There are empty lots and buildings
- Too much building on Reservation
- Waiting list system for homes, land & apartments not working; get a better system
- We have too much acreage lying fallow.
- Who in Oneida culture sustains life for which in return one is “grateful” and through respect is responsible for caretaking
- Why not lease the land back to individuals who may want to build homes, instead of giving it to housing, who builds the same kind of living units.
- Won't listen



# SECTION 8

This section is reserved for future use.

