



Oneida Business Committee

Regular Meeting
8:30 AM Wednesday, January 22, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

Agenda

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

I. CALL TO ORDER

II. OPENING

- A. **Special recognition for years of service**
Sponsor: Laura Laitinen-Warren, Executive HR Director

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. **Oneida Election Board Ad-Hoc Committee - Patricia Moore, Justine Huff, Mary King, Lynette Jordan, and Colleen Cornelius**
Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. **Approve the January 8, 2025, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

- A. **Adopt resolution entitled Amending BC Resolution 03-23-22-C Obligation to Support Oneida Early Childhood Programs Utilizing Tribal Contribution Savings**
Sponsor: Mark W. Powless, General Manager
- B. **Adopt resolution entitled Amendments to the Oneida Life Insurance Plan Law**
Sponsor: Jameson Wilson, Councilman

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

1. **Accept the December 12, 2024, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer
2. **Accept the December 19, 2024, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the December 18, 2024, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman

VIII. TRAVEL REQUESTS

- A. **Approve the travel request - Chairman Tehassi Hill - National Indian Child Care Association (NICCA) Leadership Institute - Herndon, VA - March 10-14, 2025**
Sponsor: Tehassi Hill, Chairman
- B. **Approve the travel request - Chairman Tehassi Hill - Midwest Alliance of Sovereign Tribes (MAST) Impact Week - Washington, D.C. - March 22-26, 2025**
Sponsor: Tehassi Hill, Chairman
- C. **Approve the travel request - Councilman Marlon Skenandore - 2025 Teen Summit - Wisconsin Dells, WI - February 26-28, 2025**
Sponsor: Marlon Skenandore, Councilman
- D. **Approve the travel request - Councilwoman Jennifer Webster - Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC) - Washington, D.C. - February 24-27, 2025**
Sponsor: Jennifer Webster, Councilwoman
- E. **Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Yellowbird-Stevens to attend the Packers Super Bowl Invite in New Orleans, LA on February 7-10, 2025**
Sponsor: Lisa Liggins, Secretary
- F. **Enter the e-poll results into the record regarding the approved travel request for Councilman Jonas Hill to attend the 2025 Presidential Inauguration in Washington, D.C. on January 17-20, 2025**
Sponsor: Jonas Hill, Councilman

IX. NEW BUSINESS

- A. **Post one (1) vacancy - Oneida Election Board**
Sponsor: Lisa Liggins, Secretary

- B. Post twelve (12) vacancies - Oneida Election Board Alternates**
Sponsor: Lisa Liggins, Secretary
- C. Exception to resolution # BC-11-13-24-K – cancel April 23, 2025, regular Business Committee meeting**
Sponsor: Lisa Liggins, Secretary
- D. Review Town of Oneida fire equipment funding request and determine next steps (10:00 a.m.)**
Sponsor: Tehassi Hill, Chairman

X. REPORTS

A. OPERATIONAL

- 1. Accept the Big Bear Media FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 2. Accept the Comprehensive Health Division FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 3. Accept the Comprehensive Housing Division FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 4. Accept the Digital Technology Services FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 5. Accept the Division of Public Works FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 6. Accept the Education and Training FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 7. Accept the Environmental, Land, & Agriculture Division FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 8. Accept the Grants FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 9. Accept the Human Services Division FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager
- 10. Accept the Tribal Action Plan FY-2025 1st quarter report**
Sponsor: Mark W. Powless, General Manager

XI. GENERAL TRIBAL COUNCIL

- A. PETITIONER SHERROLE BENTON - petition # 2024-03**
- 1. Accept the statement of effect regarding petition # 2024-03**
Sponsor: Jameson Wilson, Councilman
 - 2. Accept the legal review status update regarding petition # 2024-03**
Sponsor: Jo Anne House, Chief Counsel
 - 3. Accept the fiscal impact statement status update regarding petition # 2024-03**
Sponsor: Ralinda Ninham-Lamberies, Chief Financial Officer
 - 4. Schedule a special General Tribal Council meeting to address the Benton petition # 2024-03**
Sponsor: Lisa Liggins, Secretary
- B. Review the April 7, 2025, tentatively scheduled General Tribal Council meeting and determine next steps**
Sponsor: Lisa Liggins, Secretary
- C. Schedule the 2025 semi-annual General Tribal Council meeting**
Sponsor: Lisa Liggins, Secretary

XII. EXECUTIVE SESSION

- A. REPORTS**
- 1. Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel
 - 2. Accept the General Manager report**
Sponsor: Mark W. Powless, General Manager
 - 3. Accept the Intergovernmental Affairs and Self-Governance January 2025 report**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
- B. AUDIT COMMITTEE**
- 1. Accept the November 19, 2024, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
 - 2. Accept the Cage-Vault-Kiosk Year End compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
 - 3. Accept the Sports Wagering compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

1. **Approve a limited waiver of sovereign immunity - Green Bay Converting LLC (GBC LLC) - Mutual Confidentiality and Non-Disclosure Agreement - file # 2024-1538**
Sponsor: Justin Nishimoto, Economic Strategy Coordinator
2. **Approve a limited waiver of sovereign immunity - Swedish Match - Swisher Venture Agreement 2025 - file # 2025-0013**
Sponsor: Debra Powless, Retail General Manager

XIII. ADJOURN

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

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

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Laura Laitinen-Warren, Executive HR Director

Primary Requestor: Yasiman Metoxen, HR Office Coordinator

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: January 14, 2025

RE: Oath of Office – Oneida Election Board - Ad Hoc Committee.

Background

On January 8, 2025, the Oneida Business Committee appointed Patricia Moore, Justine Huff, Mary King, Lynette Jordan, and Colleen Cornelius to the Oneida Election Board - Ad Hoc Committee.

Approve the January 8, 2025, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

DRAFT**Oneida Business Committee****Executive Session**

8:30 AM Tuesday, January 07, 2025

BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting

8:30 AM Wednesday, January 08, 2025

BC Conference Room, 2nd floor, Norbert Hill Center

Minutes**EXECUTIVE SESSION**

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Yellowbird-Stevens, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson;

Not Present:

Arrived at: n/a

Others present: Mark W. Powless (via Microsoft Teams¹), Ralinda Ninham-Lamberies (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Aliskwet Ellis (via Microsoft Teams);

REGULAR MEETING

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Yellowbird-Stevens, Treasurer Lawrence Barton, Secretary Lisa Liggins, Council members: Jonas Hill, Kirby Metoxen, Marlon Skenandore, Jennifer Webster (via Microsoft Teams), Jameson Wilson;

Arrived at:

Others present: Jo A. House, RaLinda Ninham-Lamberies, Melinda J. Danforth (via Microsoft Teams), Mark W. Powless, Todd Vanden Heuvel (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Lori S Hill (via Microsoft Teams), Ashley M. Blaker (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), Janice Deborah (via Microsoft Teams), David P. Jordan (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Maureen Perkins (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Sarah Capelle (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Grace Elliot (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Paul Witek (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Patricia King (via Microsoft Teams), Nicolas Reynolds (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Carol Silva (via Microsoft Teams), Amber Martinez (via Microsoft Teams), Donald McLester, Aliskwet Ellis (via Microsoft Teams), Bonnie Pigman (via Microsoft Teams);

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

DRAFT

I. CALL TO ORDER

Meeting called to order by Chairman Tehassi Hill at 8:31 a.m.

Roll call for the record:

Present: Chairman Tehassi Hill, Vice-Chairman Brandon Yellowbird-Stevens, Treasurer Lawrence Barton, Secretary Lisa Liggins, Councilmembers: Jonas Hill, Councilwoman, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson;

II. OPENING (00:00:06)

Opening provided by Councilman Kirby Metoxen

III. ADOPT THE AGENDA (00:00:31)

Motion by Lisa Liggins to adopt the agenda with two (2) corrections [1) under the travel section, correct item IX.A., removing "and Marlon Skenandore"; and 2) correct item IX.C. Approve the travel request - Councilman Jonas Hill - Great Lakes Inter-Tribal coalition coordinating Committee Quarterly Meeting - Black River Falls, WI - January 20-23, 2025 from "Councilman Jonas Hill" to "Councilman Marlon Skenandore"], seconded by Lawrence Barton. Motion carried:

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

IV. OATH OF OFFICE

A. Oneida Land Commission - Donald McLester (00:03:23)

Sponsor: Lisa Liggins, Secretary

Oaths of office administered by Secretary Lisa Liggins. Donald McLester was present

V. MINUTES

A. Approve the December 11, 2024, regular Business Committee meeting minutes (00:05:27)

Sponsor: Lisa Liggins, Secretary

Motion by Brandon Yellowbird-Stevens to approve the December 11, 2024, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

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

DRAFT

- B. Approve the December 13, 2024, special Business Committee meeting minutes (00:06:02)**
Sponsor: Lisa Liggins, Secretary

Motion by Lawrence Barton to approve the December 13, 2024, special Business Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

VI. RESOLUTIONS

- A. Adopt resolution entitled Amendment to BC Resolution # 04-26-23-G Obligation for Skenandoah Front Lobby Renovation Utilizing Tribal Contribution Savings (00:06:29)**
Sponsor: Mark W. Powless, General Manager

Motion by Lawrence Barton to adopt resolution # 01-08-25-A Amendment to BC Resolution # 04-26-23-G Obligation for Skenandoah Front Lobby Renovation Utilizing Tribal Contribution Savings, seconded by Jonas Hill. Motion carried:

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

- B. Adopt resolution entitled Amendment to BC Resolution # 10-26-22-G Obligation for Transit Garage Utilizing Tribal Contribution Savings (00:07:51)**
Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to adopt resolution # 01-08-25-B Amendment to BC Resolution # 10-26-22-G Obligation for Transit Garage Utilizing Tribal Contribution Savings, seconded by Brandon Yellowbird-Stevens. Motion carried:

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

VII. APPOINTMENTS

- A. Determine next steps regarding nine (9) vacancies - Oneida Election Board Ad-Hoc Committee (00:08:29)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the selected applicants; to appoint Patricia Moore, Justine Huff, Mary King, Lynette Jordan and Colleen Cornelius to the Oneida Election Board Ad-Hoc Committee to term ending December 31, 2025; and to request Secretary to re-notice remaining vacancies, seconded by Jameson Wilson. Motion carried:

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

DRAFT**VIII. STANDING COMMITTEES****A. LEGISLATIVE OPERATING COMMITTEE****1. Accept the December 4, 2024, regular Legislative Operating Committee meeting minutes (00:09:20)**

Sponsor: Jameson Wilson, Councilman

Motion by Jonas Hill to accept the December 4, 2024, regular Legislative Operating Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

IX. TRAVEL REQUESTS**A. Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens & Councilmen Jonas Hill - Indian Gaming Tradeshow and Convention - San Diego, CA - March 30-April 4, 2025 (00:09:51)**

Sponsor: Brandon Yellowbird-Stevens, Vice-Chairman, Jonas Hill, Councilman

Motion by Jennifer Webster to approve the travel request from Vice-Chairman Brandon Yellowbird-Stevens and Councilman Jonas Hill to attend the Indian Gaming Tradeshow and Convention in San Diego, CA on March 30-April 4, 2025, seconded by Lawrence Barton. Motion carried:

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

B. Approve the travel request - Treasurer Lawrence Barton - 43rd Annual Native American Finance Officer Association (NAFOA) Conference - New Orleans, LA - April 26-30, 2025 (00:11:02)

Sponsor: Lawrence Barton, Treasurer

Motion by Jameson Wilson to approve the travel request from Treasurer Lawrence Barton to attend the 43rd Annual Native American Finance Officer Association (NAFOA) Conference in New Orleans, LA on April 26-30, 2025, seconded by Lisa Liggins. Motion carried:

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

C. Approve the travel request - Councilman Marlon Skenandore - Great Lakes Inter-Tribal Coalition Coordinating Committee Quarterly Meeting - Black River Falls, WI - January 20-23, 2025 (00:11:34)

Sponsor: Marlon Skenandore, Councilman

Motion by Jameson Wilson to approve the travel request from Councilman Marlon Skenandore to attend the Great Lakes Inter-Tribal Coalition Coordinating Committee Quarterly Meeting in Black River Falls, WI on January 20-23, 2025, seconded by Jonas Hill. Motion carried:

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

DRAFT**X. NEW BUSINESS****A. Approve the transfer of the Fox Cities Home & Garden Show tickets to Oneida Retail pursuant to OBC SOP Ticket Distribution §5.3.1.3. (00:12:38)**

Sponsor: Lisa Summers, OBC Area Manager

Motion by Jennifer Webster to approve the transfer of the Fox Cities Home & Garden Show tickets to Oneida Retail pursuant to OBC SOP Ticket Distribution §5.3.1.3., seconded by Kirby Metoxen. Motion carried:

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

B. Enter the e-poll results into the record regarding the approved Oneida Business Committee members appearing at the annual shareholders meeting shall act by consensus in determining how the vote(s) will be cast on behalf of the shareholder (00:15:42)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to enter the e-poll results into the record regarding the approved Oneida Business Committee members appearing at the annual shareholders meeting shall act by consensus in determining how the vote(s) will be cast on behalf of the shareholder, seconded by Brandon Yellowbird-Stevens. Motion carried:

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

C. Enter the e-poll results into the record regarding three (3) approved actions regarding the 2024 Facility and Life Safety Inspection on all Oneida Gaming Facilities (00:16:16)

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to enter the e-poll results into the record regarding three (3) approved actions regarding the 2024 Facility and Life Safety Inspection on all Oneida Gaming Facilities, seconded by Lisa Liggins. Motion carried:

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

DRAFT

XI. GENERAL TRIBAL COUNCIL

A. Reschedule the April 9, 2025, tentatively scheduled General Tribal Council meeting (00:16:50)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to reschedule the April 9, 2025, tentatively scheduled General Tribal Council meeting to Monday, April 7, 2025, at 6:00 p.m., seconded by Lisa Liggins. Motion carried:

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

XII. EXECUTIVE SESSION (00:18:38)

Motion by Lisa Liggins to go into executive session at 8:49 a.m., seconded by Jonas Hill. Motion carried:

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

Motion by Jonas Hill to come out of executive session at 9:00 a.m., seconded by Marlon Skenandore. Motion carried:

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

A. REPORTS

1. Accept the Chief Counsel report (00:19:27)

Sponsor: Jo Anne House, Chief Counsel

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

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

2. Accept the General Manager report (00:19:46)

Sponsor: Mark W. Powless, General Manager

Motion by Lisa Liggins to accept the General Manager report, seconded by Brandon Yellowbird-Stevens. Motion carried:

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

DRAFT**3. Accept the Treasurer's November 2024 report (00:20:10)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jonas Hill to accept the Treasurer's November 2024 report, seconded by Lisa Liggins.

Motion carried:

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

B. NEW BUSINESS**1. Review applications for nine (9) vacancies - Oneida Election Board Ad-Hoc Committee (00:20:41)**

Sponsor: Lisa Liggins, Secretary

Motion by Brandon Yellowbird-Stevens to accept the discussion regarding the applications for nine (9) vacancies for the Oneida Election Board Ad-Hoc Committee as information, seconded by Lisa Liggins.

Motion carried:

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

2. Enter the e-poll results into the record regarding approval of the counter proposal amendments to the Draft Co-Existence Agreement in the trademark negotiations (00:21:16)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to enter the e-poll results into the record regarding approval of the counter proposal amendments to the Draft Co-Existence Agreement in the trademark negotiations, seconded by Jonas Hill. Motion carried:

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

XIII. ADJOURN (00:21:46)

Motion by Lawrence Barton to adjourn at 9:02 a.m., seconded by Jameson Wilson. Motion carried:

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

Minutes prepared by Bonnie Pigman, Information Management Specialist.

Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Amending BC Resolution 03-23-22-C Obligation to Support Oneida Early...

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the BC Resolution to Extend Deadline Early Childhood Spending. Updated resolution modifies Resolution #03-23-22-C.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Jacqueline Smith, Area Manager/Education & Training

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

Other: Memo dated 01.06.25 from Jacqueline Smith, Education & Training Area Manager with updated goals and budget for the Early Childhood Learning Recovery programming.

7. Budget Information:

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

8. Submission:

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2025.01.07 09:37:32 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Jacqueline Smith, Area Manager Education & Training

**Oneida Education &
Training Area**

Memo

To: Oneida Business Committee

From: Jacqueline Smith, Area Manager Education & Training **Jacqueline Smith**

cc: Mark Powless, General Manager

Date: January 6, 2025

Re: Extend Deadline for Use of TCS to Support Learning Recovery—Early Childhood Supplemental Programming (aka Oneida Reads)

Digitally signed by
Jacqueline Smith
Date: 2025.01.06 16:45:54
-06'00'

The Education & Training Area requests an extension to the current deadline for the Early Childhood Supplemental Programming (TCS) funds.

To date the area has successfully spent down approximately \$500,000 of the original \$2.5 M requested. There are several reasons for the slower pace in spending funds including, most notable, the lack of available third-party consultants to provide intensive tutoring supports in-person. In addition, based on discussion with Oneida DTS, there has been an extended timeline for the data dashboard and other digital projects. A major portion of the funds were to be spent on consulting fees to provide services in the early childhood programs and provide upgrades in access to digital technology resources.

The activities accomplished includes the following:

- E&T Area and School partners Strategic Planning with CESA-7 to prioritize focus and resources to address early education learning setbacks and challenges caused by the pandemic.
- Oneida Reads Launch and associated systems change work initiated with local school districts, early childhood education partners, literacy, and business partners, including the Green Bay Packer Organization.
- Consultants for Oneida early childhood programs to assist in providing additional educational resources in both managerial roles and teaching positions.

- Training for E&T Area Staff in early childhood literacy to meet changes in recent state mandated instructional requirements based on Act 20 (LTRS training provided for Youth Enrichment Services, Childcare, and Head Start staff).
- Oneida Reads family nights and Oneida Reads presentations within the community.
- Reach Out and Read Sponsorship for materials and books for the Oneida Comprehensive Health Division

We have updated the goals along with a new projected budget for early childhood TCS. We are proposing a five (5) year extension to the timeline to spend down the approximate \$2M remaining in the fund.

In addition to providing educational resources and supports for children ages zero (0) to eight (8) years, we are expanding the audience to reach and include school aged children from 4th grade to 12th grade. In our work this past year, we have discovered students in elementary, middle, and high school grades would benefit from additional educational literacy supports to improve “on grade level reading” success.

The planned programming and estimated five (5) year budget include the following:

- **Early Childhood Supportive Educational Services (~\$550,000)**
 - Waterford Family Academy External Consultant
 - Early Literacy (i.e., AIMSweb) Screener to evaluate literacy performance at Head Start
 - Update early childhood software applications and applicable system and equipment upgrades.
 - Early Childhood Consultants for academic and behavioral management programmatic support
- **Early Childhood & School Aged Student Literacy Supports (~\$750,000)**
 - Staff training in LETRS and establish professional cohorts for ongoing professional development (LETRS is a curriculum that provide our educational professionals with additional resources to teach students how to read)
 - Youth Enrichment Services (YES) Based Summer programming to provide out of school literacy instruction.
 - Out of School Learning Events
 - Additional instructional supports for older children (grades 4-12) who are not reading at grade level.
 - Assess the status of other academic literacy levels—math and science.
- **Data Dashboard Development and Implementation (~\$400,000)**
 - Develop a data dashboard to track and assess how Oneida students are performing in literacy.
 - As of 2021/2022 data, Native American Students in Brown County were at a 5% proficient reading level. This means 95% were not proficient in reading by third (3rd) grade.
 - Access to accurate and timely data will support the overall systems changes we are striving to achieve with Oneida Reads. We are working towards promoting educational systems that provide equitable success for all children. Native American students are behind white students by approximately 38% in third grade reading in Brown County.

The planned programming and estimated five (5) year budget continued:

- **Community Wide Campaigns (\$300,000)**
 - Oneida Reads Events and Summits
 - Keynote Speakers on Literacy and Educational Success for Native Students
 - Family/Parenting Outreach/Meetings
 - School Attendance campaigns and community messaging
 - School partnerships and collaborative initiatives to improve on grade level reading.

Goals:

- The overall goal of Oneida Reads is to ensure that 100% of Oneida kids read on grade level by 3rd grade.
- By 2030, our goal is a 50% reading proficiency for 3rd grade Native students in Brown and Outagamie Counties (as measured by the WI Forward Exam English & Language Arts (ELA)).
- By 2030, our goal is a 25% chronic absenteeism rate for Native students in Brown and Outagamie Counties (KG – 12th grade).

Achieving the above goals, will require significant systems change. The impact of this system change for Native students and the Oneida community is as follows:

- Increased high school graduation rates.
- Reduced unemployment
- Higher self sufficiency
- Improved access to skilled employees
- Reduced need for socioeconomic supports



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
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Statement of Effect

Extend Deadline for Use of Tribal Contribution Savings to Support Learning Recovery – Oneida Early Childhood Supplemental Programming

Summary

The resolution extends the deadline to conclude the Learning Recovery programming provided for by resolution BC-03-23-22-C for an additional five (5) years.

*Submitted by: Clorissa N. Leeman, Senior Staff Attorney, Legislative Reference Office
 Date: January 13, 2025*

Analysis by the Legislative Reference Office

The Oneida Nation received federal funds through the American Rescue Plan Act of 2021 (ARPA) funds to address matters arising out of the COVID-19 pandemic. The Oneida Business Committee has approved application of ARPA funds to lost revenue and allocation of tribal funds to the ARPA Federal Rescue Funds to investments in the “Lost Revenue” line (ARPA FRF LR) in the Investment Report. The savings from the application of these funds has resulted in tribal funds being placed in the line “Tribal Contribution Savings” in the Investment Report presented in the Treasurer’s Report”

The Oneida Business Committee determined that these funds should be used as set out in resolution BC-06-09-21-B, *Setting Goals for Application of Funding from the American Rescue Plan Act of 2021 to Direct Support to Individuals, Families, Community and the Oneida Nation*, as amended by resolution BC-06-23-21-C, *Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance*. In resolution BC-06-09-21-B, the Oneida Business Committee identified that the primary applications for the use of ARPA FRF would be to aid members and create tangible benefits related to housing, food sovereignty, education, and culture. In addition, the Oneida Business Committee directed the ARPA FRF to be spread across a three (3) year period in eight (8) specific categories to guide expenditures to meet such primary applications in an informed and transparent manner through the approval of projects by resolution.

After the adoption of resolution BC-06-09-21-B, the Oneida Business Committee received information which indicated that there was a more immediate need to address the pandemic’s twelve (12) to fifteen (15) month negative impact on the membership’s access to jobs, education, healthcare, and housing. The Oneida Business Committee then adopted resolution BC-06-23-21-C, *Amendment # 1 to the American Rescue Plan Act of 2021 Investment Allocation to Direct Membership Assistance*, which amended resolution BC-06-09-21-B to reflect its decision, which, more specifically, was to apply the 45% Direct Membership Assistance payment of three thousand dollars (\$3,000) in the current fiscal year, with any remaining funds after the payment to be allocated in Fiscal Years 2022 and 2023. Additionally, resolution BC-06-23-21-C provided clarification on the eligibility for membership assistance general welfare exclusion payments, application period, obligation, and ability to approve projects across fiscal years; and directed that

the allocations be reviewed at least each fiscal year to determine whether modifications should be made. The work sheet that was attached to resolution BC-06-09-21-B was also deleted by resolution BC-06-23-21-C and replaced with the work sheet attached thereto, entitled, *American Recovery Plan Act – FRF; Lost Revenue; ARPA FRF LR Investments – Updated June 23, 2021*.

The Oneida Business Committee was then presented with recommended amendments to the processes based on implementation of the June 2021 resolutions, application of ARPA FRF through the lost revenue formula, identification of direct use and Tribal Contribution Savings. The Oneida Business Committee reviewed the recommendations and determined that the recommended amendments offer clarification in the processes and provide reporting at intervals that will keep all parties informed on the status of approved projects. The Oneida Business Committee then adopted resolution BC-03-30-22-A, *Updating Tribal Contribution Savings Processes and Allocations*, which superseded the processes identified in Resolve #6 of resolution BC-06-09-21-B, as amended by Resolve #2 of resolution BC-06-23-21-C and adopted a new project approval process which was to be supplemented with needed Standard Operating Procedures approved by the FRF Program Office.

Resolution BC-03-30-22-A had certain responsibilities delegated to the Strategic Planner. For the 2023-2026 term the Oneida Business Committee has removed the Strategic Planner from the approved positions for the support of the Oneida Business Committee. The Oneida Business Committee has identified a need to amend the reporting process and provide the membership reporting on the status of the TC Savings projects funds. Through the adoption of resolution BC-05-22-24-A, Amending BC Resolution 03-30-22-A, *Updating Tribal Contribution Savings Processes and Allocations*, the Oneida Business Committee amends the reporting process identified in resolution BC 03-30-22-A to address reporting by the project owner and the Chief Financial Officer. This resolution also provides that the resolution BC-03-30-22-A updated Tribal Contributions Savings Allocation spreadsheet is the last approved Tribal Contribution Savings Allocation spreadsheet and is attached to this amended BC resolution.

The Oneida Business Committee adopted resolution BC-03-23-22-C, *Obligation to Support Oneida Early Childhood Programs Utilizing Tribal Contribution Savings*, which approved the obligation of funds in the amount of \$2,500,000 from the Tribal Contribution Savings (Education) for the Learning Recovery – Oneida Early Childhood Supplemental Programming, with Jacqueline Smith, Area Manager - Education and Training, assigned as Project Owner. This project was to be concluded by March 31, 2025. Resolution BC-04-26-23-G was exempt from the statement of effect requirement in accordance with resolution BC-07-28-21-L, *Amending Requirement for a Statement of Effect to Exclude Resolutions Obligating ARPA FRF LR Funds for Projects Approved Through the FRF Office*.

This resolution extends the deadline to conclude the Learning Recovery programming provided for by resolution BC-03-23-22-C for an additional five (5) years, and that any funds remaining from the Learning Recovery programming on March 31, 2030, be returned to the Tribal Contribution Savings or its successor.

Conclusion

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

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 03-23-22-C Obligation to Support Oneida Early Childhood Programs Utilizing Tribal Contribution Savings

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Nation has received Fiscal Recovery Funds (*FRF*) through the American Rescue Plan Act of 2021 (*ARPA*) funds to address matters arising out of the COVID-19 pandemic; and
- WHEREAS,** the Oneida Business Committee has approved application of ARPA FRF through the revenue loss formula set forth in 31 CFR 35.6(d)(2) which applied these federal funds throughout the Nation's budget to governmental programs business units beginning with "4272035 and
- WHEREAS,** the savings from the application of these funds has resulted in tribal funds being placed in the line "Tribal Contribution Savings" in the Investment Report presented in the Treasurer's Report"; and
- WHEREAS,** the Oneida Business Committee has determined that Tribal Contribution Savings funds should be used as set out in resolution # BC-06-09-21-B, as amended by resolution # BC-06-23-21-C which designates percentage allocations to eight categories (*percentages rounded*) –
- Direct Membership Assistance, 45% of funds;
 - Housing, 17% of funds;
 - Food and Agriculture, 12% of funds;
 - Education, 6% of funds;
 - Culture and Language, 10% of funds;
 - Revenue Generations, 2% of funds;
 - Government Roles and Responsibilities, 3% of funds;
 - Overall Priority – Land, Infrastructure, Sovereignty, 5% of funds; and
- WHEREAS,** the Oneida Business Committee has received a request to obligate funds to support the goals described in the attached proposal, "Learning Recovery – Oneida Early Childhood Supplemental Programming"; and
- WHEREAS,** the Project Owner for the proposed project is requesting \$2,500,000 obligated from the Tribal Contribution Savings (Education); and

BC Resolution # 03-23-22-C
Obligation to Support Oneida Early Childhood Programs
Utilizing Tribal Contribution Savings
Page 2 of 2

WHEREAS, this project will conclude no later than March 31, 2025; and

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

NOW THEREFORE BE IT RESOLVED, that the that the Oneida Business Committee approves the obligation of funds in the amount of \$2,500,000 from the Tribal Contribution Savings (Education) for the Learning Recovery – Oneida Early Childhood Supplemental Programming, with Jacqueline Smith, Area Manager - Education and Training, assigned as Project Owner.

BE IT FURTHER RESOLVED, that the funding allocated in the Education Category set forth in resolution # BC-06-09-21-B, as amended, shall be moved forward to be fully available in FY-2022.

BE IT FINALLY RESOLVED that on March 31, 2025, any remaining funds shall be returned to Tribal Contribution Savings or its successor thereof.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed, and held on the 23rd day of March, 2022; that the foregoing resolution was duly adopted at such meeting by a vote of 5 members for, 0 members against, and 1 member not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

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

Oneida Nation

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Oneida, WI 54155



BC Resolution # 01-22-25-X

Amending BC Resolution 03-23-22-C Obligation to Support Oneida Early Childhood Programs Utilizing Tribal Contribution Savings

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

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

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

WHEREAS, BC Resolution #03-23-22-C approved the obligation of Tribal Contribution Savings (Education) funds for Learning Recovery – Oneida Early Childhood Supplemental Programming (“Learning Recovery”); and

WHEREAS, BC Resolution #03-23-22-C required that any unused funds be returned to Tribal Contribution Savings or its successor by March 31, 2025; and

WHEREAS, since Learning Recovery programming began, the Oneida Early Childhood Department determined the Nation’s children will benefit from expanding both the scope and the duration of the programming; and

WHEREAS, this project will conclude no later than March 31, 2030; and

NOW THEREFORE BE IT RESOLVED, the deadline to conclude the Learning Recovery programming is extended for an additional five (5) years.

BE IT FURTHER RESOLVED, that on March 31, 2030, any funds remaining from the Learning Recovery programming shall be returned to Tribal Contribution Savings or its successor.

Adopt resolution entitled Amendments to the Oneida Life Insurance Plan Law

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Amendments to the Oneida Life Insurance Plan Law.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:


Authorized Sponsor: Jameson Wilson, Councilman

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



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
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TO: Oneida Business Committee
 FROM: Jameson Wilson, LOC Chairperson 
 DATE: January 15, 2025
 RE: Adoption of Amendments to the Oneida Life Insurance Plan Law

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

1. Resolution: Amendments to the Oneida Life Insurance Plan Law
2. Statement of Effect: Amendments to the Oneida Life Insurance Plan Law
3. Oneida Life Insurance Plan Law Amendments Legislative Analysis
4. Oneida Life Insurance Plan Law Amendments Draft (Redline)
5. Oneida Life Insurance Plan Law Amendments Draft (Clean)
6. Oneida Life Insurance Plan Law Amendments Fiscal Impact Statement

Overview

The purpose of the Oneida Life Insurance Plan law is to provide a death benefit through the Oneida Life Insurance Plan for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. [10 O.C. 1004.1-1]. Amendments to the Oneida Life Insurance Plan law are being sought to include an appeal section which provides that an individual designated as the beneficiary of a decedent who believes they were wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee, and subsequently any decision made by the Oneida Trust Enrollment Committee regarding the validity of the denial of benefits is final. [10 O.C. 1004.9-1].

The Legislative Operating Committee developed the proposed amendments to the Oneida Life Insurance Plan law through collaboration with representatives from the Oneida Law Office, Finance Administration, Oneida Trust Enrollment Department, and Central Accounting. The Legislative Operating Committee held three (3) work meetings on the development of the amendments to the Oneida Life Insurance Plan law.

The development of the amendments to the Oneida Life Insurance Plan law complies with all processes and procedures required by the Legislative Procedures Act, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Oneida Life Insurance Plan law on November 15, 2024, with five (5) individuals providing oral comments. The public comment period for the amendments to this Oneida Life Insurance Plan law was held open until November 22, 2024, with two (2) submissions of written comments received. The Legislative Operating Committee accepted, reviewed, and considered the public comments

received on December 4, 2024.

The amendments to the Oneida Life Insurance Plan law will become effective on February 5, 2025.

Requested Action

Adopt the Resolution: Amendments to the Oneida Life Insurance Plan Law



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
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Statement of Effect

Amendments to the Oneida Life Insurance Plan Law

Summary

This resolution adopts amendments to the Oneida Life Insurance Plan law.

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

Date: January 15, 2025

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Oneida Life Insurance Plan law. The purpose of the Oneida Life Insurance Plan law is to provide a death benefit through the Oneida Life Insurance Plan for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. [10 O.C. 1004.1-1]. Amendments to the Oneida Life Insurance Plan law are being sought to include an appeal section which provides that an individual designated as the beneficiary of a decedent who believes they were wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee, and subsequently any decision made by the Oneida Trust Enrollment Committee regarding the validity of the denial of benefits is final. [10 O.C. 1004.9-1].

Adoption of any legislation is required to comply with the Legislative Procedures Act (“the LPA”), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-1]. The Oneida Life Insurance Plan law amendments complied with all processes and procedures required by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Oneida Life Insurance Plan law on August 21, 2024. No individuals provided public comments during this public meeting. The public comment period was then held open until August 28, 2024. No written comments were received during this public comment period.

The Legislative Operating Committee held a public meeting on the proposed amendments to the Oneida Life Insurance Plan law on November 15, 2024, with five (5) individuals providing oral comments. The public comment period for the amendments to this Oneida Life Insurance Plan law was held open until November 22, 2024, with two (2) submissions of written comments received. The Legislative Operating Committee accepted, reviewed, and considered the public comments received on December 4, 2024.

The amendments to the Oneida Life Insurance Plan law will become effective on February 5, 2025.

Conclusion

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



ONEIDA LIFE INSURANCE PLAN LAW AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

<i>Analysis by the Legislative Reference Office</i>	
Intent of the Proposed Amendments	Include an appeal section which provides that an individual designated as the beneficiary of a decedent who believes they were wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee, and subsequently any decision made by the Oneida Trust Enrollment Committee regarding the validity of the denial of benefits is final. <i>[10 O.C. 1004.9-1]</i> .
Purpose	The purpose of this law is to provide a death benefit through the Oneida Life Insurance Plan for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. <i>[10 O.C. 1004.1-1]</i> .
Affected Entities	Oneida Trust Enrollment Department, Members of the Nation
Public Meeting	A public meeting was held on November 15, 2024. Five (5) individuals provided comments during the public meeting. The public comment period was then held open until November 22, 2024. Two (2) individuals provided written comments during the public comment period.
Fiscal Impact	A fiscal impact statement was received from Finance on December 27, 2024.

SECTION 2. LEGISLATIVE DEVELOPMENT

- 1
- 2 **A. Background.** The Oneida Life Insurance Plan law was adopted by the Oneida Business Committee in
- 3 August of 2023 through resolution BC-08-23-23-G. The purpose of the Oneida Life Insurance Plan law
- 4 is to the purpose of providing a death benefit through the Oneida Life Insurance Plan for all eligible
- 5 enrolled Oneida Nation members, pursuant to the Oneida General Welfare law. *[10 O.C. 1004.1-1]*. It
- 6 is the policy of the Nation to care for its members and their families even after their death. *[10 O.C.*
- 7 *1004.1-2]*. The Nation seeks to internalize the Oneida Life Insurance Plan process to ensure equitable
- 8 and expedient distribution to designated beneficiaries. *Id.* The General Tribal Council, through
- 9 resolution GTC-01-17-09-B, approved the concept of the Oneida Life Insurance Plan Plus to replace
- 10 the Oneida Burial Fund. *[10 O.C. 1004.1-1(a)]*. The General Tribal Council directed implementation
- 11 of a benefit that pays fifteen thousand dollars (\$15,000) to the designated beneficiary or beneficiaries
- 12 of the deceased Oneida Nation member. *Id.* The payment of death benefits through OLIPP to designated
- 13 beneficiaries of a deceased Oneida Nation member is an exercise of self-governance crucial to the
- 14 Oneida Nation’s sovereignty, and health and welfare of the community. *Id.*
- 15 **B. Request for Amendments.** This item added to the Active Files List on June 5, 2024, at the request of
- 16 the Chief Financial Officer (CFO), Ralinda Ninham-Lamberies. The CFO requested the Legislative
- 17 Operating Committee consider an emergency amendment to the Law to remove section 1004.5-3 which

18 provides that “*the Oneida Trust Enrollment Department shall be notified within one (1) year of the*
 19 *member of the Nation’s death in order to distribute the Oneida Life Insurance Plan benefits to the*
 20 *beneficiary. Oneida Life Insurance Plan claims made beyond the first anniversary of the decedent’s*
 21 *death shall not be processed for distribution.*” Finance provided that recently a member of the Nation
 22 missed the deadline by four (4) days, and there would not be an increase in liability if this provision is
 23 removed due to limited staff availability. The Legislative Operating Committee determined this request
 24 did not meet the standard for emergency legislation provided for in section 109.9-5 of the Legislative
 25 Procedures Act, but decided to add this item to the Active Files List anyways due to the August 20,
 26 2023 Oneida Business Committee motion which directed the Legislative Operating Committee to bring
 27 this Law back for a one (1) year review of its adoption and implementation.

28 **C. One Year Review.** When the Oneida Life Insurance Plan law was adopted in August of 2023, the
 29 Oneida Business Committee also directed that the Oneida Life Insurance Plan law be brought back to
 30 the Legislative Operating Committee in one (1) year for review. On August 26, 2024, the Legislative
 31 Operating Committee met with the Trust Enrollments Department, Finance, and the Oneida Law
 32 Office to discuss the status of implementation of the Oneida Life Insurance Plan law during its first
 33 year, and to begin discussions on whether any amendments to the law are necessary at this time. The
 34 Legislative Operating Committee accepted the memorandum entitled, *One (1) Year Review of the*
 35 *Oneida Life Insurance Plan Law*, on September 4, 2024. Overall, the Trust Enrollments Department,
 36 Finance, and the Oneida Law Office provided that the implementation of the Oneida Life Insurance
 37 Plan law has been smooth and the law is operating as it was intended. Although the Oneida Life
 38 Insurance Plan law is working as intended, the Legislative Operating Committee was asked by Finance
 39 to consider two (2) areas where amendments to the Oneida Life Insurance Plan law could potentially
 40 result in improvements in how the law is administered: (1) Section 1004.5-2(d) and 1004.6-3: regarding
 41 the requirement that funeral expenses be paid directly to the funeral home first before any remaining
 42 funds are paid to beneficiary; and (2) Section 1004.5-3: regarding the notice of death requirement of
 43 one (1) year. Ultimately, the Legislative Operating Committee decided to pursue amendments to the
 44 Oneida Life Insurance Plan law to address the length of time for the notice of death requirement. In the
 45 one (1) year review the Oneida Trust Enrollment Department provided the following statistics that were
 46 current as of August 29, 2024, to provide some perspective on how the Oneida Life Insurance Plan has
 47 been administered during its first year:

Oneida Life Insurance Plan Law Statistics				
<i>Month</i>	<i>Deaths Reported</i>	<i>OLIP Claims</i>	<i>Claims that Provided a Beneficiary</i>	<i>Claims that Did Not Provide a Beneficiary</i>
September 2023	13	12	9	3
October 2023	12	12	11	1
November 2023	10	9	9	0
December 2023	18	16	13	3
January 2024	16	17	15	2
February 2024	22	22	19	3
March 2024	15	13	13	0
April 2024	10	10	10	0
May 2024	23	23	21	2
June 2024	13	13	10	3

July 2024	10	9	8	1
August 2024	12	2	2	0

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49

50 **SECTION 3. CONSULTATION AND OUTREACH**51 A. Representatives from the following departments or entities participated in the development of the
52 amendments to the Oneida Life Insurance Plan law and this legislative analysis:

- 53 ▪ Oneida Law Office;
- 54 ▪ Finance Administration;
- 55 ▪ Oneida Trust Enrollments Department; and
- 56 ▪ Central Accounting.

57 B. The following laws were reviewed in the drafting of this analysis:

- 58 ▪ Oneida General Welfare law; and
- 59 ▪ Administrative Rulemaking law.

60

61 **SECTION 4. PROCESS**62 A. The development of the proposed amendments to the Oneida Life Insurance Plan law complies with
63 the process set forth in the Legislative Procedures Act (LPA).

- 64 ▪ On June 5, 2024, the Legislative Operating Committee added the Oneida Life Insurance Plan law
65 to its Active Files List.
- 66 ▪ On September 4, 2024, the Legislative Operating Committee approved the draft of proposed
67 amendments to the Oneida Life Insurance Plan law.
- 68 ▪ On September 18, 2024, the Legislative Operating Committee approved the legislative analysis for
69 the proposed amendments to the Oneida Life Insurance Plan law.
- 70 ▪ On October 2, 2024, the Legislative Operating Committee conducted an e-poll entitled, *Approval*
71 *of Canceled October 2, 2024 LOC Meeting Materials*, which included a requested action of approve
72 the public meeting packet for the proposed amendments to the Oneida Life Insurance Plan law, and
73 forward the Oneida Life Insurance Plan law amendments to a public meeting to be held on
74 November 15, 2024. This e-poll was approved by Jennifer Webster, Kirby Metoxen, Jonas Hill,
75 Jameson Wilson, and Marlon Skenandore.
- 76 ▪ On October 16, 2024, the Legislative Operating Committee entered into the record the results of
77 the October 2, 2024, e-poll entitled, *Approval of the Canceled October 2, 2024 LOC Meeting*
78 *Materials*.
- 79 ▪ On November 15, 2024, a public meeting on the proposed amendments to the Law was held. Five
80 (5) individuals provided comments during the public meeting.
- 81 ▪ The public comment period was then held open until November 22, 2024. Two (2) individuals
82 provided written comments during the public comment period.
- 83 ▪ On December 4, 2024, the Legislative Operating Committee accepted the public comments and the
84 public comment review memorandum and deferred these items to a work meeting for further
85 consideration. The Legislative Operating Committee reviewed and considered the public comments
86 received that same day.
- 87 ▪ On December 18, 2024, the Legislative Operating Committee approved the updated public
88 comment review memorandum, draft, and legislative analysis for the proposed amendments to the

89 Oneida Life Insurance Plan law, and approved the fiscal impact statement request memorandum
90 and forwarded the materials to the Finance Department directing that a fiscal impact statement be
91 prepared and submitted to the LOC by January 9, 2025.

92 ■ On December 27, 2024, the Finance Administration provided the Legislative Operating Committee
93 with the fiscal impact statement.

94 **B.** At the time this legislative analysis was developed the following work meetings had been held
95 regarding the development of the amendments to this Law:

96 ■ August 26, 2024: LOC work session with the Oneida Law Office, Finance Administration, Oneida
97 Trust Enrollments Department, and Central Accounting.

98 ■ August 29, 2024: LOC work session.

99 ■ December 4, 2024: LOC work session.

100

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

102 **A. Appeals.** The proposed amendments to the Law add in a new section that addresses appeals. The Law
103 now provides that an individual designated as the beneficiary of a decedent who believes they were
104 wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment
105 Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee, and
106 subsequently any decision made by the Oneida Trust Enrollment Committee regarding the validity of
107 the denial of benefits is final. [10 O.C. 1004.9-1].

108 ■ *Effect.* Although the Legislative Operating Committee is confident in the Oneida Trust Enrollment
109 Department's ability to oversee and manage the Oneida Life Insurance Plan in accordance with this
110 law, they wanted to ensure individuals who believe they were wrongfully denied benefits have a
111 mechanism to have that decision reviewed.

112

113 **SECTION 6. EXISTING LEGISLATION**

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

115 ■ *Oneida General Welfare Law.* The Oneida General Welfare Law governs how the Nation provides
116 assistance to eligible members on a non-taxable basis, pursuant to the principles of the General
117 Welfare Exclusion to Indian Tribal governmental programs that provide benefits to Tribal
118 members. [10 O.C. 1001.1-1].

119 ■ The Oneida Life Insurance Plan is hereby established as an approved program of the Nation in
120 accordance with the Oneida General Welfare Law. [10 O.C. 1003.4-1]. The Oneida Life
121 Insurance Plan meets the requirements of the General Test as defined in the Oneida General
122 Welfare Law. [10 O.C. 1003.4-2].

123 ■ *Administrative Rulemaking Law.* The Administrative Rulemaking law provides an efficient,
124 effective, and democratic process for enacting and revising administrative rules, to ensure that
125 authorized agencies act in a responsible and consistent manner when enacting and revising
126 administrative rules. [1 O.C. 106.1-2].

127 ■ The Oneida Life Insurance Plan law delegates rulemaking authority to the Oneida Trust
128 Enrollment Department to promulgate rules to govern the administration of the Oneida Life
129 Insurance Plan. [10 O.C. 1004.8-1].

130 ■ Any rules promulgated by the Oneida Trust Enrollment Department must be done in accordance
131 with the process and procedures of the Administrative Rulemaking law.

132

133 **SECTION 7. OTHER CONSIDERATIONS**

134 A. *Fiscal Impact.* Under the Legislative Procedures Act, a fiscal impact statement is required for all
135 legislation except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution BC-
136 10-28-20-A titled, “*Further Interpretation of ‘Fiscal Impact Statement’ in the Legislative Procedures*
137 *Act,*” provides further clarification on who the Legislative Operating Committee may direct complete
138 a fiscal impact statement at various stages of the legislative process, as well as timeframes for
139 completing the fiscal impact statement.

140 ■ *Conclusion.* On December 27, 2024, the Finance Administration provided the Legislative
141 Operating Committee with a fiscal impact statement.

142

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

~~1004.1. Purpose and Policy~~

~~1004.2. Adoption, Amendment, Repeal~~

~~1004.3. Definitions~~

~~1004.4. Establishment~~

~~1004.4. Establishment~~

~~1004.5. Qualifications, Designation of Beneficiary, and Notice~~

~~1004.5. Qualifications, Designation of Beneficiary, and Notice~~

~~1004.6. Beneficiary Claim Process and Distribution~~

~~1004.7. Funding~~

~~1004.8. Administrative Rulemaking~~

~~1004.6. Beneficiary Claim Process and Distribution~~

~~1004.7. Funding~~

~~1004.8. Administrative Rulemaking~~

~~1004.9. Appeals~~

~~1004.1. Purpose and Policy~~

~~1004.2. Adoption, Amendment, Repeal~~

~~1004.3. Definitions~~

1004.1. Purpose and Policy

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

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

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

1004.2. Adoption, Amendment, Repeal

1004.2-1. This law was adopted by the Oneida Business Committee by resolution BC-08-23-23-G- ~~and amended by resolution BC- - - - .~~

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

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

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

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

1004.3. Definitions

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

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

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

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2025 01 15

- 37 to the designated beneficiary.
- 38 (c) “Decedent” means the deceased person.
- 39 (d) “Designated Beneficiary” means any person(s) designated by the enrolled member of
- 40 the Nation, through the approved beneficiary designation form, to receive all or a portion
- 41 of the decedent’s Oneida Life Insurance Plan benefit.
- 42 (e) “Funeral Expenses” means the cost of the funeral of the decedent accrued and invoiced
- 43 by the funeral home including, but not limited to, the following:
- 44 (1) funeral planning;
- 45 (2) securing the necessary permits and copies of death certificates;
- 46 (3) preparing the notices;
- 47 (4) sheltering the remains;
- 48 (5) coordinating the arrangements with the cemetery, crematory or other third
- 49 parties;
- 50 (6) transporting the remains;
- 51 (7) embalming and other preparation;
- 52 (8) viewing, ceremony, or memorial services;
- 53 (9) use of a hearse or limousine;
- 54 (11) a casket, outer burial container or alternate container;
- 55 (11) monuments; and
- 56 (12) cremation or interment.
- 57 (f) “Nation” means the Oneida Nation.
- 58

59 **1004.4. Establishment**

60 1004.4-1. *Establishment.* The Oneida Life Insurance Plan is hereby established as an approved

61 program of the Nation in accordance with the Oneida General Welfare law. The purpose of the

62 Oneida Life Insurance Plan is to provide fifteen thousand dollars (\$15,000) of financial assistance

63 to eligible members of the Nation to pay for funeral expenses, with any residual benefit amounts

64 paid thereafter to the designated beneficiary.

65 1004.4-2. *General Welfare Exclusion.* The Oneida Life Insurance Plan meets the requirements of

66 the General Test as defined in the Oneida General Welfare law; General Criteria as defined in

67 I.R.S. Rev. Proc. 2014-35. Section 5.01(1); and the requirements of the Tribal General Welfare

68 Exclusion Act of 2014, 26 U.S.C. §139E(b).

- 69 (a) The assistance provided through the Oneida Life Insurance Plan is:
- 70 (1) paid on behalf of the Nation;
- 71 (2) pursuant to an approved program of the Nation;
- 72 (3) does not discriminate in favor of members of the governing body of the Nation;
- 73 (4) available to any eligible member of the Nation who meets the guidelines of the
- 74 approved program;
- 75 (5) provided for the promotion of general welfare;
- 76 (6) not lavish or extravagant;
- 77 (7) not compensation for services; and
- 78 (8) not a per capita payment.
- 79 (b) . I.R.S. Rev. Proc. 2014-35, section 5.02(2)(e)(iv) lists funeral, burial, and expenses
- 80 related to a death as Safe Harbor program for which need is presumed.
- 81

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2025 01 15

1004.5. Qualifications, Designation of Beneficiary, and Notice

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

(a) Newly enrolled members of the Nation shall be covered the date their enrollment application is approved by Oneida Trust Enrollment Committee and Oneida Business Committee.

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

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

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

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

(c) A parent or legal guardian shall complete and submit a beneficiary designation form on behalf of their minor child or ward.

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

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

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

111

1004.6. Beneficiary Claim Process and Distribution

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

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

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

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

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125 1004.6-2. *Effect of Homicide on Beneficiary Designation.* A designated beneficiary who
126 criminally and intentionally causes the death of the decedent shall not be entitled to any benefits
127 passing under this law.

128 1004.6-3. *Distribution.* Oneida Life Insurance Plan benefits shall be distributed in the following
129 order:

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

132 (1) Any expenses beyond the funeral expenses shall be the responsibility of the
133 beneficiary, family of the decedent, or any other responsible parties.

134 (b) Residual benefits shall be paid to the designated beneficiary.
135

136 **1004.7. Funding**

137 1004.7-1. *Funding Source.* The Oneida Life Insurance Plan shall be contingent on funding by the
138 Nation.
139

140 **1004.8. Administrative Rulemaking**

141 1004.8-1. *Delegation of Administrative Rulemaking Authority.* The Oneida Trust Enrollment
142 Department shall be delegated administrative rulemaking authority in accordance with the
143 Administrative Rulemaking law to promulgate rules to govern the administration of the Oneida
144 Life Insurance Plan.
145

146 **1004.9. Appeals**

147 1004.9-1. An individual designated as the beneficiary of a decedent who believes they were
148 wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment
149 Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee. Any
150 decision made by the Oneida Trust Enrollment Committee regarding the validity of the denial of
151 benefits is final.
152

153 *End.*
154

156 Emergency Adopted – BC-09-28-22-C
157 Emergency Extension – BC-03-22-23-C
158 Adopted – BC-08-23-23-G
159 Amended – BC- - - -

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

1004.1. Purpose and Policy
 1004.2. Adoption, Amendment, Repeal
 1004.3. Definitions
 1004.4. Establishment
 1004.5. Qualifications, Designation of Beneficiary, and Notice

1004.6. Beneficiary Claim Process and Distribution
 1004.7. Funding
 1004.8. Administrative Rulemaking
 1004.9. Appeals

1 1004.1. Purpose and Policy

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

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

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

15 1004.2. Adoption, Amendment, Repeal

16 1004.2-1. This law was adopted by the Oneida Business Committee by resolution BC-08-23-23-
 17 G and amended by resolution BC-__-__-__-__.

18 1004.2-2. This law may be amended or repealed by the Oneida Business Committee or the General
 19 Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

20 1004.2-3. Should a provision of this law or the application thereof to any person or circumstances
 21 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
 22 to have legal force without the invalid portions.

23 1004.2-4. In the event of a conflict between a provision of this law and a provision of another law,
 24 the provisions of this law shall control.

25 1004.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.
 26
 27

28 1004.3. Definitions

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

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

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

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

39 (d) "Designated Beneficiary" means any person(s) designated by the enrolled member of
 40 the Nation, through the approved beneficiary designation form, to receive all or a portion

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- 41 of the decedent's Oneida Life Insurance Plan benefit.
 42 (e) "Funeral Expenses" means the cost of the funeral of the decedent accrued and invoiced
 43 by the funeral home including, but not limited to, the following:
 44 (1) funeral planning;
 45 (2) securing the necessary permits and copies of death certificates;
 46 (3) preparing the notices;
 47 (4) sheltering the remains;
 48 (5) coordinating the arrangements with the cemetery, crematory or other third
 49 parties;
 50 (6) transporting the remains;
 51 (7) embalming and other preparation;
 52 (8) viewing, ceremony, or memorial services;
 53 (9) use of a hearse or limousine;
 54 (11) a casket, outer burial container or alternate container;
 55 (11) monuments; and
 56 (12) cremation or interment.
 57 (f) "Nation" means the Oneida Nation.
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59 **1004.4. Establishment**

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

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

- 69 (a) The assistance provided through the Oneida Life Insurance Plan is:
 70 (1) paid on behalf of the Nation;
 71 (2) pursuant to an approved program of the Nation;
 72 (3) does not discriminate in favor of members of the governing body of the Nation;
 73 (4) available to any eligible member of the Nation who meets the guidelines of the
 74 approved program;
 75 (5) provided for the promotion of general welfare;
 76 (6) not lavish or extravagant;
 77 (7) not compensation for services; and
 78 (8) not a per capita payment.
 79 (b) . I.R.S. Rev. Proc. 2014-35, section 5.02(2)(e)(iv) lists funeral, burial, and expenses
 80 related to a death as Safe Harbor program for which need is presumed.
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82 **1004.5. Qualifications, Designation of Beneficiary, and Notice**

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

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86 (a) Newly enrolled members of the Nation shall be covered the date their enrollment
87 application is approved by Oneida Trust Enrollment Committee and Oneida Business
88 Committee.

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

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

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

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

100 (c) A parent or legal guardian shall complete and submit a beneficiary designation form
101 on behalf of their minor child or ward.

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

105 1004.5-3. *Notice of Death.* The Oneida Trust Enrollment Department shall be notified within one
106 (1) year of the member of the Nation's death in order to distribute the Oneida Life Insurance Plan
107 benefits to the beneficiary. Oneida Life Insurance Plan claims made beyond the first anniversary
108 of the decedent's death shall not be processed for distribution.

109 1004.5-4. *Oversight.* The Oneida Trust Enrollment Department shall be delegated the oversight
110 and management of the Oneida Life Insurance Plan.

111

112 **1004.6. Beneficiary Claim Process and Distribution**

113 1004.6-1. *Evidence as to Passing or Status.* In proceedings under this law, the following rules
114 relating to determination of death and status are applicable:

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

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

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

125 1004.6-2. *Effect of Homicide on Beneficiary Designation.* A designated beneficiary who
126 criminally and intentionally causes the death of the decedent shall not be entitled to any benefits
127 passing under this law.

128 1004.6-3. *Distribution.* Oneida Life Insurance Plan benefits shall be distributed in the following
129 order:

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

132 (1) Any expenses beyond the funeral expenses shall be the responsibility of the
133 beneficiary, family of the decedent, or any other responsible parties.

134 (b) Residual benefits shall be paid to the designated beneficiary.
135

136 **1004.7. Funding**

137 1004.7-1. *Funding Source.* The Oneida Life Insurance Plan shall be contingent on funding by the
138 Nation.
139

140 **1004.8. Administrative Rulemaking**

141 1004.8-1. *Delegation of Administrative Rulemaking Authority.* The Oneida Trust Enrollment
142 Department shall be delegated administrative rulemaking authority in accordance with the
143 Administrative Rulemaking law to promulgate rules to govern the administration of the Oneida
144 Life Insurance Plan.
145

146 **1004.9. Appeals**

147 1004.9-1. An individual designated as the beneficiary of a decedent who believes they were
148 wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment
149 Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee. Any
150 decision made by the Oneida Trust Enrollment Committee regarding the validity of the denial of
151 benefits is final.
152

153 *End.*

~~154~~

156 Emergency Adopted – BC-09-28-22-C
157 Emergency Extension – BC-03-22-23-C
158 Adopted – BC-08-23-23-G
159 Amended – BC-__-__-__-__

FINANCE ADMINISTRATION
Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
 FROM: Rae Skenandore, Senior Analyst/Budget Coordinator
 DATE: December 24, 2024
 RE: **Fiscal Impact of the Proposed Amendment to the Oneida Life Insurance Plan Law**

I. Estimated Fiscal Impact Summary

Law: Amendments to the Oneida Life Insurance Plan Law		Draft 2
Implementing Agency	Oneida Trust Enrollment Department	
Estimated time to comply	10 days, in compliance with the Legislative Procedures Act	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	No Fiscal Impact	No Fiscal Impact

II. Background

This Law was originally adopted by the Oneida Business Committee on August 23rd of 2023 through resolution BC-08-23-23-G. The purpose of the law is to provide a death to all eligible enrolled Oneida Nation members. It is the policy of the Nation to care for its members and their families even after their death.

According to the Legislative Reference Office (LRO), the proposed amendments to the law are based on the one-year review and include the following.

- Include an appeal section.

III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with legislation and includes startup costs, personnel, office, documentation costs, as well as an estimate of the amount of time necessary for an agency to comply with the Law after implementation.

Finance does NOT identify the source of funding for the estimated cost or allocate any funds to the legislation.

The analysis was completed based on the information provided as of the date of this memo.

IV. Findings

The OLIP process was internalized in 2023. There are no added start-up costs, no increases in personnel are needed, and no increases in office or documentation costs. The law can be implemented in 10 days, in compliance with the Legislative Procedures Act

V. Financial Impact

There is no additional fiscal impact of implementing this legislation.

VI. Recommendation

Finance does not make a recommendation about a course of action in this matter. Rather, it is the purpose of this analysis to disclose the potential fiscal impact of this legislation, so that the Oneida Business Committee and General Tribal Council has the information with which to render a decision.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 01-22-25-X Amendments to the Oneida Life Insurance Plan Law

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

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

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

WHEREAS, the Oneida Life Insurance Plan law (“the Law”) was adopted by the Oneida Business Committee through resolution BC-08-23-23-G; and

WHEREAS, the purpose of this Law is to provide a death benefit through the Oneida Life Insurance Plan for all eligible enrolled Oneida Nation members, pursuant to the Oneida General Welfare law; and

WHEREAS, the amendments to the Law add a new section which provides that an individual designated as the beneficiary of a decedent who believes they were wrongfully denied benefits from the Oneida Life Insurance Plan by the Oneida Trust Enrollment Department may appeal the denial of benefits to the Oneida Trust Enrollment Committee, and subsequently any decision made by the Oneida Trust Enrollment Committee regarding the validity of the denial of benefits is final; and

WHEREAS, the Legislative Operating Committee developed the proposed amendments to the Law through collaboration with representatives from the Oneida Law Office, Finance Administration, Oneida Trust Enrollment Department, and Central Accounting; and

WHEREAS, in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact statement were completed for the proposed amendments to the Law; and

WHEREAS, the Legislative Operating Committee held a public meeting on the proposed amendments to the Law on November 15, 2024, with five (5) individuals providing oral comments, and the public comment period for the amendments to this Law was held open until November 22, 2024, with two (2) submissions of written comments received; and

WHEREAS, the Legislative Operating Committee accepted, reviewed, and considered the public comments received on December 4, 2024; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee hereby adopts the amendments to the Oneida Life Insurance Plan law, which shall become effective on February 5, 2025.

Accept the December 12, 2024, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/8/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 12/12/24 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: MELISSA ALVARADO, BUDGET MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF DECEMBER 12, 2024
DATE: 12/16/24

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of December 12, 2024. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 4 FC members voting to approve the December 12, 2024 Finance Committee Meeting Minutes. FC Members voting included: *RaLinda Ninham-Lamberies, Jennifer Webster, Jonas Hill, and Chad Fuss.*

These Finance Committee Minutes of December 12, 2024 will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



ONEIDA

FINANCE COMMITTEE

REGULAR MEETING
 DECEMBER 12, 2024 • Time: 8:30 A.M.
 Business Committee Conference Room

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

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

FC MEMBERS EXCUSED: Ashley Blaker

OTHERS PRESENT: Frank Noble, Scott Denny, David Emerson, Paul Truttmann, Josephine Skenandore, Greg Matson, Eric Boulanger, Eric Bristol, Lynn Schmidt, Mari Kriescher, David Jordan, and Maureen Perkins

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

II. APPROVAL OF AGENDA: DECEMBER 12, 2024

Motion by Lisa Liggins to approve the December 12, 2024 Finance Committee Meeting Agenda. Seconded by Jennifer Webster. Motion carried unanimously.

III. FC MINUTES: November 21, 2024 (Approved via E-Poll on 11/21/24)

Motion by Lisa Liggins to acknowledge the FC E-Poll action taken on November 21, 2024 approving the November 21, 2024 Finance Committee Meeting Minutes. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

IV. TABLED BUSINESS: None

V. CAPITAL EXPENDITURES:

- | | |
|--|----------------------|
| 1. Faith Technologies – Hotel IDF Cabinet Swap | Amount: \$207,216.00 |
| Josie Skenandore, Gaming-DTS | |

Motion by Jennifer Webster to approve the Faith Technologies – Hotel IDF Cabinet Swap in

the amount of \$207,2160.00. Seconded by Sarah White. Motion carried unanimously.

2. Dynamic Gaming Solutions LLC - Purchase (8) Slot Machines Amount: \$191,450.00
David Emerson, Gaming-Slots

Motion by Jennifer Webster to approve items #2, #3, & #4 under Capital Expenditures in the amounts requested. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

3. Konami - Purchase (4) Slot Machines Amount: \$79,980.00
David Emerson, Gaming-Slots

- See Action in Capital Expenditures #2.

4. Konami - Purchase (10) Slot Machines Amount: \$184,950.00
David Emerson, Gaming-Slots

- See Action in Capital Expenditures #2.

VI. NEW BUSINESS:

1. Amerind Risk Mgmt Corp – Insurance Coverage Amount: \$506,468.00
Dana McLester, CHD

Motion by Jennifer Webster to approve the Amerind Risk Management Corp – Insurance Coverage in the amount of \$506,468.00. Seconded by Jonas Hill. Motion carried unanimously.

2. FY25 Blkt PO – Contract Construction Services Amount: \$80,000.00
Amber Cornelius, CHD

Motion by Jonas Hill to approve the FY25 Blanket PO – Contract Construction Services in the amount of \$80,000.00. Seconded by Sarah White. Motion carried unanimously.

3. FY25 Blkt PO – Diamond Ridge Construction Amount: \$80,000.00
Amber Cornelius, CHD

Motion by Jonas Hill to approve the FY25 Blanket PO – Diamond Ridge Construction in the

amount of \$80,000.00. Seconded by Chad Fuss. Motion carried unanimously.

4. Vinton Construction Change Order – ACCP Site Amenities Amount: \$81,240.69
Frank Noble, Engineering

Motion by RaLinda Ninham-Lamberies to approve the Vinton Construction Change Order – ACCP Site Amenities in the amount of \$81,240.69. Seconded by Sarah White. Motion carried unanimously.

5. Maguire Iron Inc. – New Water Tower Amount: \$1,890,000.00
Paul Truttman, Engineering

Motion by RaLinda Ninham-Lamberies to approve the Maguire Iron Inc. – New Water Tower in the amount of \$1,890,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

6. Axon – Renewal Maint. Body Worn Cameras Amount: \$126,586.30
Eric Boulanger, OPD

Motion by Jonas Hill to approve the Axon – Renewal Maint. Body Worn Cameras in the amount of \$126,586.30. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

7. Naviant – Renewal Maint. Hyland Licensing & Support Amount: \$262,832.91
Eric Bristol, DTS

Motion by Jennifer Webster to approve the Naviant – Renewal Maint. Hyland Licensing & Support in the amount of \$262,832.91. Seconded by Lisa Liggins. Motion carried unanimously.

8. M3 – Insurance Premiums for Oneida Hotel Amount: \$131,663.00
Lisa Moore, Risk Management

Motion by Jennifer Webster to approve the M3 – Insurance Premiums for Oneida Hotel in the amount of \$131,663.00. Seconded by Sarah White. Motion carried unanimously.

9. UL Solutions – Licensing & Implementation Services Amount: \$188,364.00
Lynn Schmidt, Comp. Health

Motion by Lisa Liggins to defer the request to the Purchasing Director for follow up.

Seconded by Chad Fuss. Motion carried unanimously.

VII. ONEIDA FINANCE FUND:

Report:

- 1. Oneida Finance Fund Report – December 2024
Ashley Blaker, Office Manager

Motion by Lisa Liggins to accept the Oneida Finance Fund Report for December 2024.

Seconded by Jonas Hill. Motion carried unanimously.

Requests:

- 1. Milwaukee Sting Volleyball Club fees Amount: \$750.00
Requester: Yenvstakwas Danforth for Alianna

Motion by Lisa Liggins to approve from the Oneida Finance Fund the requests for #1, #2, #3 & #4 in the amounts requested. Seconded by Jennifer Webster. Motion carried unanimously.

- 2. ETS Performance Strength Training Amount: \$750.00
Requester: Yenvstakwas Danforth for Richard

- See Action in Oneida Finance Fund Requests #1.

- 3. YMCA Membership Amount: \$750.00
Requester: Yenvstakwas Danforth

- See Action in Oneida Finance Fund Requests #1.

- 4. Starz Gymnastics Academy - Junior Ninja Classes Amount: \$750.00
Requester: Yenvstakwas Danforth for Giovanni

- See Action in Oneida Finance Fund Requests #1.

- 5. Harry & Rose Samson Family Jewish Community Center Amount: \$750.00
Requester: Clinton Heckner

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Harry & Rose Samson Family Jewish Community Center fees in the amount of \$750. Seconded by Jennifer Webster. Motion carried unanimously.

- 6. Pulaski Sharks Swim Club fees** **Amount: \$616.73**
Requester: Dan Skenandore for Ava

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Pulaski Sharks Swim Club fees for the daughter of the requester in the amount of \$616.73. Seconded by Jennifer Webster. Motion carried unanimously.

- 7. Snappers Box Lacrosse fees** **Amount: \$720.00**
Requester: Elijah Metoxen for Lawisanawase

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Snappers Box Lacrosse fees for the son of the requester in the amount of \$720. Seconded by Jonas Hill. Motion carried unanimously.

- 8. FC Elite Volleyball Club fees** **Amount: \$750.00**
Requester: Reva Danforth for Lilliani

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for FC Elite Volleyball Club fees for the daughter of the requester in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

- 9. Honorbound Fitness Membership** **Amount: \$750.00**
Requester: Stevi Skenandore

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Honorbound Fitness Membership in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

- 10. Guitar Lessons at Jim's Music** **Amount: \$750.00**
Requester: Andrew Doxtater for Amos

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Jim's Music Guitar Lessons for the son of the requester in the amount of \$750. Seconded by Jonas Hill. Abstained by Chad Fuss. Motion carried.

- 11. Porcupine Quill Class** **Amount: \$750.00**
Requester: Betty Willems

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

Porcupine Quill Class in the amount of \$750. Seconded by Chad Fuss. Motion carried unanimously.

12. WDPHS Music Program

Amount: \$750.00

Requester: Tonya Webster for Justice

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for WDPHS Music Program for the daughter of the requester in the amount of \$750. Seconded by Jennifer Webster. Motion carried unanimously.

13. AAU Basketball fees

Amount: \$750.00

Requester: Kayla Gossen for Aubrey

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for AAU Basketball fees for the daughter of the requester in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

14. Various Sports fees

Amount: \$750.00

Requester: Nicole Van Den Heuvel for Maddox

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the requests for #14, #15, #16 & #17 in the amounts requested. Seconded by Jennifer Webster. Motion carried unanimously.

15. Soccer & Camp fees

Amount: \$750.00

Requester: Nicole Van Den Heuvel for Logan

- See Action in Oneida Finance Fund Requests #14.

16. Math Tutor & Camp fees

Amount: \$750.00

Requester: Nicole Van Den Heuvel for Mikayla

- See Action in Oneida Finance Fund Requests #14.

17. Dance Team fees

Amount: \$750.00

Requester: Nicole Van Den Heuvel for Bella

- See Action in Oneida Finance Fund Requests #14.

18. Gymnastics Class fees

Amount: \$750.00

Requester: Jessica Danforth for Arielle

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the requests for #18 & #19 in the amounts requested. Seconded by Jonas Hill. Motion carried unanimously.

19. Gymnastics Class fees

Amount: \$745.20

Requester: Jessica Danforth for Jayla

- See Action in Oneida Finance Fund Requests #18.

20. YMCA Membership

Amount: \$624.40

Requester: Jennifer Jordan

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for YMCA Membership in the amount of \$624.40. Seconded by Jonas Hill. Motion carried unanimously.

21. Honorbound Fitness Membership

Amount: \$750.00

Requester: Jolene Billie

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for Honorbound Fitness Membership in the amount of \$750. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

22. YMCA Membership

Amount: \$750.00

Requester: Maureen Perkins

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for YMCA Membership in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

23. FIRE Fitness Membership

Amount: \$750.00

Requester: Michelle Klarkowski

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for FIRE Fitness Membership in the amount of \$750. Seconded by Jonas Hill. Abstained by Chad Fuss. Motion carried.

24. Titledown MMA Membership **Amount: \$750.00**
Requester: Nelson Ninham

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Titledown MMA Membership in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

25. Askren Wrestling Academy Lessons **Amount: \$750.00**
Requester: Jamison Skenandore for Ruby

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the request for Askren Wrestling Academy Lessons for the daughter of the requester in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

26. Various Sports fees **Amount: \$750.00**
Requester: Margaret VanDen Heuvel for Colt

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the requests for #26, #27, #28, #29, & #30 in the amounts requested. Seconded by Lisa Liggins. Motion carried unanimously.

27. Basketball Registration fees **Amount: \$750.00**
Requester: Margaret VanDen Heuvel for Gage

- See Action in Oneida Finance Fund Requests #26.

28. Basketball & Golf fees **Amount: \$750.00**
Requester: Margaret VanDen Heuvel for Gavin

- See Action in Oneida Finance Fund Requests #26.

29. Various Sports fees **Amount: \$750.00**
Requester: Margaret VanDen Heuvel for Jack

- See Action in Oneida Finance Fund Requests #26.

30. Various Sports fees **Amount: \$750.00**
Requester: Margaret VanDen Heuvel for Sawyer

- See Action in Oneida Finance Fund Requests #26.

31. Softball & Basketball Registration fees Amount: \$750.00
Requester: Kurt Jordan for Morgan

Motion by RaLinda Ninham-Lamberies to approve from the Oneida Finance Fund the requests for #31 & #32 in the amounts requested. Seconded by Jennifer Webster. Abstained by Chad Fuss. Motion carried.

32. Football & Baseball Registration fees Amount: \$750.00
Requester: Kurt Jordan for Brady

- See Action in Oneida Finance Fund Requests #31.

33. FVP Volleyball fees Amount: \$750.00
Requester: Eugene Kelly for Dyonna

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for FVP Volleyball fees for the daughter of the requester in the amount of \$750. Seconded by Jonas Hill. Motion carried unanimously.

34. YMCA Membership Amount: \$750.00
Requester: Vanessa Old Coyote

Motion by Jonas Hill to approve from the Oneida Finance Fund the request for YMCA Membership in the amount of \$750. Seconded by Jennifer Webster. Motion carried unanimously.

VIII. EXECUTIVE SESSION:

Motion by Chad Fuss to go into Executive Session. Seconded by Lisa Liggins. Motion carried unanimously. Time: 8:55 A.M.

Motion by Jonas Hill to come out of Executive Session. Seconded by Jennifer Webster. Motion carried unanimously. Time: 9:15 A.M.

1. PO Increase – Independent Contract 2019-1399
Mari Kriescher, Comp. Health

Motion by Jennifer Webster to approve the PO Increase – Independent Contract 2019-1399 in the requested amount. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

IX. ADMINISTRATIVE /INTERNAL: None

X. FOLLOW UP: None

XI. FOR INFORMATION ONLY: None

XII. ADJOURN: Motion by RaLinda Ninham-Lamberies to adjourn. Seconded by Lisa Liggins. Motion carried unanimously. Time: 9:45 A.M.

Minutes submitted by:
Melissa Alvarado, Budget Manager

Finance Committee Approval Date of Minutes via E-Poll: December 16, 2024

Accept the December 19, 2024, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/8/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the FC Minutes for 12/19/24 & E-Poll

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: All areas that require FC approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: ASHLEY BLAKER, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF DECEMBER 19, 2024
DATE: 12/20/24

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of December 19, 2024. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 4 FC members voting to approve the December 19, 2024, Finance Committee Meeting Minutes. FC Members voting included: *Chad Fuss, Jonas Hill, Sarah, White, and RaLinda Ninham-Lamberies.*

These Finance Committee Minutes of December 19, 2024, will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.



FINANCE COMMITTEE
FC REGULAR MEETING
DECEMBER 19, 2024 • Time: 8:30 A.M
Business Committee Conference Room

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair

RaLinda Ninham-Lamberies CFO/FC Vice-Chair

Jonas Hill, BC Council Member

Sarah White, Purchasing Director

Chad Fuss, Asst. Gaming CFO

FC MEMBERS EXCUSED: Jennifer Webster, BC Council Member and Lisa Liggins, BC Secretary

OTHERS PRESENT: Henrietta Cornelius, Jason Doxtator, Paul Hockers, Aaron Badeau, Lynn Schmidt, Ron Wurth, David Emerson, and Ashley Blaker.

I. CALL TO ORDER: The FC Regular Meeting was called to order by the FC Chair at 8:28 A.M.

II. APPROVAL OF AGENDA: DECEMBER 19, 2024

Motion by RaLinda Ninham-Lamberies to approve the December 19, 2024, Finance Committee Meeting Agenda with three add-ons under Donation Requests #1, #2, #3 and one under Executive Session #1. Seconded by Sarah White. Motion carried unanimously.

III. FC MINUTES: DECEMBER 12, 2024 (Approved via E-Poll on 12/16/24)

Motion by Jonas Hill to acknowledge the FC E-Poll action taken on December 16, 2024, approving the December 12, 2024, Finance Committee Meeting Minutes. Seconded by Sarah White. Motion carried unanimously.

IV. UNFINISHED BUSINESS:

- | | |
|---|----------------------|
| 1. UL Solutions – Licensing & Implementation Services | Amount: \$188,364.00 |
| Lynn Schmidt, Comp. Health (Deferred on 12/12/24) | |

Motion by RaLinda Ninham-Lamberies to approve UL Solutions – Licensing & Implementation Services in the amount of \$188,364.00. Seconded by Sarah White. Motion carried unanimously.

V. CAPITAL EXPENDITURES:

1. Kavanaugh Restaurant – Kitchen Equipment Amount: \$53,356.10
Paul Hockers, Gaming-Admin

Motion by RaLinda Ninham-Lamberies to approve Kavanaugh Restaurant – Kitchen Equipment in the amount of \$53,356.10. Seconded by Sarah White. Motion carried unanimously.

2. Berg Liquor System LLC – Liquor Control System Amount: \$102,619.00
Paul Hockers, Gaming-Admin

Motion by RaLinda Ninham-Lamberies to approve Berg Liquor System LLC – Liquor Control System in the amount of \$102,619.00. Seconded by Sarah White. Motion carried unanimously.

VI. NEW BUSINESS:

1. Info-Tech – IT Research & Advisory Membership Amount: \$361,629.93
Jason Doxtator, DTS

Motion by RaLinda Ninham-Lamberies to approve Info-Tech – IT Research & Advisory Membership in the amount of \$361,629.93. Seconded by Jonas Hill. Motion carried unanimously.

2. Aimbridge/Oneida Hotel – Sept. Free Room Offer Amount: \$72,500.00
Ron Wurth, Gaming-Marketing

Motion by RaLinda Ninham-Lamberies to approve items #2, #3, & #4 in the amounts requested. Recommends creating a blanket PO for the entire year. Seconded by Sarah White. Motion carried unanimously.

3. Aimbridge/Oneida Hotel – Oct. Free Room Offer Amount: \$69,840.00
Ron Wurth, Gaming-Marketing

See action in New Business #2.

4. Aimbridge/Oneida Hotel – Nov. Free Room Offer Amount: \$77,184.00
Ron Wurth, Gaming-Marketing

See action in New Business #2.

5. Liberty Software – Software Maint. & Conversion Services Amount: \$247,082.79
Aaron Badeau, DTS

Motion by Sarah White to approve Liberty Software – Software Maint. & Conversion Services in the amount of \$247,082.79. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

VII. DONATION:

REPORT:

1. FC Donation Report – December 2024
Ashley Blaker, Office Manager

Motion by Chad Fuss to accept the FC Donation Report for December 2024. Seconded by Sarah White. Motion carried unanimously.

REQUEST(S):

1. **ADD-ON:** Hillcrest Parent Teacher Organization – Donation Amount: \$3,000.00
Requester: Sybilla Buhr, President

Motion by Jonas Hill to approve from the Finance Committee Donations the request from Hillcrest Parent Teacher Organization – Donation in the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously. Ashley to follow-up with Hillcrest to see what they may need for the Gold Sponsorship information and work with Communications.

2. **ADD-ON:** Wise Women Gathering Place – Donation Amount: \$3,000.00
Requester: Brenda John, Enrolled member

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from Wise Women Gathering Place – Donation in the amount of \$3,000. Seconded by Jonas Hill. Motion carried unanimously.

3. **ADD-ON:** Feeding America Eastern Wisconsin – Donation Amount: \$3,000.00
Requester: Josh Hernday, Grants Manager

Motion by Jonas Hill to approve from the Finance Committee Donations the request from Feeding America Eastern Wisconsin – Donation in the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

VIII. EXECUTIVE SESSION:

Motion by RaLinda Ninham-Lamberies to go into Executive Session. Seconded by Sarah White. Motion carried unanimously. Time: 8:50 A.M.

Motion by Ralinda Ninham-Lamberies to come out of Executive Session. Seconded by Jonas Hill.

Motion carried unanimously. Time: 8:52 A.M.

1. **ADD-ON:** FY25 Blkt PO for General Dentistry – Independent Contract 2023-0811
Henrietta Cornelius, Comp Health – Dental

Motion by RaLinda Ninham-Lamberies to approve year one of Dennis Romero’s contract for General Dentistry in the requested amount. Seconded by Jonas Hill. Motion carried unanimously.

IX. ADMINISTRATIVE /INTERNAL: None

X. FOLLOW UP:

1. LNW – Lease (4) Cosmic Slot Machines - \$65 Per Day
David Emerson, Gaming-Slots

Motion by Sarah White to approve LNW – Lease (4) Cosmic Slot Machines at \$65 per day. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

2. LNW – Lease (8) Game Conversions - \$50 Per Day
David Emerson, Gaming-Slots

Motion by Jonas Hill to approve LNW – Lease (8) Game Conversions at \$50 per day. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

XI. FOR INFORMATION ONLY: None

XII. ADJOURN: Motion by RaLinda Ninham-Lamberies to adjourn. Seconded by Jonas Hill. Motion carried unanimously. Time: 8:57 A.M.

Minutes submitted by:
Ashley Blaker, Office Manager
& Finance Committee Contact/Recording Secretary

Finance Committee Approval Date of Minutes via E-Poll: December 19, 2024

Accept the December 18, 2024, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept the December 18, 2024 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

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



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
 December 4, 2024
 9:00 a.m.

Present: Jameson Wilson, Kirby Metoxen, Jonas Hill, Jennifer Webster, Marlon Skenandore

Others Present: Clorissa N. Leeman, Grace Elliott, Carolyn Salutz

Others Present on Microsoft Teams: Rae Skenandore, Kaylynn Gresham, Tavia James-Charles, Ralinda Ninham-Lamberies, Fawn Billie, Fawn Cottrell, Justin Nishimoto, Jason Martinez, Maureen Perkins, Joel Maxam, Sarah White, Mark Powless, Peggy Helm-Quest

I. Call to Order and Approval of the Agenda

Jameson Wilson called the December 18, 2024, Legislative Operating Committee meeting to order at 9:00 a.m.

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

II. Minutes to be Approved

1. December 4, 2024 LOC Meeting Minutes

Motion by Jenny Webster to approve the December 4, 2024 LOC meeting minutes and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

III. Current Business

1. Oneida Life Insurance Plan Law Amendments

Motion by Kirby Metoxen to approve the updated public comment review memorandum, draft, and legislative analysis for the proposed amendments to the Oneida Life Insurance Plan law; seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to approve the fiscal impact statement request memorandum and forward the materials to the Finance Department directing that a fiscal impact statement be prepared and submitted to the LOC by January 9, 2025; seconded by Marlon Skenandore. Motion carried unanimously.

IV. New Submissions

1. Petition S. Benton- Move Oneida Nation Arts Program under Tourism or Community Development



Motion by Jonas Hill to add the Petition S. Benton – Move Oneida Nation Arts Program under Tourism or Community Development to the Active Files List with Kirby Metoxen as the sponsor; seconded by Jennifer Webster. Motion carried unanimously.

V. Additions

VI. Administrative Updates

VII. Executive Session

VIII. Adjourn

Motion by Jennifer Webster to adjourn at 9:14 a.m.; seconded by Marlon Skenandore. Motion carried unanimously.

Approve the travel request - Chairman Tehassi Hill - National Indian Child Care Association (NICCA)...

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve Travel Request – Chairman Hill to National Indian Child Care Association (NICCA) Leadership Institute, Herndon, Va, March 10 - 14, 2025

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Tehassi Hill, Chairman

Primary Requestor: Danelle Wilson

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 22 / 25 e-poll requested

2. General Information:

Event Name: National Indian Child Care Association (NICCA) Leadership Institute

Event Location: Herndon, VA Attendee(s): Tehassi Hill

Departure Date: 03/10/2025 Attendee(s):

Return Date: 03/14/2025 Attendee(s):

3. Budget Information:

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

Cost Estimate: 0

4. Justification:

Describe the justification of this Travel Request:

Tribal leaders in attendance will have the opportunity to network and engage with their State counterparts in government and advocacy - their own state child care and administrators from their states.

Advocacy visits to Capitol Hill for tribal leaders will be scheduled based on interest and availability.

Requested action: Approve Travel Request – Chairman Hill to National Indian Child Care Association (NICCA) Leadership Institute, Herndon, VA, March 10 – 14, 2025.

*NICCA is covering all travel expenses.

Requested Action: Approve Travel Request – Chairman Hill to National Indian Child Care Association (NICCA) Leadership Institute, Herndon, Va, March 10 - 14, 2025

5. Submission

Sponsor: Tehassi Hill, Chairman

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



National Indian Child Care Association

LEADERSHIP INSTITUTE

Hyatt Regency Dulles, Herndon, Virginia

March 11 – 13, 2025

Overview

During the Leadership Institute, Tribal leaders and their child care administrators will be exploring a vision for their early learning services. Together, they will be looking at the expansive opportunities available to create comprehensive supports for their children and families. This early care and education systems building focus will be useful in developing your Tribal CCDF Plans that are due in July of 2025 and this session will provide you with dedicated time with your Tribal leader to strengthen and grow your programs and services. The Institute will be facilitated by experts who are at the forefront of operating their own Tribal child care program.

During some sessions of the Institute, leaders in attendance will also be able to network and engage with their state counterparts in government and advocacy – their own state child care administrators and advocates from their states. These sessions will be held in conjunction with the Administrators-Advocates Convening that is hosted by the Center for Law and Social Policy (CLASP) and the National Women's Law Center (NWLC). These sessions are indicated by joint session in the agenda below.

Additionally, NICCA is gaging interest in scheduling advocacy visits to Capitol Hill. If there is widespread interest, NICCA will schedule these sessions, provide you with our policy agenda, and organize transport to Capitol Hill from Herndon. Site visits will be scheduled for Day Three (after session ends), depending on availability and interest.

This workshop is intended to be guided by you – our experts can work with you directly in any area in which you need to focus.

Travel Details

Location | Hyatt Regency Dulles | Herndon, Virginia

The event is free for invited guests. Only leaders invited by NICCA are allowed to come and the invitation to participate cannot be transferred to another person. Here is what you can expect:

Airfare will be organized by our partner at Sankofa Travel (details provided upon registration). Travel shall not be booked directly by attendees.

Lodging will be covered by NICCA and will be booked based on your registration responses. Lodging should not be booked directly by attendees.

Per diem will be provided for travel days at a rate of \$60 per day in the form of a visa gift card for attendees. All other meals will be provided at the convening.

Local transportation is provided by the Hyatt Regency Dulles for free to and from the Dulles Airport.

No other expenses will be reimbursed.

If there are any other expenses that may prohibit you from attending the session, please let us know – your attendance is important to us and we don't want you to miss this opportunity!

Draft Agenda

Day One | March 11, 2025 | 9:00 am – 5:00 pm

TIME	EVENT
9:00 am	Registration & Continental Breakfast (provided)
10:00 am	Welcome & Overview (joint session)
11:00 am	Building Understanding, Communication Channels, and Partnerships among Leaders and Advocates (joint session - tentative)
11:50 am	Identifying Needs and Prioritization Exercise <i>What do your children need? What do your families need? What does your community need? How can you respond to these needs?</i>
12:40 pm	Lunch
2:10 pm	Federal Update & Intersectional Topline Discussions (joint session)
3:00 pm	Defining Your Tribal Child Care Program <i>Explorations of defining Native child, determining your service area, defining relative, and conducting your child count</i>
4:15 pm	Break
4:30 pm	State Team Time: Developing and Enhancing Connections (joint session)
5:15 pm	Report Back and Wrap-up
5:30 pm	Session Ends
6:30 pm	Dinner (provided)

Day Two | March 12, 2025 | 8:15 am – 5:00 pm

TIME	EVENT
8:30 am	Continental Breakfast
9:30 am	Morning Opening: Check-in & Questions
9:45 am	Quality Improvement Opportunities ¹
10:45 am	Break
11:00 am	Quality Improvement Opportunities ¹
12:00 pm	Lunch
1:30 pm	Developing Your Own Tribal Vision <i>Using the discussions, ideas, and deep thinking you have done in the past two days, it's time to put start writing down the ideas and plans for achieving these targets</i>
2:30 pm	Break
2:45 pm	State Team Time: Identifying Areas for Collaboration (joint session optional)
4:50 pm	Daily Wrap-Up (joint session)
5:00 pm	Session Ends
6:00 pm	Dinner (provided)

Day Three | March 13, 2025 | 8:15 am – 12:00 pm

TIME	EVENT
8:15 am	Breakfast (provided)
9:15 am	Daily Overview (joint session)
9:30 am	Future Directions for Child Care (joint session)
10:30 am	Break
10:40 am	State Team Time: Planning Next Steps for Collaboration (joint session optional)
11:45 am	Closing Comments
12:00 pm	Session Ends and Lunch (bag lunch provided)
12:00 pm	OPTIONAL Capitol Hill Visits

¹ Quality Improvement Opportunity sessions will focus on:

- **Staffing, Training, and Wellness:** Improving wages, establishing a CDA training program, creating in-house training opportunities, engaging staff better, improving onboarding and retention, improving employee wellness, utilizing substitute teachers
- **Programming:** Creating a home visiting, establishing family support services, developing sick child care, indigenizing classroom curriculum and learning environments, lowering classroom ratios, improving food & nutrition, engaging specialized staff (such as therapists), supporting providers through grants and training, engaging families and the community
- **Facilities, Health, Safety, and Quality Improvements:** Exploring construction, health, safety, quality assessment systems, emergency preparedness

Approve the travel request - Chairman Tehassi Hill - Midwest Alliance of Sovereign Tribes (MAST) Impact

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve Travel Request – Chairman Hill to Midwest Alliance of Sovereign Tribes, Washington, DC, March 22 – 26, 2025

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Tehassi Hill, Chairman

Primary Requestor: Danelle Wilson

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 22 / 25 e-poll requested

2. General Information:

Event Name: Midwest Alliance of Sovereign Tribes Impact Week

Event Location: Washington, DC Attendee(s): Tehassi Hill

Departure Date: 03/22/2025 Attendee(s):

Return Date: 03/26/2025 Attendee(s):

3. Budget Information:

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

Cost Estimate: \$2,500

4. Justification:

Describe the justification of this Travel Request:

The Midwest Alliance of Sovereign Tribes, (MAST) represents the 35 sovereign tribal nations of Minnesota, Wisconsin, Iowa, and Michigan. Altogether, MAST represents nearly 134,000 American Indian people.

MAST’s mission is to “advance, protect, preserve, and enhance the mutual interests, treaty rights, sovereignty, and cultural way of life of the sovereign nations of the Midwest throughout the 21st century.” The organization coordinates important public policy issues and initiatives at the state, regional and federal levels, promotes unity and cooperation among member tribes and advocates for member tribe.

Chairman Hill currently sits on the MAST Board of Directors as Vice President.

Requested action: Approve Travel Request – Chairman Hill to Midwest Alliance of Sovereign Tribes, Washington, DC, March 22 – 26, 2025

5. Submission

Sponsor: Tehassi Hill, Chairman

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Tehassi tasi Hill		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination	Washington, DC		
Departure date	03/22/2025	Return date	03/26/2025
Purpose of travel	Midwest Alliance of Sovereign Tribes Impact Week		
Charged GL Account			

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

Per Diem rate per day	\$ 92.00		
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Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 92.00	1.00	3	\$ 276.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Subtract included meals				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 414.00
Lodging including room, taxes, fees, and hotel parking	\$ 309.00		4	\$ 1,236.00
Airfare				\$ 700.00
Luggage Fees				
Car Rental				
Registration				\$ 250.00
Sub-Total = Virtual Card				\$ 2,186.00
Allowable price adjustment				\$ 500.00
Total Cost Estimate				\$ 3,100.00

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

Signatures / Approvals

	Signature	Date
Traveler		
Supervisor		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

MIDWEST ALLIANCE OF SOVEREIGN TRIBES

P.O. Box 265
Gresham, WI 54128-0265
Ph: 715-787-4494



MAST IMPACT WEEK 2025

March 23RD - 25th, 2025

RESIDENCE INN

333 E Street, SW Washington, DC 20024

PLEASE CALL 1-202-484-8280 ASK FOR MAST ROOM BLOCK

MAST BLOCK RATE \$309.00 Plus Tax

Registration form

Name: Tehassi tasi Hill Title: Chairman

Tribe/Organization: Oneida Nation

Address: P.O. Box 365

City: Oneida State: WI Zip: 54155

Telephone: 920-869-4420 Fax: _____

Fee

The cost of the registration will be \$250.00 per person.

Please get your registration in early so we can plan accordingly, thank you.

Method of Payment: () Check enclosed () Cash in Hand () Credit Card on line

Please make checks payable to: MAST

Return registration form and payment to: **MAST**
P.O. Box 265
Gresham, WI 54128

Approve the travel request - Councilman Marlon Skenandore - 2025 Teen Summit - Wisconsin Dells, WI -

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve travel request – Councilman Marlon Skenandore – Youth Teen Summit – Wisconsin Dells - February 26-28, 2025

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: Develop Youth Council

Leadership/Mentorship

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Marlon Skenandore, Councilman

Primary Requestor: *Name, Title/Entity*



Memorandum

To: Oneida Business Committee
From: Marlon Skenandore, Councilman
Date: January 13, 2025
Re: Travel Request – Teen Summit – WI Dells – Feb 26-28, 2025

Shekóli,

I submitted a proposal to be a presenter for the Teen Summit in Wisconsin Dells February 26-28, 2025. The proposal was approved by the Teen Summit Committee. This is part of the initiative and goal of implementing a youth council at this level. I developed a small team to submit a presentation called "The Oneida Nation Immersive Experience." This team will consist of Miss Oneida, Jr. Miss Oneida and one young male. I will be the chaperone for two of the individuals.

I am currently co-leading the Youth Council initiative with Vice-Chairman Brandon Yellowbird-Stevens. With this opportunity and experience will bring value to our community of implementing our own Youth Summit here in Oneida. With your support with intent to represent our nation to attend the summit.

Most travel expenses will be covered by the Teen Summit Committee.

Requested Action

Approve Councilman Marlon Skenandore to attend the Teen Summit February 26-28, 2025 in Wisconsin Dells, WI.

Oneida Business Committee Travel Request

1. **OBC Meeting Date Requested:** 01 / 22 / 25 e-poll requested

2. General Information:

Event Name: 2025 Teen Summit

Event Location: Wisconsin Dells, WI Attendee(s):

Departure Date: Attendee(s):

Return Date: Attendee(s):

3. Budget Information:

Funds available in individual travel budget(s)

Unbudgeted

Grant Funded or Reimbursed

Cost Estimate: \$350

4. Justification:

Describe the justification of this Travel Request:

Councilman Marlon Skenandore and a group of youth were approved to be presenters at the Youth Summit in Wisconsin Dells Feb 26-28, 2025. This team will consist of Miss Oneida, Jr. Miss Oneida and one young male presenter. Their presentation will be, "The Oneida Nation Immersive Experience" The presentation will cover Oneida history, cultural practices, government, stereotypes, food sovereignty and social dance earth songs.

Overall, "the annual Teen Summit is End Domestic Abuse Wisconsin's largest training, bringing youth, parents, educators, activists and mentors from all over WI to learn about healthy relationships, teen dating violence and sexual assault with a larger anti-oppression framework." <https://www.endabusewi.org/event/2025-teen-summit-revolutionary-acts/>

Registration, meals and one hotel room stay covered by the Teen Summit Committee.
\$350 for additional room as the male and female are in two separate rooms.

5. Submission

Sponsor:

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

Fawn J. Billie

From: Teen Summit <teensummit@endabusewi.org>
Sent: Wednesday, January 8, 2025 12:49 PM
Subject: Teen Summit Registration Information!

Follow Up Flag: Follow up
Flag Status: Flagged

Hello Teen Summit Presenters!

Congratulations again on your workshop acceptance! If you missed the acceptance email, please reach us for the email to be reforwarded.

Please fill out the 2025 Teen Summit Presenter Acceptance Form if you haven't already. This will confirm your presentation details along with lodging requirements: <https://forms.gle/BUhWv3Pe67xKUGYc8>

Registration:

As part of being a presenter, you have been granted up to 4 free registrations for the conference. These are for any youth and adults attending as part of your group. Registration Coupon codes will be sent out individually by the end of the day today.

Lodging Fees & Booking Information:

As mentioned in the previous acceptance email, there will be one lodging room for a two-night stay that accommodates up to four presenters as part of the presenter benefit package. We will be following up with your confirmation numbers at a later date.

If there are any additional lodging rooms needed, it will be the responsibility of the requested party. We are strongly encouraging attendees to reserve their room as soon as possible by January 25th. This year's conference will be held at the Glacier Canyon Conference Center, an extension of The Wilderness Resorts. The address is 45 Hillman Rd, Wisconsin Dells, WI 54965.

Call-in Reservations ONLY: Unfortunately, there are no online links/pass keys available at this time. The Wilderness will only accept Call-In Reservations due to the high volume of attendees.

Dial 1(800) 867-9453 and reserve a room for the 2025 Teen Summit using the room block code in the registration confirmation email.

Click on this link for more information about The Wilderness Resort: <https://www.wildernessresort.com/>

If there are any questions or concerns, please contact us: teensummit@endabusewi.org

Thank you,
Teen Summit Planning Committee



Memorandum

To: Teen Summit Planning Committee
 From: Marlon Skenandore, Councilman
 Date: November 15, 2024
 Re: Workshop Proposal

Greetings,

I would like to introduce myself. My name is Marlon Skenandore, Oneida Nation Councilman. One of my initiatives is, youth programming and initiatives. I advocate for cultural and community engagement of building leadership skills through and for our youth.

I am proposing a presentation that would give an Oneida Nation Immersive Experience. With the presentation to include:

I. Introduction – 5 min

A. Welcome and land acknowledgement

II. History to Current – 30 min

B. An overview of my government role. One of nine Business Committee members. This is my first term. Each term is a three-year term.

C. How Oneida Nation came about to the state of WI. Describe Oneida Nation is originally from New York. Oneida Nation is one of six nations that make up the Haudenosaunee - Iroquois Confederacy.

D. The game of lacrosse known as the Creator's Game originated from the Haudenosaunee and the importance it is to our community.

E. An overview of breaking down stereotypes of what reservations look like. What to expect when visiting Oneida Nation. Ex. community infrastructure and housing.

F. Food – Restoring traditional ways of food sovereignty. Implementing traditional food practices into the community.

G. Learning about the 3 Clans of Oneida Nation. Wolf, Bear and Turtle make up the 3 clans of the Oneida Nation. Each clan has a role with the community. Wolf – Represent the path finders. Their responsibility is to guide the people in living their lives in the way the Creator intended. Bear – The medicine people, the healers. Turtle – Keepers of the land. With the creation story, earth was created on the back of a turtle.

H. Roles - In alignment with this year's teen summit theme "rEVOLutionary ACTS" the Oneida youth would like to present on how we are aligning our community back to our roots of traditional/ cultural practices that encourage and promote healthy relationships which further go on to foster the relationships we have within ourselves and others as we grow. As young children the relationships we are exposed to become a standard of how our future relationships will turn out. The Oneida Nation has been reimplementing the "rites of passage" ceremonial practice with our youth where they learn about themselves their roles as up and coming men, women, and two spirits of the nation respectfully.

I. Regalia – We will have the youth presenters dressed in full regalia and be able to describe what they are wearing and meaning.

III. Social Dance Earth Songs – 30 min

J. We will also be performing a topic related performance demonstrating a few songs and dance from our culture and encourage the audience to join.

IV. Q & A – 10 min

In conclusion, by understanding our history of presenting the Oneida Nation immersive experience, we learn more and continue to nurture our youths' identities. We increase our ancestral healing process, we heal ourselves and break any traumatic cycles for our next 7 generations, to promote healthier relationships and reduce physical and sexual violence between all roles. Thank you for your time and consideration.

Sincerely,

Marlon Skenandore, Councilman
Oneida Nation



THREE DAY AGENDA



	TIME	EVENT & LOCATION
DAY 1 WEDNESDAY FEB. 26TH	3:00PM - 5:00PM	REGISTRATION
	4:00PM - 5:00PM	ROOM CHECK-IN
	5:00PM - 6:00PM	WELCOME & LAND, LABOR, KNOWLEDGE ACKNOWLEDGEMENT
	6:00PM - 7:00PM	DINNER & FREE GROUP PHOTOS (SANDSTONE BALLROOM)
	7:00PM - 8:00PM	KEYNOTE - INDIGENOUS RESISTANCE PANEL
	8:00PM - 9:00PM	DJ TAKEOVER & NETWORKING
DAY 2 THURSDAY FEB. 27TH	7:30AM - 9:00AM	REGISTRATION
	7:30AM - 9:00AM	BREAKFAST (SANDSTONE BALLROOM)
	9:00AM - 9:30AM	WELCOME OPENING
	9:30AM - 9:45AM	TRANSITION TIME
	9:45AM - 11:00AM	AM WORKSHOP SESSION
	11:15AM - 12:15PM	KEYNOTE - ALEXIS SMITH, MISS KANSAS (SANDSTONE BALLROOM)
	12:15PM - 1:30PM	LUNCH (SANDSTONE BALLROOM)
	1:30PM - 1:45PM	TRANSITION TIME
	1:45PM - 3:00PM	PM WORKSHOP SESSION
	3:00PM - 7:00PM	FREE TIME
	7:00PM - 8:00PM	DINNER (SANDSTONE BALLROOM)
8:00PM - 9:30PM	TALENT SHOW AND GLOW PARTY (SANDSTONE BALLROOM)	
DAY 3 FRIDAY FEB. 28TH	7:30AM - 9:00AM	BREAKFAST (SANDSTONE BALLROOM)
	9:00AM - 9:30AM	WELCOME OPENING
	9:30AM - 10:30AM	KEYNOTE - AJAMOU BUTLER
	10:30AM - 10:45AM	TRANSITION TIME
	10:45AM - 11:45AM	ROUNDTABLE SESSION
	11:45AM - 12:00PM	CLOSING BY HO-CHUNK DRUMMERS (SANDSTONE BALLROOM)
	12:00PM - 12:30PM	LUNCH & DEPARTURE
RESOURCE ROOMS	TOT SPOT: TUNDRA ROOM E WELLNESS: LAKE DELTON BALLROOM	



(<https://edaw-webinars.s3.us-east-2.amazonaws.com/wp-content/uploads/2025/01/10101002/Teen-Summit-2025-3-Day-Agenda.png>)

Workshops & Roundtables Info

Safe exit
Quickly & safely exit this site
(<https://www.google.com>)

2025 TEEN SUMMIT

REVOLUTIONARY ACTS

**FEBRUARY
26-28TH 2025**

**GLACIER CANYON
CONFERENCE CENTER
WISCONSIN DELLS, WI**

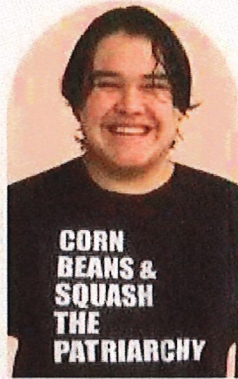
FEATURED PANELISTS & KEYNOTES



**ALICE
SKENADORE**



**JOSEPHINE
WEBSTER**



**KWNWAHTA
SMITH**



**CAMILLE
BILLIE**



**CHANTE
SITTINGBEAR**



**ALEXIS
SMITH**



**AJAMOU
BUTLER**



(<https://edaw-webinars.s3.us-east-2.amazonaws.com/wp-content/uploads/2025/01/10095210/2025-Teen-Summit-Flyer-Featured-Panelists-Keynotes.jpg>)

REGISTRATION FOR THE 2025 TEEN SUMMIT IS NOW OPEN!

REVOLUTIONARY ACTS

**FEBRUARY
26-28TH 2025**


**GLACIER CANYON
CONFERENCE CENTER
WISCONSIN DELLS, WI**

SCAN THE QR CODE TO REGISTER TODAY



[HTTPS://BIT.LY/42CYWZQ](https://bit.ly/42cywzq)



 Teen Summit Wisconsin 2025

Join us on our official event app

We're using *Whova* as our official event app to facilitate networking, host the event agenda, distribute documents, and send announcements!



Scan this QR code for the link to download Whova from the App Store and Google Play

Having trouble joining? Search for our event and enter the invitation code: r9bgs0ivvb

Safe exit
Quickly & safely exit this site
(<https://www.google.com>)

Approve the travel request - Councilwoman Jennifer Webster - Department of Health and Human Services

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Other -Travel Jennifer Webster 02/24/2025 - 02/27/2025 Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC)

3. Requested Motion:

Accept as information; OR

Approve –Travel Request Jennifer Webster 02/24/2025 -02/27/2025 (STAC)

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 22 / 25 e-poll requested

2. General Information:

Event Name: Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC)

Event Location: Washington DC Attendee(s): Jennifer Webster

Departure Date: Feb 24, 2025 Attendee(s):

Return Date: Feb 27, 2025 Attendee(s):

3. Budget Information:

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

Cost Estimate: \$ 2578.50 (Reimbursed)

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster - Health & Human Services Tribal Advisory Committee (HHS-STAC) Meeting.

As a member of the STAC representing the Bemidji Area the STAC meetings are a forum for an overview of the HHS Budget, current updates on the budget process, and an overview of the current budget situation. The meetings include broad overviews and provide Tribal specific information. There is an opportunity for STAC to engage with the Directors from the following areas: SAMSHA, HRSA, ACF, NIH who will provide an overall update on work as it relates to Indian Country.

Travel estimate does not include airfare as HHS provides that.

All travel expenses are reimbursed.

Request: Approve travel request

5. Submission

Sponsor: Jennifer Webster, Councilmember

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

**ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST**

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number	[REDACTED]		
Destination City	Washington, DC		
Departure date	02/24/2025	Return date	02/27/2025
Purpose of travel	Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC)		
Charged GL Account			

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

Per Diem rate per day (meals)	\$ 69.00
-------------------------------	----------


Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles	[REDACTED]	Multiply by the Mileage rate	\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 69.00	0.75	1	\$ 51.75
Per Diem full day at destination	\$ 69.00	1.00	2	\$ 138.00
Per Diem for return travel date	\$ 69.00	0.75	1	\$ 51.75
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 241.50
Lodging including room, taxes, fees, and hotel parking	\$ 279.00		3	\$ 837.00
Airfare				\$ 1,000.00
Luggage Fees				
Car Rental				
Registration				
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 2,337.00
Total Cost Estimate				\$ 2,578.50

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

Signatures / Approvals

	Signature	Date
Traveler		01/06/2025
Supervisor		

Send all travel related items to: CentralAccounting_Travel@oneidanation.org

DEPARTMENT OF HEALTH AND HUMAN SERVICES
SECRETARY'S TRIBAL ADVISORY COMMITTEE

WED November 20, 2024

*All Times in Eastern Standard Time

Hubert Humphrey Building, Room 800

200 Independence Ave. SW

<https://hhs.gov.zoomgov.com/j/1611281427?pwd=L4HHRyoSo6jMNOG9Tplt5bkzvO8dub.1>

can Nov. 18
Traditional
Summit
Nov 19
Congressional
Roundtable
Nov 20
STAC

8:15 – 9:15 AM

TRIBAL CAUCUS — CSGAC

9:15 – 9:30 AM

WELCOME & TRIBAL OPENING

9:30 – 10:30 AM

SECRETARY'S DISCUSSION

HHS Secretary Xavier Becerra

10:30 – 12:00 PM

PUBLIC HEALTH PRIORITIES

The purpose of this discussion is to provide an opportunity for the STAC and HHS Principals to reflect on past priorities and set goals for 2025.

Speakers:

Leslie Ann Dauphin, Director, Public Health Infrastructure Center, Centers for Disease Control and Prevention

Carole Johnson, Administrator, Health Resources and Services Administration

Rachel Levine, Assistant Secretary, Office of the Assistant Secretary for Health

Miriam Delphin-Rittmon, Assistant Secretary, Substance Abuse and Mental Health Services Administration

Meg Sullivan, Acting Assistant Secretary, Administration for Children and Families

Monica Bertagnolli, Director, National Institutes of Health

12:00 – 1:15 PM

LUNCH

1:15 – 1:45 PM

IEA UPDATES

Victor Joseph, Chair, Secretary's Tribal Advisory Committee

Bertha Alisia Guerrero, Director, IEA

1. Approval of meeting minutes
2. Traditional Healing Summit Recap and Next Steps
3. Reminder of upcoming meeting dates and request for Indian Country Meeting Host
 - a. STAC meetings:
 - February 25-26
 - May 20-22 (Indian country)
 - September 23-24
 - November 18-19
 - b. Annual Tribal Budget Consultation:
 - April 9-10 — SAME AS TSGAC
4. Self-Gov Subcommittee Report Out
5. Hall of Tribal Nations Honoring

Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon.

Business Committee Agenda Request

1. Meeting Date Requested: 1/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

From: [Secretary](#)
To: [Brandon L. Yellowbird-Stevens](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Kirby W. Metoxen](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Marlon G. Skenandore](#); [Tehassi Tasi Hill](#)
Cc: [Danelle A. Wilson](#); [David P. Jordan](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Janice M. Decorah](#); [Kristal E. Hill](#); [Maureen S. Perkins](#); [Rhiannon R. Metoxen](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Packers Super Bowl Invite - New Orleans, LA - February 7-10, 2025
Date: Monday, January 6, 2025 5:09:03 PM
Attachments: [BCAR Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Packers Superbowl Invite - New Orleans, LA - Feb 7-10 2025.pdf](#)

E-POLL RESULTS

The e-poll to approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Packers Super Bowl Invite - New Orleans, LA - February 7-10, 2025, **has carried**. Below are the results:

Support: Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson

Aliskwet Ellis
Senior Information Management Specialist
Government Administrative Office
O: 920.869.4408 • E: cellis1@oneidanation.org
P.O. Box 365 • Oneida, WI • 54155



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

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From: Secretary <TribalSecretary@oneidanation.org>
Sent: Friday, January 3, 2025 4:54 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mmskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Maureen S. Perkins <mperkin2@oneidanation.org>

Subject: E-POLL REQUEST: Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Packers Super Bowl Invite - New Orleans, LA - February 7-10, 2025

E-POLL REQUEST

Summary:

Vice-Chairman Stevens has been graciously extended an invite by the Packers to the Super Bowl (Feb 7-10) with all expenses paid for by the Packers. This is a formal request to the Oneida Business Committee for your support of this all expense paid travel. The acceptance of this invite comes with great opportunities to engage directly with the new President and CEO, Ed Policy and more introductions to NFL upper brass. I have some goals for this trip that include, discussing more community engagement and career opportunities for members and youth from the Packers overall. Ensuring we are a priority for the 2025 NFL Draft. Vice-Chairman Stevens has agreed to attend on behalf of the Nation pending official approval.

Justification for E-Poll:

Travel arrangements and acceptance of the invite are time sensitive.

Requested Action:

Approve the travel request - Vice-Chairman Brandon Yellowbird-Stevens - Packers Super Bowl Invite - New Orleans, LA - February 7-10, 2025

Deadline for response:

Responses are due no later than **4:30 p.m., Monday, January 6, 2025.**

Voting:

Use the voting button above, if available; OR
Reply with "Support" or "Oppose".

Aliskwet Ellis

Senior Information Management Specialist
Government Administrative Office

O: 920.869.4408 • E: cellis1@oneidationation.org

P.O. Box 365 • Oneida, WI • 54155



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

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Business Committee Agenda Request

1. Meeting Date Requested: 01/15/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Request for Vice-Chairman Yellowbird-Stevens to accept the Packers Super Bowl invite - February 7th - 10th, 2025 -

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| <input type="checkbox"/> Budgeted – Tribal Contribution | <input type="checkbox"/> Budgeted – Grant Funded |
| <input type="checkbox"/> Unbudgeted | <input type="checkbox"/> Not Applicable |
| <input type="checkbox"/> Other: All expenses paid for
by the Packers | |

8. Submission:

Authorized Sponsor: Brandon Stevens, Vice-Chairman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 15 / 25 e-poll requested

2. General Information:

Event Name: _____ Packers Invite to the Super bowl 2025

Event Location: _____ New Orleans, LA Attendee(s):

Departure Date: Attendee(s):

Return Date: Attendee(s):

3. Budget Information:

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

Cost Estimate: _____ \$0

4. Justification:

Describe the justification of this Travel Request:

Vice-Chairman Stevens has been extended an invite by the Packers to the Super Bowl (Feb 7-10th) with all expenses paid for by the Packers. This is a formal request to the Oneida Business Committee for your support of this all expense paid travel. The acceptance of this invite comes with great opportunities to engage directly with the new President and CEO, Ed Policy and more introductions to NFL upper brass. I have some goals for this trip that include, discussing more community engagement and career opportunities for members and youth from the Packers overall. Ensuring we are a priority for the 2025 NFL Draft. Vice-Chairman Stevens has agreed to attend on behalf of the Nation pending official approval.

5. Submission

Sponsor:

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

Enter the e-poll results into the record regarding the approved travel request for Councilman Jonas Hill to

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Jonas Hill, Councilman

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

From: [Secretary](#)
To: [Secretary](#); [Tehassi Tasi Hill](#); [Brandon L. Yellowbird-Stevens](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Kirby W. Metoxen](#); [Jennifer A. Webster](#); [Jameson J. Wilson](#); [Marlon G. Skenandore](#); [Jonas G. Hill](#)
Cc: [Danelle A. Wilson](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [David P. Jordan](#); [Janice M. Decorah](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Maureen S. Perkins](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS #2: Approve the travel request - Councilman Jonas Hill - Presidential Inauguration - Washington, D.C. - January 17-21, 2025
Date: Tuesday, January 14, 2025 2:05:17 PM
Attachments: [BCAR Approve the travel request - Councilman Jonas Hill - Presidential Inauguration - Washington D.C. - Jan. 17-21 2025.pdf](#)

E-POLL RESULTS

The e-poll to approve the travel request - Councilman Jonas Hill - Presidential Inauguration - Washington, D.C. - January 17-21, 2025 **carried**. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Marlon Skenandore, Jennifer Webster, Jameson Wilson, Brandon Yellowbird-Stevens

****Tentative results were sent to appropriate parties on January 6, 2025, in order to process the Councilman's travel on time. Apologies for delay on results.**

Aliskwet Ellis
 Senior Information Management Specialist
 Government Administrative Office

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Monday, January 6, 2025 2:16 PM
To: Secretary <TribalSecretary@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>; Brandon L. Yellowbird-Stevens <bstevens@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>
Cc: Danelle A. Wilson <dwilson1@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Maureen S. Perkins <mperkin2@oneidanation.org>
Subject: E-POLL REQUEST #2: Approve the travel request - Councilman Jonas Hill - Presidential Inauguration - Washington, D.C. - January 17-21, 2025

E-POLL REQUEST

Summary:

Councilman Hill has worked hard to develop relationships in the Republican Party. His participation in the Republican National Convention has resulted in many high level relationships with Republican leadership and staff, and he would like to continue developing and solidifying those relationships to

lean on them in the coming congressional sessions under this Presidential Administration.

Justification for E-Poll:

Travel arrangements need to be made as soon as possible.

Requested Action:

Approve the travel request - Councilman Jonas Hill - Presidential Inauguration - Washington, D.C. - January 17-21, 2025

Deadline for response:

Responses are due no later than **4:30 p.m., Tuesday, January 7, 2025.**

Voting:

Use the voting button above, if available; OR
Reply with "Support" or "Oppose".

Aliskwet Ellis

Senior Information Management Specialist
Government Administrative Office

O: 920.869.4408 • E: cellis1@oneidanation.org

P.O. Box 365 • Oneida, WI • 54155



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

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Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 06 / 25 e-poll requested

2. General Information:

Event Name: Presidential Inauguration

Event Location: Washington, D.C. Attendee(s): Jonas Hill

Departure Date: Jan 17, 2025 Attendee(s):

Return Date: Jan 21, 2025 Attendee(s):

3. Budget Information:

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

Cost Estimate: 4,876

4. Justification:

Describe the justification of this Travel Request:

Councilman Hill has worked hard to develop relationships in the Republican Party. His participation in the Republican National Convention has resulted in many high level relationships with Republican leadership and staff, and he would like to continue developing and solidifying those relationships to lean on them in the coming congressional sessions under this Presidential Administration.

The Nation is at the Committee level sponsorship allowing Councilman Hill the opportunity to attend multiple events to continue making positive relations on the Nation's behalf.

5. Submission

Sponsor: Jonas Hill, Councilmember

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

2025 Presidential Inauguration WI Delegation Event Sponsorship Opportunities

Forte Event Services, LLC will be creating unique and fun opportunities to meet other business leaders and to raise your corporate profile with key decision makers.

Forte Event Services, LLC will again be hosting events for the Wisconsin host-state delegation and other special guests. Below are the various levels of sponsorship for these Wisconsin Delegation activities. Sponsorship funds may be corporate or individual, are not publicly disclosed, and do not count against any campaign or committee limits.

For more information, please contact:

Colleen Coyle at (608) 239 – 5601 or via email at Colleen.E.Coyle@gmail.com
or Ashley Highlander at (859) 797 – 3593 or Ashley@hlanderllc.com

~ Customized Packages Available Upon Request ~

\$5,000 – Committee Level

- 2 Tickets to the Wisconsin Victory Celebration with access to VIP Reception
 - Sunday, January 19th
 - Further details forthcoming
- 2 Tickets to the All Roads Lead to Wisconsin Celebration
 - Saturday, January 18th
 - Further details forthcoming

\$10,000 – Host Level

- Access to 1 Hotel Room
 - Downtown Hotel
 - Further details forthcoming – approximate room rate \$900 (plus tax)
- 2 Tickets to the Wisconsin Victory Celebration with access to VIP Reception
 - Sunday, January 19th
 - Further details forthcoming
- 2 Tickets to the All Roads Lead to Wisconsin Celebration
 - Saturday, January 18th
 - Further details forthcoming

\$15,000 – Patron Level

- Access to 1 Hotel Room
 - Downtown Hotel
 - Further details forthcoming – approximate room rate \$900 (plus tax)
- 4 Tickets to the Wisconsin Victory Celebration with access to VIP Reception
 - Sunday, January 19th
 - Further details forthcoming
- 4 Tickets to the All Roads Lead to Wisconsin Celebration
 - Saturday, January 18th



- Further details forthcoming

\$25,000 – Co-Chair Level

- 2 Tickets Official Inauguration
 - Monday, January 20th
 - Further details forthcoming
- Access to 1 Hotel Room
 - Downtown Hotel
 - Further details forthcoming – approximate room rate \$900 (plus tax)
- 4 Tickets to the Wisconsin Victory Celebration with access to VIP Reception
 - Sunday, January 19th
 - Further details forthcoming
- 4 Tickets to the All Roads Lead to Wisconsin Celebration
 - Saturday, January 18th
 - Further details forthcoming

\$50,000 – Chairman Level

- 4 Tickets to Official Inauguration
 - Monday, January 20th
 - Further details forthcoming
- Access to 2 Hotel Rooms
 - Downtown Hotel
 - Further details forthcoming – approximate room rate \$900 (plus tax)
- 4 Tickets to the Wisconsin Victory Celebration with access to VIP Reception
 - Sunday, January 19th
 - Further details forthcoming
- 4 Tickets to the All Roads Lead to Wisconsin Celebration
 - Saturday, January 18th
 - Further details forthcoming

*****Solicitations on behalf of this effort are paid for by Forte Event Services LLC and are not authorized by any candidate or candidate's committee. Contributions to this effort will not be publicly disclosed. Because contributions are not used to elect or defeat a candidate or a committee, contributions can be individual or corporate and do not count against any campaign limits.*****

*****Sponsors are responsible to pay for their own hotel room and flight. A three night minimum is required.*****

***** Schedule of events subject to change *****



Post one (1) vacancy - Oneida Election Board

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)


Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: January 14, 2025

RE: Post one (1) vacancy – Oneida Election Board

Background

There is a vacancy on the Oneida Election Board that needs to be posted. The vacancy is due to the resignation of Jermaine Delgado which went into effect on January 13, 2025. The vacancy is for term ending July 31, 2025.

Action requested:

Post one (1) vacancy for the Oneida Election Board.

Post twelve (12) vacancies - Oneida Election Board Alternates

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk


Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



MEMORANDUM

To: Business Committee
From: Candace House, Election Board Chair 
Date: January 14, 2025
Re: Request to Post Twelve (12) Vacancies – Oneida Election Board Alternates

Purpose:

Requires BC action per Boards, Committees and Commissions Law.

Background:

Due to recusal and the increase of staff needed for the polls, the Election Board is requesting to post for twelve (12) alternates to help with the 2025 Special Election.

Action Requested:

Approve request to post twelve (12) vacancies for alternates on the Oneida Election Board for the 2025 Special Election.

Exception to resolution # BC-11-13-24-K – cancel April 23, 2025, regular Business Committee meeting

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. General Information:

Session: Open Executive – must qualify under §107.4-1.
Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: CELLIS1



Memorandum

TO: Oneida Business Committee

FROM: Aliskwet Ellis, Senior Information Management Specialist

DATE: January 15, 2025

RE: Exception to resolution # BC-11-13-24-K – cancel April 23, 2025, regular Business Committee meeting

Purpose

Business Committee (BC) action is needed to change the schedule adopted by resolution # BC-11-13-24-K.

Background

At the January BC Work Session, the BC agreed by consensus to cancel the April 23, 2025, regular Business Committee meeting due to the NFL Draft taking place the following day.

Staff have been asked to help with various events for the NFL Draft and for scheduling purposes, cancelling the meeting would ensure staff availability to help with the event.

Operational reports are due for this meeting. The reports can either be moved to the April 9, 2025, regular BC meeting or to the May 14, 2025, regular BC meeting. Please note that the Boards, Committees, and Commissions reports are due to the May 14, 2025, BC meeting as well.

If the BC decides to cancel the meeting, correspondence will go out to the organization with notification and instructions for items that need immediate attention due to the canceled meeting. Further correspondence will go to the General Manager regarding the change in the Operational Reports due date.

Requested Action

Approve an exception to resolution # BC-11-13-24-K and cancel the April 23, 2025, regular BC meeting, and move the Operational Reports to the [insert selected meeting date] regular BC meeting.

General Manager – Operational Reports 2025 Reporting Schedule – Open Session

*(Please note: Times are **tentative** and subject to change. Check the OBC agenda for latest update.)*

FY-25 Q1 Report (Oct '24-Dec '24)		FY-25 Q2 Report (Jan '25-Mar '25)		FY-25 Q3 Report (Apr '25-Jun '25)		FY-25 Q4 Report (Jul '25-Sep '25)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Jan 14	Jan 22	April 15	April 23	Jul 15	Jul 23	Oct 14	Oct 22
Division/Department						Tentative Time ¹	
Big Bear Media						8:30 a.m.	
Comprehensive Health							
Comprehensive Housing							
Department of Public Works							
Digital Technology Services							
Education & Training							
Environmental, Land & Agriculture							
Grants							
Human Services							
Tribal Action Plan							

¹ Per BC resolution 12-22-21-A, responsible parties shall be available should questions be presented via on-line resources and shall not be required to present in-person.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # 11-13-24-K

Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion Schedule

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** Article III, Section 3 of the Tribal Constitution provides that “Regular meetings of the Business Committee may be established by resolution of the Business Committee”; and
- WHEREAS,** the Oneida Business Committee (OBC) has established and modified their regular meeting schedule by resolutions # BC-07-7-87-A, # BC-03-25-88-B, # BC-04-26-91-A, # BC-02-11-04-A, # BC-12-10-08-A, # BC-06-23-10-E, # BC-11-23-16-C, # BC-12-27-16-A, # BC-09-27-17-D, # BC-01-22-20-D, and # BC-09-23-20-C; and
- WHEREAS,** the OBC has determined that there are no changes needed to the schedule for regular meetings of the OBC; and
- WHEREAS,** the OBC has established a quarterly reporting expectation in the Executive Session section of the regular meeting agenda for the Gaming General Manager, the Retail General Manager, Internal Security Director, and the Executive HR Director; and
- WHEREAS,** the OBC has determined that holding periodic, separate discussions on items submitted to the Executive Session section of the regular meeting agenda is the best use of resources available and would better serve the membership of the Oneida Nation and the OBC.

Regular Meetings

NOW THEREFORE BE IT RESOLVED, regular meetings of the OBC shall continue to be held the second and fourth Wednesday each month, at 8:30 a.m.

OBC Direct Report Quarterly Reports – Executive Session Discussion

BE IT FURTHER RESOLVED, for the first regular meeting of February, May, August, and November, the discussion on the Executive Session section of the regular meeting agenda shall be held on Tuesday at 8:30 a.m. starting on February 11, 2025.

Executive Session Discussion

BE IT FURTHER RESOLVED, for all regular meetings of the Oneida Business Committee, the discussion on the Executive Session section of the regular meeting agenda shall be held on Tuesday at 8:30 a.m. starting on January 7, 2025.

BC Resolution # 11-13-24-K
Setting the Oneida Business Committee Regular Meeting and Executive Session Discussion
Schedule
Page 2 of 2

BE IT FURTHER RESOLVED, that the Chair by memorandum, with consultation with the Secretary, may cancel a meeting and provide notice of that action to all Oneida Business Committee members through an e-mail notification and direct the Secretary to develop a Standard Operating Procedures to identify how notice of the cancelation of the meeting shall be processed.

Superseding Prior Schedules

BE IT FINALLY RESOLVED, this resolution shall supersede all prior motions, practices, or resolutions regarding the subject of regular meetings of the Oneida Business Committee.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 9 members were present at a meeting duly called, noticed and held on the 13th day of November, 2024; that the forgoing resolution was duly adopted at such meeting by a vote of 8 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

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

Review Town of Oneida fire equipment funding request and determine next steps

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: Intergovernmental Affairs

5. Additional attendees needed for this request:

Melinda J. Danforth, Intergovernmental Affairs Director

Tana Aguirre, Intergovernmental Affairs

Troy Parr, Community Development

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Tehassi Hill, Chairman

Primary Requestor: (Name, Title/Entity)

Town of Oneida

December 12, 2024

Cooperative Governance Agreement Group with Oneida Nation,


On December 11, 2024, the Town of Oneida Board Members discussed the required equipment of air packs and compressor need for the Town of Oneida Volunteer Fire Department at the monthly meeting. Air packs are a self-contained breathing apparatus that the firefighters wear that provide breathable compressed air. It is a critical piece of equipment within the fire department and are crucial to our firefighter's safety and the fire protection they provide to our community. The air packs will not pass the next inspection. The Town Board understands this is not a choice. The Board approved the Fire Chief to go ahead with the purchase of the air packs and compressor as this is required to be compliant and provide fire protection for the Town of Oneida residents. It is disheartening that Oneida Nation has not yet stepped up and proudly provided their support to the Volunteer Fire Department with funding for this required equipment that is needed.

The volunteer fire department is annually funded by the fire department picnic and donations along with a portion of the town budget and service agreement with Oneida Nation. These funds maintain the trucks, equipment and building. The Town of Oneida Volunteer Fire Department provides fire protection at no charge to the residents. Most fire departments have service fees to help fund their department. The required equipment expense of the air packs/compressor goes beyond the annual budgeted amount and yearly expenses.

Town of Oneida, Volunteer Fire Department and Oneida Nation all have applied for various grants the past few years for the air packs/compressor and have been denied. Waiting for grant funding is no longer an option.

The Volunteer Fire department provides fire protection for all of Town of Oneida residents as well as Oneida Nation Schools, library, business and facilities. This is a service that directly impacts all residents in this community and ensures the safety of our firefighters. It is very disappointing for our community that Oneida Nation isn't guaranteeing their funding support. Please recognize the importance of the collaboration of efforts that is needed in order to provide fire protection.

Sincerely,



Town chairman



175 INDIAN POINT ROAD
OSHKOSH, WI 54901

Estimate

Date	Estimate No.
9/3/2024	6655

Bill To
TOWN OF ONIEDA FIRE DEPARTMENT
N6611 COUNTY H
ONEIDA, WI 54155

Ship To
TOWN OF ONIEDA FIRE DEPARTMENT
N6611 COUNTY H
ONEIDA, WI 54155

Due Date	Rep
9/18/2024	DM

Qty	Item	Description	Rate	Total
12	X8914023005304	X3 PRO SCOTT AIR PAK(2018 EDITION) WITH, STANDARD PARCHUTE BUCKLES,C5 REGULATOR,STANDARD HOSE, PAK-TRACKER AND NO CASE. (2 PER BOX)	6,200.00	74,400.00
24	200129-01	4500 PSI CYLINDER 45 MIN WITH NXG2 VALVE	1,275.00	30,600.00
12	FP1MK0000000000	SCOTT C5 FACEPIECE MED KEVLAR HEADNET	350.00	4,200.00

Phone #	E-mail
920-235-3610	marsha@ofpe.com

Sales Tax (0.0%)	\$0.00
Total	\$109,200.00

***Prices and availability are only guaranteed until the expiration of the estimate.



Estimate

Date	Estimate No.
11/18/2024	6690

Bill To

TOWN OF ONIEDA FIRE DEPARTMENT
 N6611 COUNTY H
 ONEIDA, WI 54155

Ship To

TOWN OF ONIEDA FIRE DEPARTMENT
 N6611 COUNTY H
 ONEIDA, WI 54155

Due Date	Rep
12/3/2024	DM

Qty	Item	Description	Rate	Total
1	COLTRI OPEN 1PH 240V	COLTRI OPEN MODEL BREATHING AIR SYSTEM. 6000 PSI MAXIMUM PRESSURE, 10 H.P., SINGLE PHASE 240 VOLT ELECTRIC DRIVE MOTOR, 14 SCFM CHARGE RATE, 35,000 CU. FT. PURIFICATION SYSTEM. INCLUDES THE FOLLOWING: COMPRESSOR BLOCK, 4 STAGE ELECTRIC MOTOR AND STARTER PURIFICATION SYSTEM TO MEET CGA G-7.1, GRADE E, NFPA 1500 AIR QUALITY STANDARDS LOW OIL LEVEL SHUTDOWN SWITCH HIGH TEMPERATURE SHUTDOWN SWITCH AUTOMATIC PRESSURE SHUTDOWN SWITCH GAUGE PANEL FOR ALL STAGES HOURMETER AUTOMATIC CONDENSATE DRAIN DRAIN MUFFLER AND RESERVOIR EMERGENCY STOP PALM BUTTON CO MONITOR INTEGRATED ELECTRONIC CARBON MONOXIDE	29,000.00	29,000.00

Phone #	E-mail
920-235-3610	marsha@ofpe.com

Sales Tax (0.0%)

Total



January 7, 2025

Scott Schaumburg, Chairman
Town of Oneida
N6593 County Highway H
Oneida, WI 54155

Dear Chairman Schaumburg,

Oneida Nation has received your letter dated December 12, 2024, expressing your disappointment of the Nation's lack of financial commitment to provide funding for the Town of Oneida's Fire Department equipment needs. However, a review of our records identifies that the Nation did not receive an official written request from the Town Board. Had we received a written request for additional funding, it would have been timely presented to the Oneida Business Committee for consideration and discussion of reallocating possible funding sources within our current budget constraints of Oneida Nation.

Under the Nation's Cooperative Governance Agreement with the Town of Oneida, we continue to recognize the importance of the fire department, but we also recognize that the Town collects taxes to ensure that services such as fire services is provided to all Town residents. At the onset of the 2017 Cooperative Governance agreement, the Nation assessed the valuation of our trust land and the taxes that would have been collected by the Town, and it was noted that the agreement payment was approximately double the value of the taxes collected on our trust properties. At this time, based on our Cooperative Governance Agreement, the Nation contributed to the Town's financial need to provide services such as fire protection and road reconstruction. Further, we have exceeded this expectation over the years not only with the agreement payments but also in specific donations for fire related services. At this point, we believe the Town should have been accruing for this expense for several years to avoid this last-minute need, even with the inability to obtain grants to cover these costs.

The Oneida Business Committee acknowledges that provision of fire safety services is an important function of the Town not only to our members, but to everyone living within the Town boundaries. We will consider your December 12, 2024, correspondence as a request for assistance and present it at our January 22, 2025 Business Committee meeting and invite the Town Board to be present.

The Business Committee meeting begins at 8:30 a.m. at the Nobert Hill Center – Business Committee Conference Room located at N7210 Seminary Road Oneida, WI. If you prefer a set time, we would likely be able to accommodate that request. Please contact my assistant Danelle Wilson at dwilson@oneidanation.org or by calling (920) 869-4389. I would also welcome any additional information you would like to provide, such as a revised letter of

request, copy of the quote, fire response statistics, etc. Please note, this discussion will be in open session of our meeting, which much like the Town Board meetings, are open to the public.

The Nation's leadership looks forward to this discussion.

With a Good Mind, a Good Heart, and a Strong Fire,

Tehassi tasi Hill
Tehassi tasi Hill, Chairman
Oneida Nation

Cc: Oneida Business Committee
Intergovernmental Affairs

**COOPERATIVE GOVERNANCE AGREEMENT BETWEEN
ONEIDA NATION AND TOWN OF ONEIDA**

THIS AGREEMENT, by and between the ONEIDA NATION (the "Nation"), a federally recognized Indian Tribe and Treaty Tribe, and the TOWN OF ONEIDA (the "Town"), a town government organized under the laws of the State of Wisconsin (collectively, the "parties"),

WITNESSETH:

- WHEREAS,** the Nation and the Town enjoy a relationship of mutual trust and respect; and
- WHEREAS,** the Nation and the Town have been and continue to be good neighbors, and desire the spirit of cooperation between the two governments to continue; and
- WHEREAS,** the Oneida Reservation was established pursuant to the 1838 Treaty with the Oneida, 7 Stat., 566, and encompasses approximately 65,400 acres; and
- WHEREAS,** the boundaries of the Oneida Reservation and the boundaries of the Town overlap, and the Town is entirely within the Oneida Reservation; and
- WHEREAS,** both the Nation and the Town provide services which benefit people and properties within the Oneida Reservation and the Town, and both agree that a cooperative intergovernmental agreement provides the best framework to ensure the services provided are based in good governance principles and best practices; and
- WHEREAS,** the Town derives revenue from the taxation of real property, among other things; and
- WHEREAS,** Oneida Trust Lands are exempt from state taxation due to the Nation's status as a sovereign; and
- WHEREAS,** both the Nation and the Town exercise jurisdiction and provide governmental services within their respective territories, and both recognize the importance of collaborative efforts to mitigate costs associated with providing governmental services; and
- WHEREAS,** the Nation and Town are willing to recognize the value of services provided by each respective government, and
- WHEREAS,** it is mutually beneficial to both governments to put their understandings in writing; and
- WHEREAS,** the Town of Oneida is a Wisconsin Municipality created in 1910 located in Outagamie County, Wisconsin.

THEREFORE, the Nation and the Town hereby agree to the following terms and conditions:

1. **DEFINITIONS.** For the purposes of this Agreement, the following terms shall have the following meanings:
 - a. “Class III Gaming” has the meaning ascribed to it in the Indian Gaming Regulatory Act, 25 U.S.C. § 2703(8).
 - b. “Gaming Compact” means an agreement entered into between the Nation and the State of Wisconsin pursuant to the Indian Gaming Regulatory Act, 25 U.S.C. §2701, et seq., for the conduct of Class III Gaming on the Nation’s Indian lands within the State of Wisconsin.
 - c. “Governmental Purposes” means the use of land by the Nation’s programs, departments, or agencies in furtherance of the Nation’s governmental services or responsibilities, or the dedication of land for the promotion of the general health and welfare. Governmental Purposes include, but are not limited to, use of land for law enforcement facilities, social service facilities, health care facilities, governmental offices, and parks and trails. Governmental Purposes does not include the use of land for gaming facilities or other commercial activities which are intended to generate revenue.
 - d. “Neighborhood, Peace and Safety Laws” means zoning, building code, nuisance, land use, and fire regulations.
 - e. “Oneida Reservation” or “Reservation” means the land set aside for the use and occupancy of the Nation and its members pursuant to the 1838 Treaty with the Oneida, 7 Stat., 566, encompassing approximately 65,400 acres.
 - f. “Tribal Fee Land” means land to which the Nation holds title in fee simple.
 - g. “Tribal Land” means Tribal Fee Land on the Reservation and Trust Land.
 - h. “Tribal Member” means a duly enrolled member of the Oneida Nation.
 - i. “Tribal Trust Land” means land to which the United States holds title for the benefit of the Nation pursuant to federal law.
2. **TERM.** The initial term of this Agreement shall be five (5) years, commencing on August 1, 2016 and ending on July 31, 2021, and shall automatically renew for additional successive five (5) year terms, unless either party serves notice of non-renewal on the other party during the period of July 1 through July 31 in a year in which the Agreement would otherwise automatically renew.
3. **TOWN OF ONEIDA FIRE DEPARTMENT AND FIRST RESPONDERS.** The Nation recognizes and supports the Town’s commitment to ensure the safety of the entire community through the operation of the Town Fire Department and First Responder program. The Nation and the Town agree the Fire Department and First Responders engage at emergencies involving properties owned by the Nation or tribal members.

In order to assist the Fire Department to be prepared to respond to fire emergencies on commercial properties and apartment complexes and other multi-family units owned and controlled by the Nation and located within the Town, the Nation shall:

- a. Make all floor plans for buildings located on such properties available to the Town Fire Department, and meet at least triennially with the Town Fire Department, commencing in 2016, to ensure all floor plans are current.
- b. In the event the Town Fire Department determines it needs to view or conduct drills on such properties in order to better prepare to respond to a fire emergency, the parties shall coordinate regarding the safety procedures to be followed and a time for the Town Fire Department officers to view or conduct drills on such properties.
- c. The Oneida Nation agrees to provide to the Town of Oneida Fire Department all pre-fire plans for business buildings which are located on Oneida Nation lands and are under the Oneida Nation's control and pre-fire plans for the location of all fire hydrants now existing and when installed in new construction. This information is valuable to the Town Fire Department as it responds to fires within the jurisdiction of both parties to this agreement.

4. NEIGHBORHOOD PEACE AND SAFETY

- a. Each party retains all of its legislative and enforcement powers. Where feasible, the parties may enter into Memoranda of Agreement to address areas which may need more detailed processes to implement joint enforcement efforts of the parties.
- b. Nothing in this Agreement is meant to impair any individual from bringing a private cause of action against Tribal Members for actions including, but not limited to, trespass or contract disputes.
- c. Nothing in this Agreement is meant to exempt Tribal Members from the application of state criminal laws.
- d. The Nation has laws which address zoning, building, nuisance, land use and fire safety regulations ("Peace and Safety Regulations"), and which are applicable to the Nation, Tribal Members, and individuals and businesses leasing, occupying or otherwise using Tribal Land. These include, but are not limited to, the following chapters of the Nation's Code of Laws, found on the Nation's website:
 - 1) Chapter 66, Building Code;
 - 2) Chapter 68, Condominium Ordinance;
 - 3) Chapter 69, Zoning and Shoreland Protection Law
<https://oneida-nsn.gov/government/register/laws/>
- e. The Nation will enact Peace and Safety Regulations at least as stringent as the Town's Peace and Safety Regulations to be applicable to the Nation, Tribal Members, and individuals and businesses leasing, occupying or otherwise using Tribal Land located in the Town.

- f. Town ordinances addressing Peace and Safety Regulations may have fees associated with permits which are less costly than those charged by the Nation. To maintain consistency within the Town limits, the Nation will match the Town permit fee (if the fee is lower) for Tribal Members for activities occurring in the Town.

In addition, the Nation and the Town will collaborate to explore the possibility of establishing shared/ reciprocal permitting processes.

- g. Each party agrees to designate one representative who will serve as a single point of contact for all matters relating to this section. The parties' designated representatives are listed in Attachment A, and the each party shall update its designated representative from time-to-time as necessary through written notice to the other party. The Town agrees to forward Peace and Safety Regulation issues concerning the Nation, tribal members, and individuals and businesses leasing, occupying or otherwise using Tribal Land to the Nation's designated representative for follow-up action.

5. COOPERATIVE ROAD MAINTENANCE, REPAIR AND CONSTRUCTION

- a. **Initial Meeting and Annual Meetings.** Within three months of the effective date of this Agreement, the parties agree to meet to establish an initial set of priorities for maintenance, repair, and construction of Town, Nation, and BIA roads. These priorities may be adjusted as needed by agreement of both parties.

The parties further agree to meet twice annually to discuss issues related to road maintenance, repair and construction. The first meeting shall take place within two weeks of the Town's determination to lift the weight limits on roads due to the spring thaw. At this meeting the parties shall validate road inventories, set priorities for maintenance, repair and construction, and review long-term plans. The second meeting shall take place within the first two weeks of September. At this meeting the parties shall review road inventories to determine what maintenance and repairs are required before winter.

- b. **Tribal Contribution to Town Road Maintenance and Repair.** The Town may allocate such portion of the compensation set forth in section 8 of this Agreement towards road repair and maintenance as it deems to be in the best interest of the Town.
- c. **Contact Persons.** Each party agrees to identify at least one individual who will serve as a contact person for road maintenance and repair issues. The parties' contact persons are listed in Attachment A, which the parties shall update from time-to-time as necessary, but not less than annually.

6. **POLICE SERVICE.** The Town recognizes and supports the Nation's commitment to ensure the safety of the entire community through the operation of the Nation's Police Department. The Nation agrees to ensure best practices are followed between the Nation's Police Department and Outagamie County Sheriff's Department for proper policing protocols and communication between the agencies.

7. ENVIRONMENTAL PROTECTION AND LAND USE.

- a. The parties recognize both governments provide services, activities and events which benefit the community as a whole (e.g. waste disposal, household clean sweep event). When feasible, the parties agree to work cooperatively on such services, activities, and events to ensure environmental goals, including water protection and habitat restoration, are being achieved for the benefit of the entire community and in accordance with any approved plans, subject to the Town's obligations to Outagamie County under the Responsible Unit Scope of Services Agreement between the Town and Outagamie County and any executed amendments thereto ("RU Agreement").
- b. The Nation agrees to provide solid waste collection services to all Town residents who voluntarily choose to purchase these services from the Nation, provided that the Town promotes the voluntary service by informing residents that greater participation lowers the cost of services. The Nation agrees to ensure that its contractor accounts, on a "tonnage" percentage basis, any solid waste collected from nonmember Town resident households that is tipped at the Brown County solid waste transfer station, and reports such accounting to the Outagamie County Director of Solid Waste or his or her designee. The accounting shall include monthly household collection totals.
- c. The parties agree to discuss the possibility of the Nation providing recycling collection services to Town residents as soon as is practical and consistent with the Town's obligations under the RU Agreement. Any agreement reached by the parties regarding the Nation's provision of recycling collection services may be memorialized in an amendment or addendum to this Agreement or in a separate Memorandum of Understanding.

8. COMPENSATION.

- a. **Annual Payment.** As compensation for services provided by the Town to Tribal Trust Properties, the Nation shall make annual payments to the Town, in accordance with the following schedule:

2016 – 2020	\$150,000/year
2021 – 2025	\$165,000/year
2026 – 2030	\$180,000/year
2031 and thereafter	\$195,000/year

The Nation's obligation to make payments shall immediately cease in the event either party serves a notice of non-renewal on the other party pursuant to section 2, or this Agreement is terminated pursuant to section 15.

- b. **Invoices and Payment.** On or before September 1st of each year, the Town will submit an invoice to the Nation reflecting the amount agreed upon in this agreement. The Nation will make payment to the Town on or before November 1st of each year.
- c. **Town Fire Department and First Responders.** Town Fire Department and First Responders. The Nation recognizes the financial and human resources the Town must commit to maintaining the Town Fire Department, and both parties agree that a collaborative approach to identify additional funds for the Town Fire Department is necessary. The parties therefore agree as follows:

- 1) The Town will, where appropriate, utilize the Nation's resources and technical capabilities of seeking and acquiring grants, and the Nation commits to actively seek and apply for grants on behalf of the Town Fire Department, as approved by the Town.
 - 2) Where necessary, the parties agree to work cooperatively to apply, report, and manage any awarded grants under separate memoranda of agreement or similar government-to-government documents.
9. **ONEIDA LAND INTO TRUST.** The Town will not oppose the Nation's applications to place Tribal Fee Land into trust during the term of this Agreement.
10. **INFORMATION SHARING.** The Nation and the Town will collaborate on mapping and share data bases concerning issues of mutual interest and concern such as, but not limited to, fees charged for permits, parcel information, zoning, land use, land ownership status, census information, archeological/historical background (with certain limitations on sensitive sites and public access), utilities, roads and rights of way, etc. In order to support and foster mutual cooperation under this Agreement, the Nation and the Town shall meet at least once annually in the month of March.
11. **COST MITIGATION.** The Nation designates its Chairman and the Town designates its Chairman (or their delegates) to accept and review proposals regarding potential cost saving measures related to governmental services provided by both parties (e.g. road improvement as identified in section 5).
12. **DISPUTE RESOLUTION.**
- a. **Open Communication.** The parties agree the first step solving disagreement is to practice open communication. The parties therefore agree to meet in person to lay out the premises of disagreements which may arise, and to discuss proposed solutions. The parties will work to achieve consensus on solutions and make good faith efforts toward implementing identified resolutions.
 - b. **Negotiation.** If either party believes the other has failed to comply with the requirements of this Agreement, or if a dispute arises over the proper interpretation of any provision of this Agreement, then either party may initiate negotiation by serving a written notice on the other identifying the specific provision or provisions of the Agreement in dispute and specifying in detail the factual basis for any alleged non-compliance and/or the interpretation of the provision of the Agreement. Within thirty (30) days of service of such notice, representatives designated by each party shall meet in an effort to resolve the dispute through negotiation.
 - c. **Mediation.** If either party believes the other has failed to comply with the requirements set forth in this Agreement or if there is a dispute over the proper interpretation of any provision of this Agreement, the parties may agree in writing to settle the dispute by non-binding mediation.

13. **ENTIRE AGREEMENT.** This Agreement constitutes the entire agreement of the parties and supersedes all prior oral and written agreements between the parties on the subject matters addressed herein. This Agreement does not affect the current Payment In Lieu of Taxes Agreement currently in place between the Town and the Nation relating to property under the control of the Oneida Housing Authority.
14. **AMENDMENT.** Either party may propose amendments to this Agreement at any time. No amendment or modification of this Agreement will be effective unless the amendment or modification is set forth in writing and agreed to and executed by both parties. The parties may agree to non-binding mediation for disputes regarding proposed amendments, but such disputes shall not otherwise be subject to dispute resolution or arbitration.
15. **TERMINATION.** This Agreement may be terminated in one of two ways: 1) this Agreement will immediately terminate and cease to be effective in the event the Nation ceases to conduct Class III Gaming pursuant to a Gaming Compact with the State of Wisconsin; or 2) the parties may terminate this Agreement by mutual agreement, provided that such agreement is reduced to writing and signed by both parties. Upon termination, neither party shall have any further obligation under this Agreement.
16. **NOTICE.** Notice provided under this Agreement must be in writing and must be sent by certified mail, return receipt requested, to:
Oneida Nation Chairman, P.O. Box 365, Oneida, WI 54155
and/or
Oneida Town Chairman, N6593 County Rd H, Oneida, WI 54155
17. **SEVERABILITY.** If any provision of this Agreement is determined to be invalid under the laws of the United States, the Nation or the State, such invalidity will not affect the validity of the remaining provisions of this Agreement.
18. **PRESERVATION OF JURISDICTION.** Nothing in this Agreement is intended to be a grant of jurisdiction from one party to another. This Agreement is not intended to alter the existing jurisdiction of any party, and by approving this Agreement, neither party is agreeing or conceding to any jurisdiction of the other party which would not otherwise exist under the law.
19. **NO THIRD PARTY BENEFICIARIES.** This Agreement is made and entered into for the sole protection and benefit of the Nation and the Town, and is not intended to create any right, benefit, obligation, or cause of action, whether direct or indirect, for any person or entity not a signatory to this Agreement.

IN WITNESS WHEREOF the parties have set their hands and seal on the date listed below.

TOWN OF ONEIDA

Date: 27 July 2017

By: *Gary F. Schaumberg*
GARY SCHAUMBERG, Chairman

Date: 7-27-17

By: *Terry Hoek*
TERRY HOEK, Supervisor

Date: July 27, 2017

By: *Randall L. Robertson*
RANDALL L. ROBERTSON, Supervisor

Seal of Town of Oneida

Date: ^{CSD}
7/28/17

ONEIDA NATION

By: *Cristina Danforth*
CRISTINA DANFORTH, Chairwoman

Date: 7-28-17

By: *Melinda Danforth*
MELINDA DANFORTH, Vice Chairwoman

Seal of the Oneida Nation

ATTACHMENT A

Pursuant to sections 4.g. and 5.c. of this Agreement, the contact persons are as follows:

For the Oneida Nation:

James Petitjean
N7332 Water Circle Place
P.O. Box 365
Oneida, WI 54155
Phone number is: 920-869-1600, ext. 4574

For the Town of Oneida:

Jennifer Andersen, Town Clerk
N6593 County Rd. H.
Oneida, WI 54155
Phone number: 920-833-2211

Town of Oneida

December 12, 2024

Cooperative Governance Agreement Group with Oneida Nation,

On December 11, 2024, the Town of Oneida Board Members discussed the required equipment of air packs and compressor need for the Town of Oneida Volunteer Fire Department at the monthly meeting. Air packs are a self-contained breathing apparatus that the firefighters wear that provide breathable compressed air. It is a critical piece of equipment within the fire department and are crucial to our firefighter's safety and the fire protection they provide to our community. The air packs will not pass the next inspection. The Town Board understands this is not a choice. The Board approved the Fire Chief to go ahead with the purchase of the air packs and compressor as this is required to be compliant and provide fire protection for the Town of Oneida residents. It is disheartening that Oneida Nation has not yet stepped up and proudly provided their support to the Volunteer Fire Department with funding for this required equipment that is needed.

The volunteer fire department is annually funded by the fire department picnic and donations along with a portion of the town budget and service agreement with Oneida Nation. These funds maintain the trucks, equipment and building. The Town of Oneida Volunteer Fire Department provides fire protection at no charge to the residents. Most fire departments have service fees to help fund their department. The required equipment expense of the air packs/compressor goes beyond the annual budgeted amount and yearly expenses.

Town of Oneida, Volunteer Fire Department and Oneida Nation all have applied for various grants the past few years for the air packs/compressor and have been denied. Waiting for grant funding is no longer an option.

The Volunteer Fire department provides fire protection for all of Town of Oneida residents as well as Oneida Nation Schools, library, business and facilities. This is a service that directly impacts all residents in this community and ensures the safety of our firefighters. It is very disappointing for our community that Oneida Nation isn't guaranteeing their funding support. Please recognize the importance of the collaboration of efforts that is needed in order to provide fire protection.

Sincerely,

 Town chairman



175 INDIAN POINT ROAD
OSHKOSH, WI 54901

Estimate

Date	Estimate No.
9/3/2024	6655

Bill To
TOWN OF ONIEDA FIRE DEPARTMENT
N6611 COUNTY H
ONEIDA, WI 54155

Ship To
TOWN OF ONIEDA FIRE DEPARTMENT
N6611 COUNTY H
ONEIDA, WI 54155

Due Date	Rep
9/18/2024	DM

Qty	Item	Description	Rate	Total
12	X8914023005304	X3 PRO SCOTT AIR PAK(2018 EDITION) WITH, STANDARD PARCHUTE BUCKLES,C5 REGULATOR,STANDARD HOSE, PAK-TRACKER AND NO CASE. (2 PER BOX)	6,200.00	74,400.00
24	200129-01	4500 PSI CYLINDER 45 MIN WITH NXG2 VALVE	1,275.00	30,600.00
12	FP1MK0000000000	SCOTT C5 FACEPIECE MED KEVLAR HEADNET	350.00	4,200.00

Phone #	E-mail
920-235-3610	marsha@ofpe.com

Sales Tax (0.0%)	\$0.00
Total	\$109,200.00

***Prices and availability are only guaranteed until the expiration of the estimate.



Estimate

Date	Estimate No.
11/18/2024	6690

Bill To

TOWN OF ONIEDA FIRE DEPARTMENT
 N6611 COUNTY H
 ONEIDA, WI 54155

Ship To

TOWN OF ONIEDA FIRE DEPARTMENT
 N6611 COUNTY H
 ONEIDA, WI 54155

Due Date	Rep
12/3/2024	DM

Qty	Item	Description	Rate	Total
1	COLTRI OPEN 1PH 240V	COLTRI OPEN MODEL BREATHING AIR SYSTEM. 6000 PSI MAXIMUM PRESSURE, 10 H.P., SINGLE PHASE 240 VOLT ELECTRIC DRIVE MOTOR, 14 SCFM CHARGE RATE, 35,000 CU. FT. PURIFICATION SYSTEM. INCLUDES THE FOLLOWING: COMPRESSOR BLOCK, 4 STAGE ELECTRIC MOTOR AND STARTER PURIFICATION SYSTEM TO MEET CGA G-7.1, GRADE E, NFPA 1500 AIR QUALITY STANDARDS LOW OIL LEVEL SHUTDOWN SWITCH HIGH TEMPERATURE SHUTDOWN SWITCH AUTOMATIC PRESSURE SHUTDOWN SWITCH GAUGE PANEL FOR ALL STAGES HOURMETER AUTOMATIC CONDENSATE DRAIN DRAIN MUFFLER AND RESERVOIR EMERGENCY STOP PALM BUTTON CO MONITOR INTEGRATED ELECTRONIC CARBON MONOXIDE	29,000.00	29,000.00

Phone #	E-mail
920-235-3610	marsha@ofpe.com

Sales Tax (0.0%)

Total



January 7, 2025

Scott Schaumburg, Chairman
Town of Oneida
N6593 County Highway H
Oneida, WI 54155

Dear Chairman Schaumburg,

Oneida Nation has received your letter dated December 12, 2024, expressing your disappointment of the Nation's lack of financial commitment to provide funding for the Town of Oneida's Fire Department equipment needs. However, a review of our records identifies that the Nation did not receive an official written request from the Town Board. Had we received a written request for additional funding, it would have been timely presented to the Oneida Business Committee for consideration and discussion of reallocating possible funding sources within our current budget constraints of Oneida Nation.

Under the Nation's Cooperative Governance Agreement with the Town of Oneida, we continue to recognize the importance of the fire department, but we also recognize that the Town collects taxes to ensure that services such as fire services is provided to all Town residents. At the onset of the 2017 Cooperative Governance agreement, the Nation assessed the valuation of our trust land and the taxes that would have been collected by the Town, and it was noted that the agreement payment was approximately double the value of the taxes collected on our trust properties. At this time, based on our Cooperative Governance Agreement, the Nation contributed to the Town's financial need to provide services such as fire protection and road reconstruction. Further, we have exceeded this expectation over the years not only with the agreement payments but also in specific donations for fire related services. At this point, we believe the Town should have been accruing for this expense for several years to avoid this last-minute need, even with the inability to obtain grants to cover these costs.

The Oneida Business Committee acknowledges that provision of fire safety services is an important function of the Town not only to our members, but to everyone living within the Town boundaries. We will consider your December 12, 2024, correspondence as a request for assistance and present it at our January 22, 2025 Business Committee meeting and invite the Town Board to be present.

The Business Committee meeting begins at 8:30 a.m. at the Nobert Hill Center – Business Committee Conference Room located at N7210 Seminary Road Oneida, WI. If you prefer a set time, we would likely be able to accommodate that request. Please contact my assistant Danelle Wilson at dwilson@oneidanation.org or by calling (920) 869-4389. I would also welcome any additional information you would like to provide, such as a revised letter of

request, copy of the quote, fire response statistics, etc. Please note, this discussion will be in open session of our meeting, which much like the Town Board meetings, are open to the public.

The Nation's leadership looks forward to this discussion.

With a Good Mind, a Good Heart, and a Strong Fire,

Tehassi tasi Hill
Tehassi tasi Hill, Chairman
Oneida Nation

Cc: Oneida Business Committee
Intergovernmental Affairs

**COOPERATIVE GOVERNANCE AGREEMENT BETWEEN
ONEIDA NATION AND TOWN OF ONEIDA**

THIS AGREEMENT, by and between the ONEIDA NATION (the "Nation"), a federally recognized Indian Tribe and Treaty Tribe, and the TOWN OF ONEIDA (the "Town"), a town government organized under the laws of the State of Wisconsin (collectively, the "parties"),

WITNESSETH:

- WHEREAS,** the Nation and the Town enjoy a relationship of mutual trust and respect; and
- WHEREAS,** the Nation and the Town have been and continue to be good neighbors, and desire the spirit of cooperation between the two governments to continue; and
- WHEREAS,** the Oneida Reservation was established pursuant to the 1838 Treaty with the Oneida, 7 Stat., 566, and encompasses approximately 65,400 acres; and
- WHEREAS,** the boundaries of the Oneida Reservation and the boundaries of the Town overlap, and the Town is entirely within the Oneida Reservation; and
- WHEREAS,** both the Nation and the Town provide services which benefit people and properties within the Oneida Reservation and the Town, and both agree that a cooperative intergovernmental agreement provides the best framework to ensure the services provided are based in good governance principles and best practices; and
- WHEREAS,** the Town derives revenue from the taxation of real property, among other things; and
- WHEREAS,** Oneida Trust Lands are exempt from state taxation due to the Nation's status as a sovereign; and
- WHEREAS,** both the Nation and the Town exercise jurisdiction and provide governmental services within their respective territories, and both recognize the importance of collaborative efforts to mitigate costs associated with providing governmental services; and
- WHEREAS,** the Nation and Town are willing to recognize the value of services provided by each respective government, and
- WHEREAS,** it is mutually beneficial to both governments to put their understandings in writing; and
- WHEREAS,** the Town of Oneida is a Wisconsin Municipality created in 1910 located in Outagamie County, Wisconsin.

THEREFORE, the Nation and the Town hereby agree to the following terms and conditions:

1. **DEFINITIONS.** For the purposes of this Agreement, the following terms shall have the following meanings:
 - a. “Class III Gaming” has the meaning ascribed to it in the Indian Gaming Regulatory Act, 25 U.S.C. § 2703(8).
 - b. “Gaming Compact” means an agreement entered into between the Nation and the State of Wisconsin pursuant to the Indian Gaming Regulatory Act, 25 U.S.C. §2701, et seq., for the conduct of Class III Gaming on the Nation’s Indian lands within the State of Wisconsin.
 - c. “Governmental Purposes” means the use of land by the Nation’s programs, departments, or agencies in furtherance of the Nation’s governmental services or responsibilities, or the dedication of land for the promotion of the general health and welfare. Governmental Purposes include, but are not limited to, use of land for law enforcement facilities, social service facilities, health care facilities, governmental offices, and parks and trails. Governmental Purposes does not include the use of land for gaming facilities or other commercial activities which are intended to generate revenue.
 - d. “Neighborhood, Peace and Safety Laws” means zoning, building code, nuisance, land use, and fire regulations.
 - e. “Oneida Reservation” or “Reservation” means the land set aside for the use and occupancy of the Nation and its members pursuant to the 1838 Treaty with the Oneida, 7 Stat., 566, encompassing approximately 65,400 acres.
 - f. “Tribal Fee Land” means land to which the Nation holds title in fee simple.
 - g. “Tribal Land” means Tribal Fee Land on the Reservation and Trust Land.
 - h. “Tribal Member” means a duly enrolled member of the Oneida Nation.
 - i. “Tribal Trust Land” means land to which the United States holds title for the benefit of the Nation pursuant to federal law.
2. **TERM.** The initial term of this Agreement shall be five (5) years, commencing on August 1, 2016 and ending on July 31, 2021, and shall automatically renew for additional successive five (5) year terms, unless either party serves notice of non-renewal on the other party during the period of July 1 through July 31 in a year in which the Agreement would otherwise automatically renew.
3. **TOWN OF ONEIDA FIRE DEPARTMENT AND FIRST RESPONDERS.** The Nation recognizes and supports the Town’s commitment to ensure the safety of the entire community through the operation of the Town Fire Department and First Responder program. The Nation and the Town agree the Fire Department and First Responders engage at emergencies involving properties owned by the Nation or tribal members.

In order to assist the Fire Department to be prepared to respond to fire emergencies on commercial properties and apartment complexes and other multi-family units owned and controlled by the Nation and located within the Town, the Nation shall:

- a. Make all floor plans for buildings located on such properties available to the Town Fire Department, and meet at least triennially with the Town Fire Department, commencing in 2016, to ensure all floor plans are current.
- b. In the event the Town Fire Department determines it needs to view or conduct drills on such properties in order to better prepare to respond to a fire emergency, the parties shall coordinate regarding the safety procedures to be followed and a time for the Town Fire Department officers to view or conduct drills on such properties.
- c. The Oneida Nation agrees to provide to the Town of Oneida Fire Department all pre-fire plans for business buildings which are located on Oneida Nation lands and are under the Oneida Nation's control and pre-fire plans for the location of all fire hydrants now existing and when installed in new construction. This information is valuable to the Town Fire Department as it responds to fires within the jurisdiction of both parties to this agreement.

4. NEIGHBORHOOD PEACE AND SAFETY

- a. Each party retains all of its legislative and enforcement powers. Where feasible, the parties may enter into Memoranda of Agreement to address areas which may need more detailed processes to implement joint enforcement efforts of the parties.
- b. Nothing in this Agreement is meant to impair any individual from bringing a private cause of action against Tribal Members for actions including, but not limited to, trespass or contract disputes.
- c. Nothing in this Agreement is meant to exempt Tribal Members from the application of state criminal laws.
- d. The Nation has laws which address zoning, building, nuisance, land use and fire safety regulations ("Peace and Safety Regulations"), and which are applicable to the Nation, Tribal Members, and individuals and businesses leasing, occupying or otherwise using Tribal Land. These include, but are not limited to, the following chapters of the Nation's Code of Laws, found on the Nation's website:
 - 1) Chapter 66, Building Code;
 - 2) Chapter 68, Condominium Ordinance;
 - 3) Chapter 69, Zoning and Shoreland Protection Law
<https://oneida-nsn.gov/government/register/laws/>
- e. The Nation will enact Peace and Safety Regulations at least as stringent as the Town's Peace and Safety Regulations to be applicable to the Nation, Tribal Members, and individuals and businesses leasing, occupying or otherwise using Tribal Land located in the Town.

- f. Town ordinances addressing Peace and Safety Regulations may have fees associated with permits which are less costly than those charged by the Nation. To maintain consistency within the Town limits, the Nation will match the Town permit fee (if the fee is lower) for Tribal Members for activities occurring in the Town.

In addition, the Nation and the Town will collaborate to explore the possibility of establishing shared/ reciprocal permitting processes.

- g. Each party agrees to designate one representative who will serve as a single point of contact for all matters relating to this section. The parties' designated representatives are listed in Attachment A, and the each party shall update its designated representative from time-to-time as necessary through written notice to the other party. The Town agrees to forward Peace and Safety Regulation issues concerning the Nation, tribal members, and individuals and businesses leasing, occupying or otherwise using Tribal Land to the Nation's designated representative for follow-up action.

5. COOPERATIVE ROAD MAINTENANCE, REPAIR AND CONSTRUCTION

- a. **Initial Meeting and Annual Meetings.** Within three months of the effective date of this Agreement, the parties agree to meet to establish an initial set of priorities for maintenance, repair, and construction of Town, Nation, and BIA roads. These priorities may be adjusted as needed by agreement of both parties.

The parties further agree to meet twice annually to discuss issues related to road maintenance, repair and construction. The first meeting shall take place within two weeks of the Town's determination to lift the weight limits on roads due to the spring thaw. At this meeting the parties shall validate road inventories, set priorities for maintenance, repair and construction, and review long-term plans. The second meeting shall take place within the first two weeks of September. At this meeting the parties shall review road inventories to determine what maintenance and repairs are required before winter.

- b. **Tribal Contribution to Town Road Maintenance and Repair.** The Town may allocate such portion of the compensation set forth in section 8 of this Agreement towards road repair and maintenance as it deems to be in the best interest of the Town.
- c. **Contact Persons.** Each party agrees to identify at least one individual who will serve as a contact person for road maintenance and repair issues. The parties' contact persons are listed in Attachment A, which the parties shall update from time-to-time as necessary, but not less than annually.

6. **POLICE SERVICE.** The Town recognizes and supports the Nation's commitment to ensure the safety of the entire community through the operation of the Nation's Police Department. The Nation agrees to ensure best practices are followed between the Nation's Police Department and Outagamie County Sheriff's Department for proper policing protocols and communication between the agencies.

7. **ENVIRONMENTAL PROTECTION AND LAND USE.**

- a. The parties recognize both governments provide services, activities and events which benefit the community as a whole (e.g. waste disposal, household clean sweep event). When feasible, the parties agree to work cooperatively on such services, activities, and events to ensure environmental goals, including water protection and habitat restoration, are being achieved for the benefit of the entire community and in accordance with any approved plans, subject to the Town's obligations to Outagamie County under the Responsible Unit Scope of Services Agreement between the Town and Outagamie County and any executed amendments thereto ("RU Agreement").
- b. The Nation agrees to provide solid waste collection services to all Town residents who voluntarily choose to purchase these services from the Nation, provided that the Town promotes the voluntary service by informing residents that greater participation lowers the cost of services. The Nation agrees to ensure that its contractor accounts, on a "tonnage" percentage basis, any solid waste collected from nonmember Town resident households that is tipped at the Brown County solid waste transfer station, and reports such accounting to the Outagamie County Director of Solid Waste or his or her designee. The accounting shall include monthly household collection totals.
- c. The parties agree to discuss the possibility of the Nation providing recycling collection services to Town residents as soon as is practical and consistent with the Town's obligations under the RU Agreement. Any agreement reached by the parties regarding the Nation's provision of recycling collection services may be memorialized in an amendment or addendum to this Agreement or in a separate Memorandum of Understanding.

8. **COMPENSATION.**

- a. **Annual Payment.** As compensation for services provided by the Town to Tribal Trust Properties, the Nation shall make annual payments to the Town, in accordance with the following schedule:

2016 – 2020	\$150,000/year
2021 – 2025	\$165,000/year
2026 – 2030	\$180,000/year
2031 and thereafter	\$195,000/year

The Nation's obligation to make payments shall immediately cease in the event either party serves a notice of non-renewal on the other party pursuant to section 2, or this Agreement is terminated pursuant to section 15.

- b. **Invoices and Payment.** On or before September 1st of each year, the Town will submit an invoice to the Nation reflecting the amount agreed upon in this agreement. The Nation will make payment to the Town on or before November 1st of each year.
- c. **Town Fire Department and First Responders.** Town Fire Department and First Responders. The Nation recognizes the financial and human resources the Town must commit to maintaining the Town Fire Department, and both parties agree that a collaborative approach to identify additional funds for the Town Fire Department is necessary. The parties therefore agree as follows:

- 1) The Town will, where appropriate, utilize the Nation's resources and technical capabilities of seeking and acquiring grants, and the Nation commits to actively seek and apply for grants on behalf of the Town Fire Department, as approved by the Town.
 - 2) Where necessary, the parties agree to work cooperatively to apply, report, and manage any awarded grants under separate memoranda of agreement or similar government-to-government documents.
9. **ONEIDA LAND INTO TRUST.** The Town will not oppose the Nation's applications to place Tribal Fee Land into trust during the term of this Agreement.
10. **INFORMATION SHARING.** The Nation and the Town will collaborate on mapping and share data bases concerning issues of mutual interest and concern such as, but not limited to, fees charged for permits, parcel information, zoning, land use, land ownership status, census information, archeological/historical background (with certain limitations on sensitive sites and public access), utilities, roads and rights of way, etc. In order to support and foster mutual cooperation under this Agreement, the Nation and the Town shall meet at least once annually in the month of March.
11. **COST MITIGATION.** The Nation designates its Chairman and the Town designates its Chairman (or their delegates) to accept and review proposals regarding potential cost saving measures related to governmental services provided by both parties (e.g. road improvement as identified in section 5).
12. **DISPUTE RESOLUTION.**
- a. **Open Communication.** The parties agree the first step solving disagreement is to practice open communication. The parties therefore agree to meet in person to lay out the premises of disagreements which may arise, and to discuss proposed solutions. The parties will work to achieve consensus on solutions and make good faith efforts toward implementing identified resolutions.
 - b. **Negotiation.** If either party believes the other has failed to comply with the requirements of this Agreement, or if a dispute arises over the proper interpretation of any provision of this Agreement, then either party may initiate negotiation by serving a written notice on the other identifying the specific provision or provisions of the Agreement in dispute and specifying in detail the factual basis for any alleged non-compliance and/or the interpretation of the provision of the Agreement. Within thirty (30) days of service of such notice, representatives designated by each party shall meet in an effort to resolve the dispute through negotiation.
 - c. **Mediation.** If either party believes the other has failed to comply with the requirements set forth in this Agreement or if there is a dispute over the proper interpretation of any provision of this Agreement, the parties may agree in writing to settle the dispute by non-binding mediation.

13. **ENTIRE AGREEMENT.** This Agreement constitutes the entire agreement of the parties and supersedes all prior oral and written agreements between the parties on the subject matters addressed herein. This Agreement does not affect the current Payment In Lieu of Taxes Agreement currently in place between the Town and the Nation relating to property under the control of the Oneida Housing Authority.
14. **AMENDMENT.** Either party may propose amendments to this Agreement at any time. No amendment or modification of this Agreement will be effective unless the amendment or modification is set forth in writing and agreed to and executed by both parties. The parties may agree to non-binding mediation for disputes regarding proposed amendments, but such disputes shall not otherwise be subject to dispute resolution or arbitration.
15. **TERMINATION.** This Agreement may be terminated in one of two ways: 1) this Agreement will immediately terminate and cease to be effective in the event the Nation ceases to conduct Class III Gaming pursuant to a Gaming Compact with the State of Wisconsin; or 2) the parties may terminate this Agreement by mutual agreement, provided that such agreement is reduced to writing and signed by both parties. Upon termination, neither party shall have any further obligation under this Agreement.
16. **NOTICE.** Notice provided under this Agreement must be in writing and must be sent by certified mail, return receipt requested, to:
Oneida Nation Chairman, P.O. Box 365, Oneida, WI 54155
and/or
Oneida Town Chairman, N6593 County Rd H, Oneida, WI 54155
17. **SEVERABILITY.** If any provision of this Agreement is determined to be invalid under the laws of the United States, the Nation or the State, such invalidity will not affect the validity of the remaining provisions of this Agreement.
18. **PRESERVATION OF JURISDICTION.** Nothing in this Agreement is intended to be a grant of jurisdiction from one party to another. This Agreement is not intended to alter the existing jurisdiction of any party, and by approving this Agreement, neither party is agreeing or conceding to any jurisdiction of the other party which would not otherwise exist under the law.
19. **NO THIRD PARTY BENEFICIARIES.** This Agreement is made and entered into for the sole protection and benefit of the Nation and the Town, and is not intended to create any right, benefit, obligation, or cause of action, whether direct or indirect, for any person or entity not a signatory to this Agreement.

IN WITNESS WHEREOF the parties have set their hands and seal on the date listed below.

TOWN OF ONEIDA

Date: 27 July 2017

By: Gary F. Schaumberg
GARY SCHAUMBERG, Chairman

Date: 7-27-17

By: Terry Hoek
TERRY HOEK, Supervisor

Date: July 27, 2017

By: Randall L. Robertson
RANDALL L. ROBERTSON, Supervisor

Seal of Town of Oneida

Date: 7/28/17
CSD

ONEIDA NATION

By: Cristina Danforth
CRISTINA DANFORTH, Chairwoman

Date: 7-28-17

By: Melinda Danforth
MELINDA DANFORTH, Vice Chairwoman

Seal of the Oneida Nation

ATTACHMENT A

Pursuant to sections 4.g. and 5.c. of this Agreement, the contact persons are as follows:

For the Oneida Nation:

James Petitjean
N7332 Water Circle Place
P.O. Box 365
Oneida, WI 54155
Phone number is: 920-869-1600, ext. 4574

For the Town of Oneida:

Jennifer Andersen, Town Clerk
N6593 County Rd. H.
Oneida, WI 54155
Phone number: 920-833-2211

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 Quarter 1 Report

GENERAL MANGER / BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

Status report of Outcomes/Goals

1. High volume output through Printing Operations
2. Kalihwisaks working on new on-line platform to reduce printing costs & environmental impact of publication.
3. Great event line up for FY25

Outcome/Goal # 1

Operational Sustainability BBM: Print Operation, Mail Center, Tourism & Kalihwisaks

STAFF: PRINT 5.5 MAIL 2 (1MEDICAL) TOURISM 2.50 KALI 2

(DIRECTOR/ADMIN ASSISTS ALL AREAS)

YTD Sales Recap

FY2025 \$182,930 (210 jobs printed)

- **2.8M copies were printed Q1**
- **Note: Special thank you to Mail Center Qtr 1 Mail Center processed 78,054 pieces of mail – includes 7 mailers after 12/16/24 + prep for GTC UPS.**

FY2024 \$722,713 (1,012 jobs printed)

FY2023 \$980,010 (958 jobs printed)

Print productions are consistent with FY24 levels.

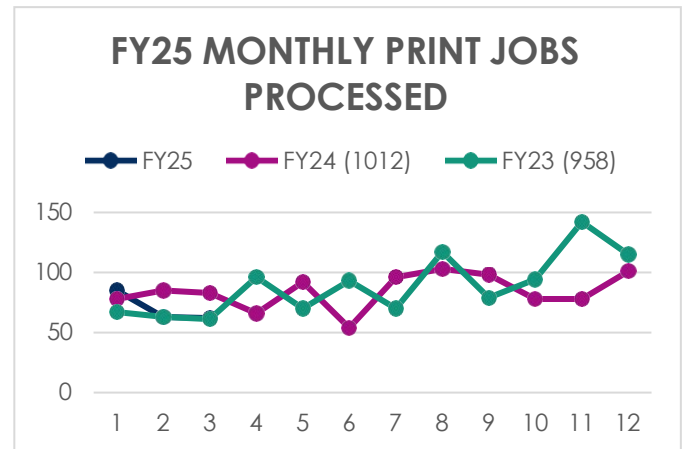
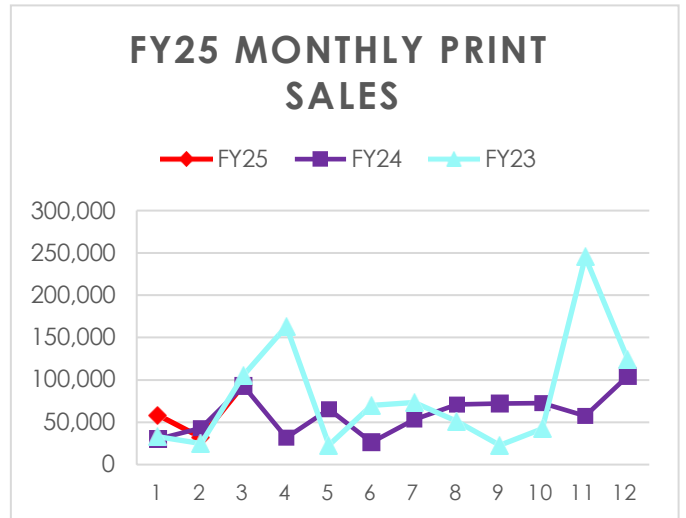
FY24 pieces of mail processed.

FY25 pieces of mail processed.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Better communication and planning with the organization to try and alleviate high workflow production during events and holidays.

GOAL CHALLENGES: Staffing options when production is challenged.



Outcome/Goal # 2

Advancing On^yote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

\$2.6M obligation for the Amelia Cornelius Culture Park / Veterans Memorial

- Visitor Center – Design on hold.
- Grounds garage on hold.
- Log Home Reconstruction – worked on a grant in December 2024. Unfortunately, did not complete the grant. Will continue to look for grants.

Budget	\$2,600,000
Engineering Fees, Construction Costs etc.	(\$1,081,356)
Balance	\$1,534,244
Final Components (rounded up)	
DPW Shed	\$ 400,000
Visitor Center	\$1,100,000
(Under discussion January 2025)	

2025 Events
 Winter Gathering Pow Wow – January 18.
 Medicinal Garden reveal – April
 Family Carnival - August 8 - 90 Met with carnival ride vendor and draft schedule created.
 Fall Traditional Harvest Pow Wow – September 20.
 *Continue to help other departments with events.

Kalihwisaks continues its successful publication that is connecting Oneida. Monthly run 8,000 copies.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL :

Continue to plan upcoming events for the Oneida community.

GOAL CHALLENGES: Continued challenges of staff ratio vs project plans.

Outcome/Goal # 3

Advance Forward using Technology

MEASUREMENT:

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Continue working on the digital store front implementation with limited staff time.
- Working on finalizing the online platform ISSUU for the Kalihwisaks and GTC packets in 2025. Proposed to be on 2nd BC meeting in January 2025.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue to try to expand media content that connects the Oneida community in a positive way.

GOAL CHALLENGES:

Number one challenge is having enough staff time to prioritize new initiatives.

Contact Info

CONTACT: Michelle Danforth Anderson
 TITLE: Marketing & Tourism Director
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 E-MAIL: mdanfor8@oneidanation.org
 MAIN WEBSITE: ExploreOneida.com FB: Oneida Tourism

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
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7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

ONEIDA COMPREHENSIVE HEALTH DIVISION

Status report of Outcomes/Goals

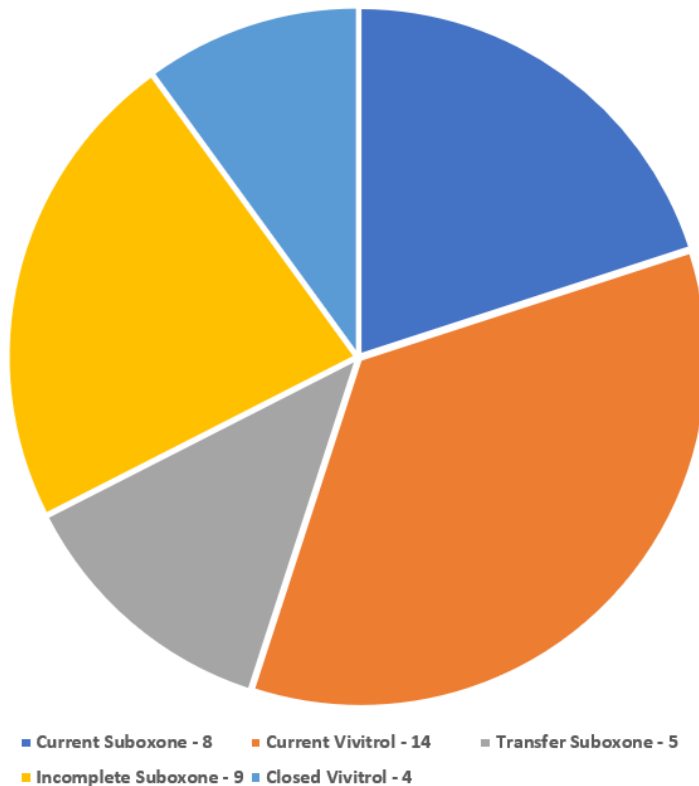
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4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Strengthening a Comprehensive Provision of Care – Strategic Direction 1

MEASUREMENT:

MEDICATION ASSISTED TREATMENT - PATIENTS



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Medication Assisted Treatment (MAT) Pilot Project completed first quarter FY2024-2025. This is a collaboration between Crystal Peters, NP & Seth Moore, NP of the Oneida Community Health Center's Medical Clinic and Yogesh Pareek, MD of Oneida Behavioral Health. The program serviced forty (40) participants and expanded from Suboxone to include Vivitrol.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

MAT plans for increased offerings to include Sublocade injections. Sublocade is a prescription medication that contains buprenorphine used to treat opioid use disorder (OUD) in adults. This is a once-monthly injection with goal of reduced opioid cravings & withdrawal symptoms, increased patient compliance and decreased safety risks. Goal for integration is Spring 2025. The pilot project will pivot to meet the evolving patient population needs as OCHD analyzes the first quarter data, workflows, and processes.

January 5th, 2025, addition of **Pediatrician Dr. Valerie Hay** will increase patient access to care by greater than 100%. January 2025 addition of **Assistant Director Dr. Robert Grzybowski** will allow improvements in patient access, workflows, and processes.

Outcome/Goal # 2

Engaging & Developing an Inclusive and Empowered Workforce – Strategic Direction 3

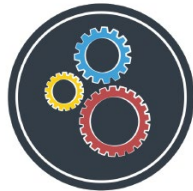
MEASUREMENT:

**Maslach Burnout Toolkit
for Medical Personnel**

Group Report



MBI



AWS

Prepared on June 20, 2024 for:

Oneida Comprehensive Health Division Work Life Survey, Campaign

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Maslach Burnout Toolkit for Medical Personnel: Nine OCHD departments completed 2024 close out reports with updates on initiatives and goals. Six OCHD departments completed 2025 plans for initiatives and goals. This area of work life survey's results was obtained June 2024.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Education Committee will 'Go Live' with website revisions for clinical education placements. Revised policy prioritizes clinical education placement offerings to Oneida Nation members, Oneida Nation descendants, Indian Health Service scholarship recipients, and veterans. The goal is an avenue of recruitment for future employment.

Continued use of **Maslach Burnout Toolkit for Medical Personnel** to guide division strategic directions for department & employee relations.

Outcome/Goal # 3

Advancing Customer Focused Experience – Strategic Direction 4

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

OCHD 4th quarter Community meeting October 2024 with **Breast Cancer Awareness** topic. Presented in-person, live stream, and posted to recently revised YouTube channel. Efforts lead to increase in screening mammograms. Total 2024 screen mammograms 826. This is a **27% increase of screening mammograms** from 2023 and the most performed for the past 7 years.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Starting Monday, January 6th, 2025, the Oneida Community Health Center will pilot **Extended Monday Hours** from 7:00 am to 6:00 pm in response to the 'Hours of Operation' community survey. The **OCHD 1st Quarter Community Meeting** planned for January 22nd, 2025, with guest presenter Dr. Robert Dempsey of the University Wisconsin-Madison on stroke risk disparity updates. Continued public relations initiatives with **OCHD Annual Report** released to the community with goal of January 2025.

Contact Info

CONTACT: Debra J. Danforth, RN, BSN
TITLE: Division Director
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E-MAIL: ddanfort@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>



Debra J. Danforth, RN, BSN



**OCHD
Community
Meeting**

WEDNESDAY
JANUARY 22

5:00 PM

AJRCCC
CONGREGATE
MEAL SITE

Topic of Discussion

Initial findings for the Root Causes of Stroke risk disparity in the WI Native American Research Study

SPEAKERS:

Robert Dempsey, MD
Chairman of Neurological Surgery at the University of Wisconsin School of Medicine and Public Health

Carol Mitchell, PhD
Cardiovascular Medicine
University of Wisconsin School of Medicine and Public Health

UW Stroke Team would like to collaborate and discover how traditional practices play a role in improving health and what the Nation's vision for its future health entails.

OCHD & UW-Madison Community Meeting flyer



OCHD Employees – Breast Cancer Awareness

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
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7. Budget Information:

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8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

COMPREHENSIVE HOUSING DIVISION

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Improving the quality of and maximizing the most efficient use of current rental stock by:

MEASUREMENT: Re-investment in both federal and general rental units with an emphasis on health & safety. Continued progress on completing a complete scope of work and annual inspection on all 447 units. Implementing Inventory Module system for enhanced tracking, better monitoring of supplies and materials for increased project planning

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the first quarter Maintenance and Rehab hired a Sr. Maintenance Tech and another Maintenance Tech at the warehouse. The help from both positions will have an immediate impact on the scope of work provided by CHD. To improve the quality and maximize the most efficient use of current rental stock, it's important that CHD finds the right individuals that want to take initiative into the organization for full potential growth. Continued efforts to implement the Inventory Module for CHD and warehouse staff are priority. We continue to get closer to completion of the process for the Inventory Module and feel within the next two quarters, CHD should have it finalized and in place. The following inspections, work orders and service calls have been completed in the first quarter.

- 10 Annual Inspections
- 17 Electrical service calls completed.
- 615 Work Orders
- 38 HVAC service calls completed.
- 69 Plumbing service calls completed.

Health and Safety continue to be top priority for CHD moving into 2025 as they address home inspections and work orders. This means that when a work order or home inspection is completed, issues surrounding those that affect the health and safety of tenants will be addressed first, leaving other work to be scheduled later. Conducting home inspections again this past fiscal year has created a backlog of work needing to be completed.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Maintenance and Rehab area will continue to put an emphasis on the re-investment of both federal and general rental units. Home Inspections for all units will continue to be a priority so that the backlog of work needing to be performed in units can be worked on and addressed. When the Inventory Module reaches completion, CHD will have a more efficient process for maximizing materials leading to more project completions.

Outcome/Goal # 2

Working to provide an appropriate mix of all affordable housing types to tribal members as defined through a Housing Needs Assessment by:

MEASUREMENT: Creating a 3–5-year Development Plan. Researching, evaluating, and applying when needed for appropriate funding opportunities to coincide with Housing Needs Assessment. Collaborating with various areas such as Finance, Land Commission & GTC to identify solutions to the national housing crisis that affect our Nation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

CHD is in the final stages of completion working with St. Norbert College on the Housing Needs Assessment. Over the past two months CHD and St. Norbert College have been creating a list of “right” questions for the assessment to capture enough information for us to finalize the assessment. This assessment will make it easier to make strategic decisions and a 3-5 year Development plan. It will also assist CHD to gain a better understanding of the different housing needs and situations of our people. Once CHD retrieves and dissects the data provided by the community, CHD will then be able to target areas that might be neglected.

CHD is also working with Kane PR firm to help develop strategies to better reach our community members. With so much disinformation surrounding housing and its perception, we outsourced with an already established tribal partnership Kane Communications Group, to help CHD collect data and use it for marketing purposes. CHD aims to form and shape a new perception of Comprehensive Housing with the PR help of Kane Communications Group.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

CHD will continue to keep working with internal and external entities to grow the everlasting impression and viewpoint of CHD.

Outcome/Goal # 3

Empower tenants, lessees & tribal members to live healthier more sustainable lives by:

MEASUREMENT: Providing assistance through education & creating awareness surrounding living conditions. Creating training programs that allow tribal members the opportunity to grow. Being a socially responsible landlord by holding tribal members accountable in scenarios that are inhibiting the health and safety of not only themselves but their community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Through efforts made by Resident Services Specialists, Tenant Support Specialist and Maintenance & Rehab tutorial videos, information and resources are shared with rental tenants with the intention of guiding them toward healthier, more sustainable household environments, and lifestyles in general. Tools like Good Things to Know informational sheets, informational/tutorial videos, CHD Facebook page posts, and the recent launch of the CHD Rental Tenant Handbook, provide tenants with valuable information to promote healthier and safer living. Within FY 2025, in combination with the onboarding of new staff and the recent launch of the CHD Tenant Rental Handbook, we will also will be launching handbook roundtable discussions, focusing on the topics within the handbook and allowing ample time for questions and answers related to the topics. These efforts are enhanced with the continued community outreach from Community Involvement Coordinators at CHD's Flying Leaf and Three Sisters community buildings.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

CHD will continue to collaborate with other divisions to enhance training opportunities. Community Outreach continues to plan activities with Alexis Woelfel on community events.

Contact Info

CONTACT: Lisa Rauschenbach
TITLE: Division Director
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E-MAIL: lrausche@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/resources/housing/>

Photos (optional):



Accept the Digital Technology Services FY-2025 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

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

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2025.01.13 18:31:44 -06'00'

5. Additional attendees needed for this request:

Mark W. Powless, General Manager Jason Doxtator, DTS Cheryl Stevens, Grants
Michelle Danforth-Anderson, BBM Tina Jorgensen, HSD Leslie Doxtater, TAP
Debra Danforth, Comprehensive Health Eric McLester, ELA Shannon Stone, DPW
Lisa Rauschenbach, Comprehensive Housing Jackie Smith, Education & Training

6. Supporting Documents:

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|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
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7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

DTS (DIGITAL TECHNOLOGY SERVICES)

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Strategy 1 – Operational Excellence

DTS Goal – Improved Information Technology Service Management (ITSM)

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Increased Effectiveness Scores. **N/A to 10.0**
 - N/A = Not in Place | Not Effective = 0.0-4.9 | Somewhat Ineffective = 5.0-5.9 | Somewhat Effective= 6.0-6.9 | Effective=7.0-10.0
- **Baseline**: Average Score of 6 processes, 6.61
- **Target**: Average Score; 7.0
- **Data Source**: ITRG Management and Governance Framework Assessment (*note, based on COBIT 5 Framework.)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Organizational Design: DTS Organizational Re-Alignment. Completed Info-Tech onsite workshop which resulted in designs for DTS organizational structures (Futuristic and Realistic). Communications of DTS structure with DTS personnel, GM, Gaming, Comp Health, HRD, and Finance to ensure alignment. Security Management: Security Operations Center (SOC). Palo Alto selected as partner for Managed Detection and Response. This managed service will provide 24X7 monitoring of the Oneida Nations technology infrastructure and services. Implementation has begun and is expected to be operational before the 2025 NFL Draft for additional protection for the high-profile event.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Organizational Design: DTS Organizational Re-Alignment. Begin work with HRD and other interested parties to move into new DTS organizational structure. Security Management: Security Operations Center (SOC). Infrastructure buildout, Cortex XDR implementation and threat monitoring/detection. Data Architecture: Data Management. Create a Data Management Roadmap Workshop with Info-Tech Research Group (February).

Strategy 2 Organizational Support

DTS Goal – Prudent Financial Stewardship

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Percentage of projects started with an approved business case
- **Baseline**: 60%
- **Target**: 90%
- **Data Source**: PPM Tool

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

ERP-CRM: Citizen Services (Artic IT Tribal Platforms). Project kicked off to migrate the Enrollments Database from the Power 8 to the Oneida Nation's Microsoft Cloud tenet. Project is on track. ERP-Data and Analytics. RSM Knowledge Lake was selected via the RFP process to replace OnBase. The project will kick off in the next few months and started with Records Management. ERP-PMO/PPMO. Posted to hire a PMO Manager.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

ERP-CRM: Citizen Services (Artic IT Tribal Platforms). Migration of the Enrollments Database to the Cloud. ERP/HCM, GHR WFM implementation.

03 Innovation & Individual Organizational Support

DTS Goal – Improved communications with business unit technology needs.

MEASUREMENT:

- **Key Performance Indicator (KPI)**: IT Satisfaction and Value; Net Promoter Scores
- **Baseline**: IT Satisfaction - 73%, IT Value - 59%
- **Target**: IT Satisfaction - 80%, IT Value - 80%
- **Data Source**: CIO Business Vision Survey

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Gaming Division – On-Demand Marketplace Kiosk go-live. Broadband: Communications Towers, Fiber Connectivity, and Smart Nations. Construction work has begun on the 3 towers, awarded 6.6 million grant for Fiber to the Home (FtH) project on the reservation, Smart Nations Feasibility Report completed by Broadband Consultant.

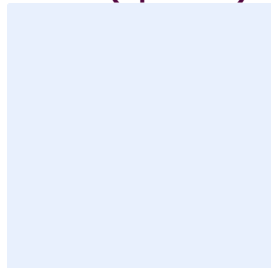
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Gaming Division – Migration of the Oneida Hotel into the Oneida Nations networks and systems. Gaming Lab (Test Environment for slots/systems) completion. Broadband: Communications Towers, Fiber Connectivity, and Smart Nations. Tower construction completion, begin work with planning Grant for FtH project with Nsight/Cellcom, determine next steps for Smart Cities Feasibility study (presentation), look at budgeting for FY26 and beyond.

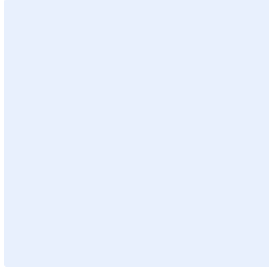
Contact Info

CONTACT: Jason Doxtator
TITLE: Chief Information Officer
PHONE NUMBER: 920-496-7379
E-MAIL: jdoxtat1@oneidanation.org
MAIN WEBSITE: [Oneida Nation | Digital Technology Services \(DTS\) \(oneida-nsn.gov\)](https://oneida-nation.gov/digital-technology-services)

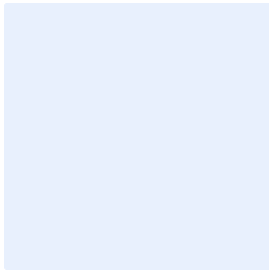
Photos (optional):



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8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

DPW (DEPARTMENT OF PUBLIC WORKS)

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
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Outcome/Goal # 1

UPDATING & EXPANDING TECHNOLOGY:

Technology will be brought current, systems will be connected/ data shared, technology will align with functional need.



MEASUREMENT:

1. Adoption rate of staff – By implementing better technology we expect an efficiency benefit to staff as well as improved data capture which should encourage technology adoption.
2. Improved data outputs – An increase in the available reports and more accurate data.
3. Reduced administration – Incorporating automation and artificial intelligence to assist with tasks such as scheduling, and communication should significantly reduce administration.
4. Improved attraction and retention – Using the right tools will attract younger employees that expect to use modern technology in their work. Efficient and easy systems will encourage retention as well.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the first quarter, Public Works held a community meeting about our parks and had several articles published in the Kalihwisaks. Some items featured included:

- An introduction to Public Works with FAQs
- Reopening Three Sister's Park
- New lighting on the Oneida Bridge
- A donated mobile emergency weather siren from Outagamie

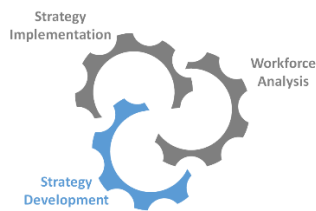
Public Works updated all its pages on the Nation's website. Internally, Public Works management have ongoing discussions about creating ownership and partnership and what those ideas mean.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Create an inventory of services and customers of the services.
2. Communicate the services using appropriate communication channels and methods.
3. Provide consistent services and quality of service to all customers.
4. Promote partnership and teamwork as core values of Public Works.

Outcome/Goal # 3

ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES

MEASUREMENT:

1. Positions are filled. Metric: Number of filled vs unfilled positions.
2. Staff are qualified and can support vacancies. Metric: Development plans are in place.
3. Departments will be able to address future needs due to changes and retirements. Metric: Strategic Plans and Succession Plans are in place.
4. Staff are engaged and committed to their personal development. Metric: Tie employee development to their compensation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Public Works is a dynamic area to be in. Many of the people in this division have been here 20 to 30 years. The aging workforce has created an interesting situation because for the first time in as many years managers are trying to attract young talent and teach the young people all the past knowledge. They also must teach new ways using new technologies. This is a learning experience for our managers.

Another challenge is we have a lot of talent in Public Works. The challenge with high talent is everyone wants the people on their team. Retention can be challenging. This quarter we lost our Operations Analyst to the OBC. While I am glad, he will be making a stronger contribution to the Nation, DPW will miss the work he was doing. On a more positive note, our Executive Assistant has completed her first 90 days, and our new technology position person completed their 6-week evaluation. To top off the good news, we have finally found a new person for our Safety Coordinator position.

In January, we will be sitting down to create some development goals for some positions. We hope to tie these goals compensation. The compensation will be based upon achieving predefined milestones that include experience (time), performance (skills and abilities demonstrated), and education requirements (completed degrees, training, and certifications).

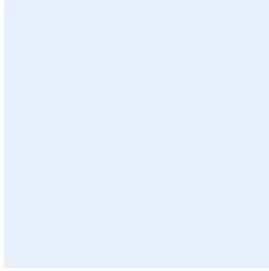
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Continue to look at our vision of the future for each area and how Public Works will prepare for that future.
2. Provide position specific development opportunities including development for future advancement opportunities.
3. Provide soft skills and leadership development opportunities for all employees that promote the Oneida Core values and positive work culture.
4. Provide technical training for new technologies as they are implemented.

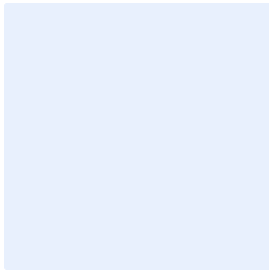
Contact Info

CONTACT: Shannon Stone
TITLE: Public Works Director
PHONE NUMBER: (920) 869-1059 Ext. 2019
E-MAIL: sstone@OneidaNation.org
MAIN WEBSITE: <https://oneida-nsn.gov/resources/dpw/>

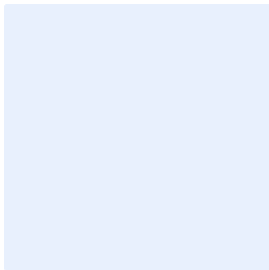
Photos (optional):



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Accept the Education and Training FY-2025 1st quarter report

Business Committee Agenda Request

1. **Meeting Date Requested:** 01/22/25

2. **Session:**

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. **Requested Motion:**

Accept as information; OR

Enter the requested motion related to this item.

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

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2025.01.13 18:31:44 -06'00'

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

Mark W. Powless, General Manager Jason Doxtator, DTS Cheryl Stevens, Grants

Michelle Danforth-Anderson, BBM Tina Jorgensen, HSD Leslie Doxtater, TAP

Debra Danforth, Comprehensive Health Eric McLester, ELA Shannon Stone, DPW

Lisa Rauschenbach, Comprehensive Housing Jackie Smith, Education & Training

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

EDUCATION AND TRAINING AREA

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Early Childhood Goal: Support kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains.

Programs Working on Outcome:

- Child Care
- Head Start/Early Head Start

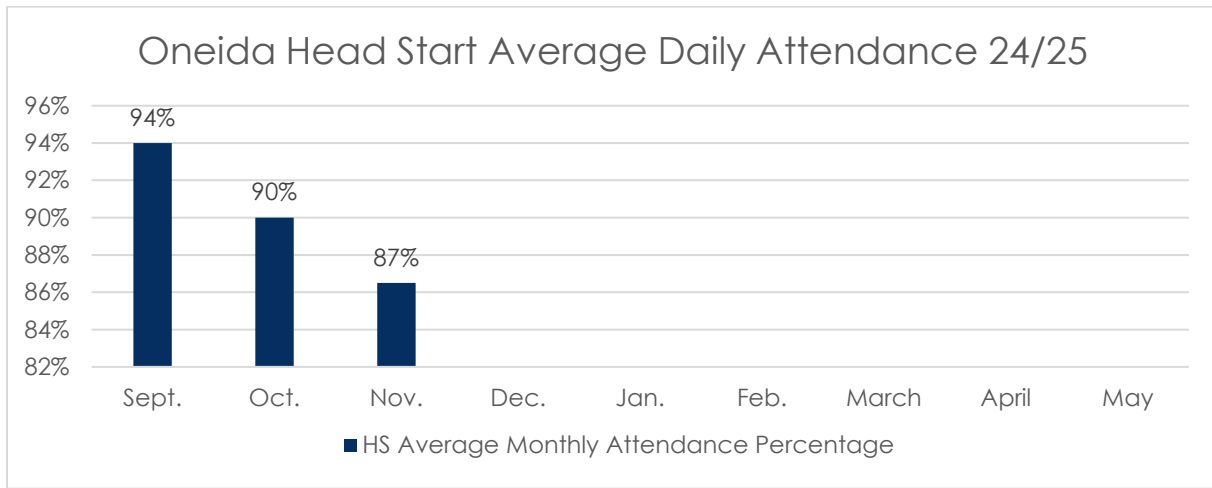
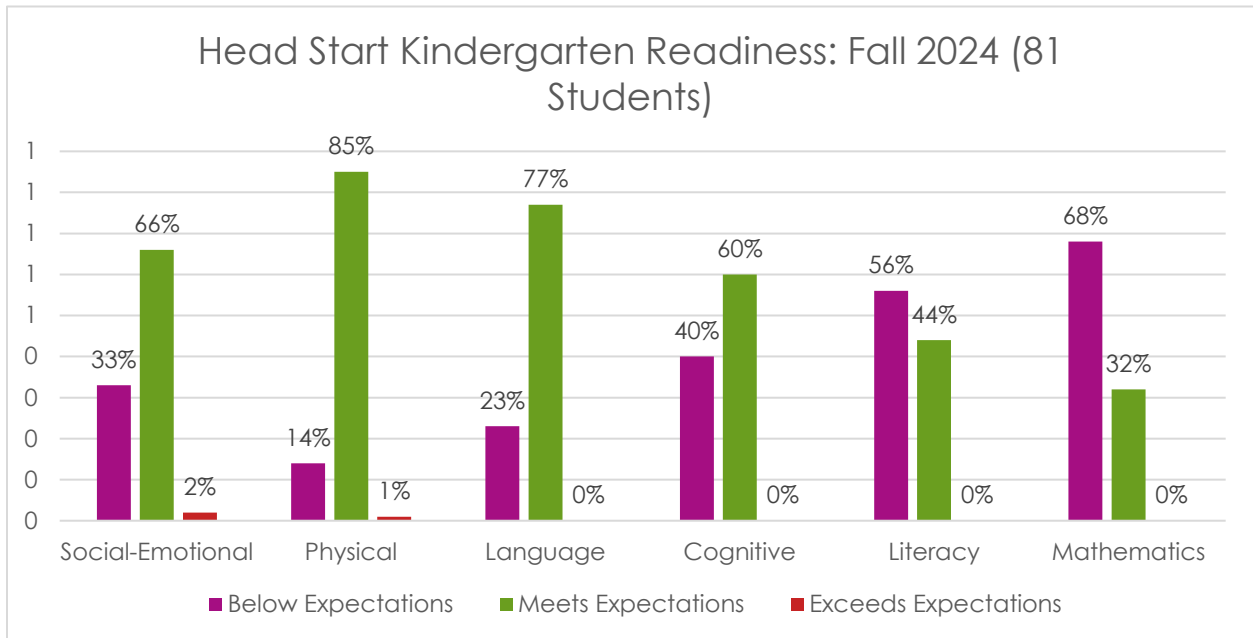
MEASUREMENT:

Child Care

- ASQ results from parents
- Re-introduction of Teaching Strategies Gold (Ready Rosy)

Head Start/Early Head Start

All Head Start/Early Head Start (HS/EHS) children's progress are tracked in an early education teaching database. Classrooms use Teaching Strategies Gold and Childplus software to track classroom and parental interactions. The below scores are being tracked for students to measure progress through the school year.

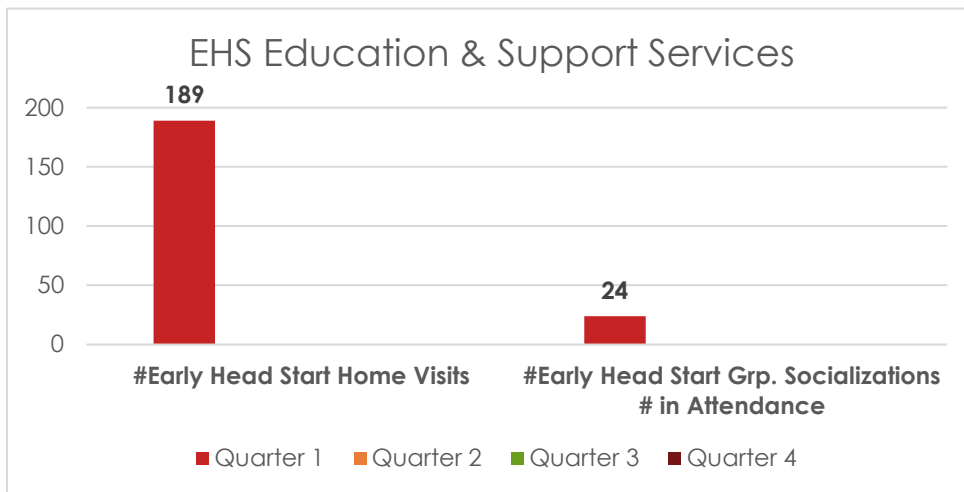
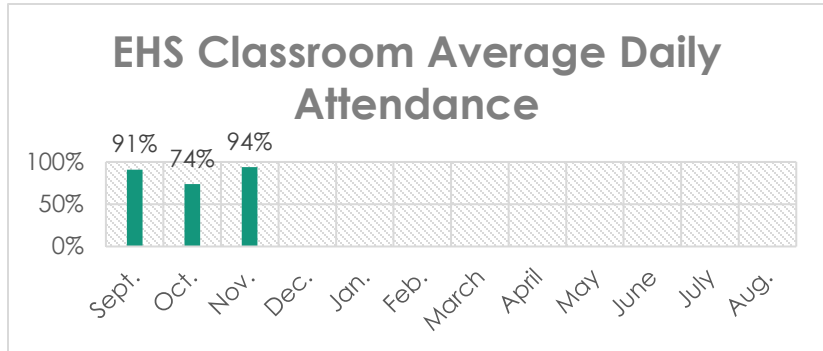


First quarter scores for Head Start Kindergarten Readiness skills. We see above average for “meets Expectations: with Social-Emotional, Physical, Language and Cognitive skills across the board. Literacy and Mathematics are the two areas all the students could increase at, as we see a lot of students early into the school year at “Below Expectations.”

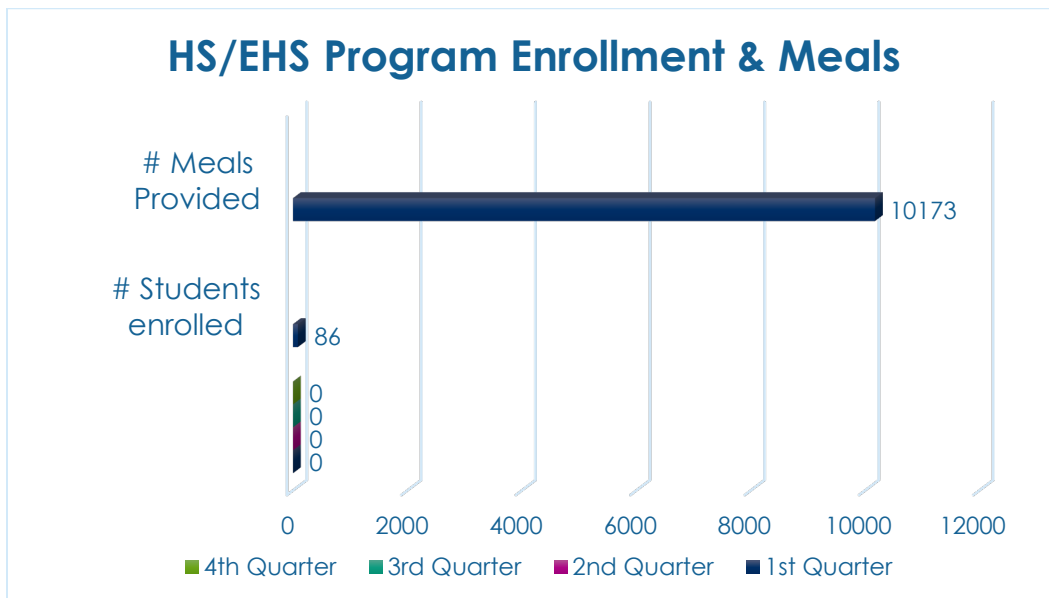
Attendance is a factor of focus this school year as we work to have an average daily attendance of Head Start and Early Head Start student over the target goal of 90% adequately. We started off strong in the school year with an average of 94% and moving slightly down to 87%.

EHS had 5 total student and 3 out of 5 students had good attendance for the first quarter.

EHS had 5 total students and 3 out of 5 students had good attendance for the first quarter.



EHS home visiting program delivered 189 home visits during the first quarter to 29 student and families and provided 24 group socialization experiences.



86 children were served through the first quarter in 5 Head Start Classrooms and 1 Early Head Start classroom. There were 10,173 meals served to HS/EHS students.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Child Care

ASQ access documents were distributed to parents via physical copies.

Head Start/Early Head Start

An average of 61% of students meet expectations for kindergarten readiness across all domains. Focus will be placed on increasing scores in Literacy and Math as an average of 38% of students Meet Expectation but 62% of these students are Below Expectation to being eh school year. Our goal for second quarter will be to increase by 10% in Math and Literacy scores.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Child Care

A new director was hired in October 2024 for the Oneida Airport Road childcare program upon Joanne King's retirement. Joshua Cornelius, Oneida Childcare Director is attending training in Teaching Strategies Gold, the current software application used by the program. Childcare continues to develop online ASQ resources with the local Help Me Grow Navigator.

Head Start/Early Head Start

HS/EHS will work with our Education T&TA Specialist to continue training in Literacy, Math and Cognitive domains. Collaboration with Oneida Behavioral Health will continue for the Social-Emotional domain and Campfire Coaching began in late October the HS staff. Student attendance will be monitored as there is a high correlation between student performance in meeting expectations and regular school attendance.

Outcome/Goal # 2

Implement Individual Education Plans (IEP's) for children with educational disabilities.

Programs Working on Outcome:

- Early Intervention
- Head Start/Early Head Start

MEASUREMENT:

Early Intervention

90% of preschoolers who complete Head Start & FACE make successful IEP transitions to Tribal or Public Special Education Programs.

Head Start/Early Head Start

At the start of the 2024-2025 school year, Oneida Head Start had several referrals submitted for services. Early Intervention conducted the assessments. At this time, the number of Individual Education Plans (IEP) are sixteen (16) students in Head Start, fourteen (14) at Early Intervention, one (1) with Seymour School District, one (1) with Green Bay School District and nine (9) students with referrals.

For the first quarter, Early Head Start (EHS) had two (2) children with an Individual Family Service Plan (IFSP) with Brown County Birth to 3; one (1) child IFSP working with Brown County Birth to 3 and Early Intervention, and two (2) children in the evaluation process.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Early Intervention

The children who entered kindergarten this year had all their files sent out to public or tribal school as requested. Early Intervention has also accepted three (3) students from other school districts: Seymour, Pulaski, and Green Bay. These student's IEPs were accepted and the children are currently receiving services from Early Intervention (OEI) staff.

All 1st quarter progress reports have gone out for the students. OEI staff continue to screen, evaluate, and provide services to disabled children at Head Start, FACE, Childcare and the Early Intervention Cottage.

Head Start/Early Head Start

HS/EHS continue to work collaboratively with Early Intervention to refer children with suspected education delays/disabilities for evaluation. One (1) student in Early Head Start was referred to Early Intervention in the first quarter for further evaluation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Early Intervention

Continue to provide quality preschool services for our tribal population so that pre-school children can make a smooth transition to Tribal or Public Special Education School programs.

Early Intervention started Triple P Parenting in October 2024. The program continues to collaborate with the Oneida Library and Health Center for Child Find Events. The program provides books for Oneida programs and events with two hundred (200) books donated to Oneida Retail for their employee Christmas bags.

Head Start/Early Head Start

Oneida Early Intervention provides speech, occupational and physical therapy services to enrolled HS/EHS students with delays/disabilities or the program refers students to the local school districts if the needs of the child exceed what OEI can offer. Continued identification and assessment of children suspected of having delays or disabilities is ongoing. HS/EHS staff will individualize lesson planning for students on an IEP/IFSP.

Outcome/Goal # 3

Student eligible for Youth Enrichment Services (Y.E.S.) in elementary, middle, and high school are on track to graduate and Higher Education Scholarship are awarded for post-secondary education.

Programs Working on Outcome:

- Youth Enrichment Services
- Higher Education

MEASUREMENT:

Youth Enrichment Services

100% of the YES students graduate from high school.

Key Performance Indicator 1 – Attendance, grade point average (numerical) percent of grade change, freshman/students on track to move to the next grade level/graduate. We are in the process of revising outcomes and performance indicators to better align with the Oneida Reads Initiative. For this quarter we are reporting on services provided and attendance.

Y.E.S. Program Quarter 1 – FY 2025	Unduplicated Count	Contacts	JOM Eligible Students	Non-JOM Eligible Students
October	533	5987	484	49
November	490	4901	447	43
December	489	4381	443	46

Y.E.S. Program Quarter 1 – FY 2025	Unduplicated Count	Avg. Days Present - Elementary School	Avg. Days Present - Middle School	Avg. Days Present – High School
October	533	94.3%	92.6%	84.3%
November	490	94.0%	88.0%	84.9%
December	489	92.6%	88.5%	84.4%

Higher Education

Number of clients served based on data from Power 8 and Cognos Analytics data bases.

Students receiving the Higher Education grant from Quarter 1 are at the following academic levels:

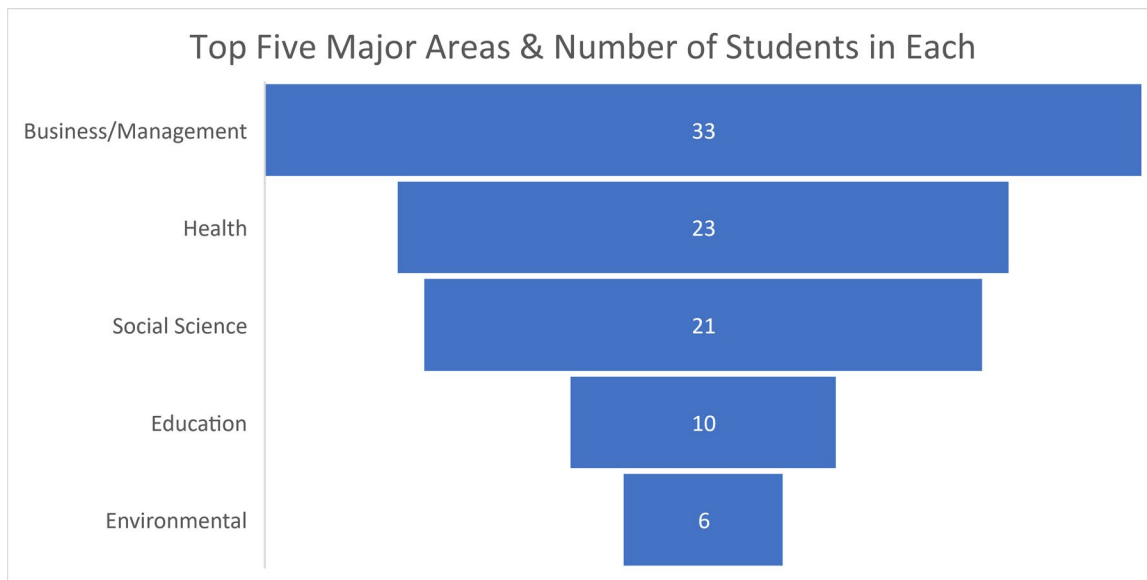
Freshman 40

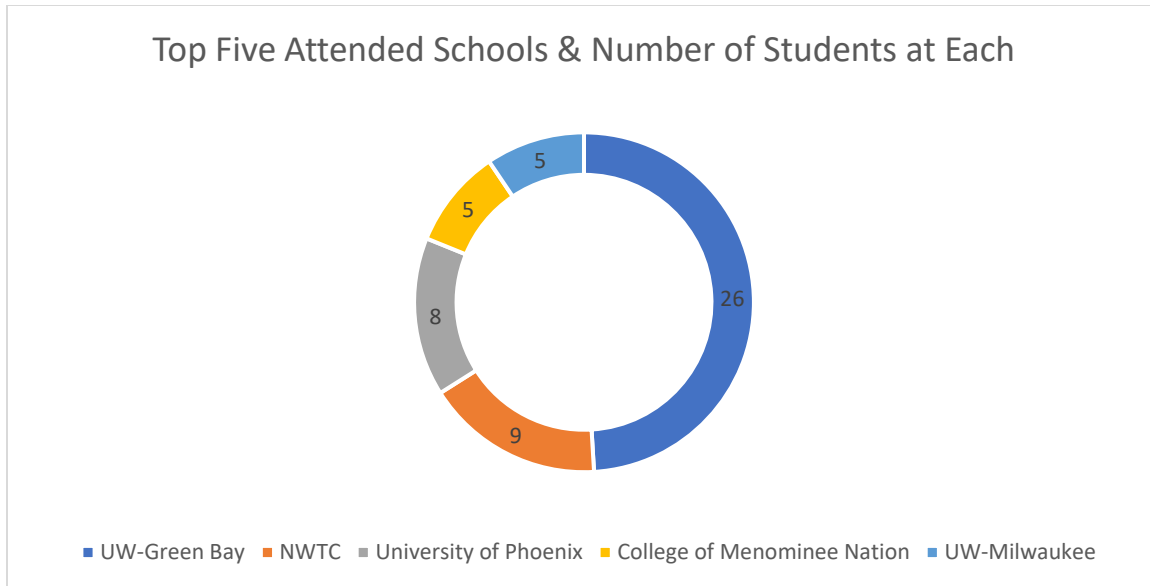
Sophomores 25

Juniors	24
Seniors	21
Graduate	26
Doctoral	11

Students are completing the following degrees:

Certificates	3
Technical Diplomas	5
Associate Degrees	22
Bachelor's Degrees	80
Master's Degrees	26
Doctoral Degrees	12





ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Youth Enrichment Services

Continuing to monitor attendance and grades and provide academic and social support to students as their needs are identified.

Higher Education

A Total of 187 Oneida Tribal Members were funded with the Oneida Higher Education Grant in the first quarter, for the amount of ~\$1.07 M.

Eleven students were funded for the College Comeback Program during Quarter 1, totaling \$26,147. Two students who utilized College Comeback for 2024 Quarter 4 were put back in good standing and eligible to apply for the Higher Education Grant for 2025 Quarter 1.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Youth Enrichment Services

The YES staff, Education & Training Organizational Development Specialist and school staff continue to meet to determine the best way to obtain the base measure and method(s) to measure and report elementary student acquisition of proficient reading skills.

The YES Specialist and some of the YES Advocates continue Science of Reading training in Language Essentials for Teachers of Reading and Spelling (LETRS) with the local Cooperative Educational Service Agency (CESA 7). Staff continue to provide academic/literacy support to students, incorporating the new skills they are learning, as well as sharing what they learn with the school colleagues.

Higher Education

The Higher Education Department will continue to promote the importance and achievability of higher education by visiting area high schools and offering community events such as college fairs and financial aid workshops.

Outcome/Goal # 4

Provide culturally sensitive vocational rehabilitation services to Native Americans with disabilities who reside on or near the Oneida Reservation leading to gainful employment consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice to building individual self-sufficiency.

Program Working on Outcome:

- Vocational Rehabilitation Services

MEASUREMENT:

This fiscal year, service 50 Native American clients.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Vocational Rehabilitation has had ten (10) successful closures, which means clients found gainful employment options in the first quarter.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

In 2025, Oneida will see increased services to include contracting with a holistic healer and a professional job developer. Increase school visits, both High School and College, are planned for Native American students in the service area. Additionally, there are plans for increased outreach with Oneida Vocational Rehab Services partners, such as the Oneida Library, for cultural activities and other similar programming throughout the year.

Contact Info

CONTACT: Jacqueline Smith
TITLE: Area Manager Education & Training
PHONE NUMBER: 920-869-4037
E-MAIL: jsmith@oneidanation.org

Photos (optional):



Head Start Family Event: BerryLand Pumpkin Family Event

Accept the Environmental, Land, & Agriculture Division FY-2025 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

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

3. Requested Motion:

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

4. Areas potentially impacted or affected by this request:

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

Mark W. Powless  Digitally signed by Mark W. Powless
Date: 2025.01.13 18:31:44 -06'00'

5. Additional attendees needed for this request:

Mark W. Powless, General Manager Jason Doxtator, DTS Cheryl Stevens, Grants
Michelle Danforth-Anderson, BBM Tina Jorgensen, HSD Leslie Doxtater, TAP
Debra Danforth, Comprehensive Health Eric McLester, ELA Shannon Stone, DPW
Lisa Rauschenbach, Comprehensive Housing Jackie Smith, Education & Training

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
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| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

ELA (ENVIRONMENTAL LAND & AGRICULTURE DIVISION)

Status report of Outcomes/Goals

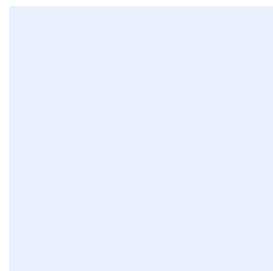
1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Continuous review and improvement of current programming while also creating new programming based on community demand, to provide services to more of the community.

Promoting Positive Community Relations

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Radio interview with WORT (Madison radio station) about the Oneida Bird Survey.
- Hosted an Elder Birding event.
- Provided information to the community about pet licensing requirements.
- ONF and the Cannery completed their participation in the 2024 Feeding Tribal Elder Food Box program. The Cannery sourced almost 14,000 units of various products (canned goods, tea kits, etc), for a total of almost \$125,000 in revenue. The Oneida Nation Farm sourced over 12,000 pounds of meat to the program with a total of almost

\$95,000 in revenue. The program coordinated with the WPP program to provide food box demonstrations that were a hit. The feedback received from the participants were quite incredible.

- WPP completed it's last elder food box cooking demo on September 20, providing a total of 6 cooking demos (to 50 adults and 2 children) in Oneida throughout the summer. At the request of SEOTS, WPP also provided elder food box cooking demos to 14 elders at the SEOTS location. Data was collected throughout the program, via survey and observation. As a result of TEFB cooking demos,

- 100% reported they felt more confident to cook items in their food box as a result of the cooking demos.

- Facebook Comment: "it's amazing that you have this service. I've attended a few of your classes and have learned more than I expected. Your knowledge of food was astonishing and gave everyone so much information. It shows that you really care about helping people nourish themselves! Like you've said "FOOD IS MEDICINE. Thank you for caring so much."

- Orchard-Processed 107 hens this winter with 20 hens being housed over winter to be adopted by community members that completed a "raising chickens 101" course this fall. The hens were processed at certified organic processing facility with a USDA inspector on site. Over 340 pounds of toxin free, highly nutrient dense protein went to the Oneida Pantry and for sale in the retail house.

- Tsyunhehkwa successfully held the White Corn Harvest & Husking Bee, Education Days, and White Corn Volunteer Harvest Days.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Apply for a grant to continue the Elder Birding Event to secure an UTV to assist with mobility.

- Continue to offer food handling and safety certifications to support community development. Develop a community outreach plan for the assessment, reuse and redevelopment of recently purchased properties with environmental concerns.

- As a result of program eval, we have been able to see more into the unique needs of our community when it comes to food, connectedness, and general wellness needs.

- On October 12th, WPP in partnership with Skenandore Farm LLC, provided a 'Raising Chickens 101' workshop. The event had a total of 8 tribal participants. As a result of the workshop, all 8 participants now plan on raising their own chickens. Plans are currently underway to provide a follow-up workshop in the Spring where participants will assemble a chicken coop. The following are examples of feedback following the event:

- "This was such an excellent experience. Our tribe should actually do more events like this."

- "I know what will be in my chickens, such as chemicals, etc. I'll be able to grow my own food and be able to share with family and friends."

- "We as Oneidas have the ability to raise our own food, feed ourselves and others,

and continue to sustain our traditional practices for future generations coming."

- "Food sovereignty in my opinion is be able to provide, raise and sustain a food supply to provide for" "your family & community. And to be able to teach others and the younger generations."

- On October 24, WPP provided a presentation to Oneida Behavioral Health (as an in-service staff development activity) titled 'Mending the Disconnect with Food'. 25 staff members attended in person with around 10 people attending virtually. Following the presentation, participants were asked to complete a survey. Here is what we found:

- All 100% reported they would like to see "food as medicine" initiatives (prescriptive food boxes, herbal remedies, etc.) incorporated into the services at Oneida Behavioral Health.

- In November, 9th grade students from Oneida High School had a chance to participate in programming offered collaboratively by WPP and Oneida WIC nutritionist, Brianna. Students learned about history of indigenous diet, food safety, food preparation methods, knife skills, healthy cooking techniques. Students ended the week by preparing a healthy meal. At the completion of the week, students completed surveys with one student answering the following: If there was one thing I could change about dinner time, it would be: to eat together as a family. Data continues to reveal how important it is for connection. Keeping in mind we had small sample size, 40% reported that most meals are eaten at the table but no one's talking. 20% of meals are eaten in front of TV, 20% reported most of the meals are on the go or out to eat, and 40% reported that most of the meals are eaten separately.

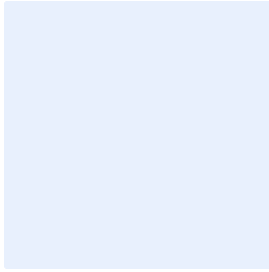
- In general, from our community wide eval, we are finding a real need to increase small scale community led projects to address the need of connecting with family, community, and culture via our food pathways. We expect and are finalizing the 2025 programming schedule to fit these needs, offering educational workshops, community gardens, take home agriculture opportunities, etc. that address these needs specifically.

- Tsyunhehkwa plans to continue to lead in Agriculture and Regenerative activities to better health for our membership and environment.

Outcome/Goal # 2

Expand and enhance best practices to improve the health of the reservation's environment and the community.

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Public Health Site Visits - 6

Food Service Inspections: 12

NEPA's Completed -16

Phase 1 AAI's - 4

Waste Vouchers Issued - 65

Waste Vouchers Redeemed - 61

-15 best management practices installed on farmland. A 3.5 acre wetland restoration. Two stage waterway installed along 4,000 feet within an existing stream to double the capacity while mimicking the positive impact of a natural floodplain. Re-installation of a grassed waterway to reduce nutrient and sediment loading into Ashwaubenon Creek. Added (4) watering facilities to existing pastures at ONF to help them manage their pastures better by improving soil health and allowing proper rest rates between rotations. Began forest health maintenance on 75 dead Ash trees.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Provide compliance assistance to underground storage tanks facilities on the Oneida Reservation.

Continue work on rewriting the Solid Waste Law and schedule a bulky item pick up in spring.

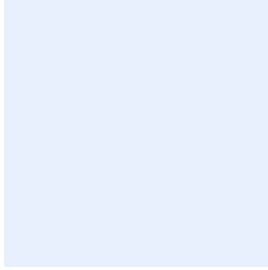
Continue to offer Food handler and Safety Course, complete inspections, hire a second sanitarian and provide community outreach.

Continue salvage cutting of standing dead Ash trees is required in highly trafficked areas to prevent future hazard trees. If the trees are left standing, they can fall unexpectedly and cause damage.

Outcome/Goal # 3

Exercising Sovereignty

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Provided input and oversight for to reduce environmental impacts from the installation of a new drinking water well on King Lane.
- Worked with Zoning for compliance issues related to public health and food safety at a public location.
- Classes were taken for health and safety and for site Inspections for Storm Water Compliance for future credentialling.
- Provided information to the Business Committee to facilitate discussion about a Memorandum of Understanding with the Wisconsin Department of Natural Resources for co-led compliance activities.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Continue to enforce Oneida Nation Laws for Food Handling, Pet Licensing, Solid Waste Disposal, Environmental Compliance.
- Staff will continue to take training to either obtain or maintain credentials to perform inspections.
- Continue salvage cutting of standing dead Ash trees is required in highly trafficked areas to prevent future hazard trees. If the trees are left standing, they can fall unexpectedly and cause damage.

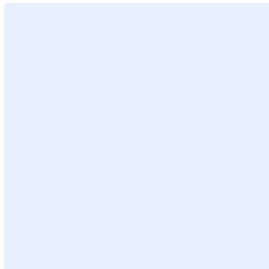
Contact Info

CONTACT: Eric McLester
TITLE: ELA Division Director
PHONE NUMBER: 920-869-4591
E-MAIL: emclest2@oneidanation.org
MAIN WEBSITE: [Oneida Nation | Environmental, Land & Agriculture Division](#)

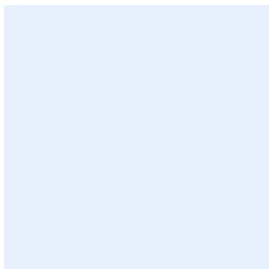
Photos (optional):



Forest health maintenance has begun in Oneida with removing 75 dead Ash in the NHC woods under the guidance of the Forester.



Enter caption for photo above.



Enter caption for photo above.

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
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| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

GRANTS OFFICE

GENERAL MANAGER

Status report of Outcomes/Goals

Outcome/Goal # 1

Enhance tribal services/programs with external grant funding of at least \$5 million per year.

MEASUREMENT: Metric used to measure is our excel spreadsheet of funded, denied, and pending grants which shows we are far exceeding our goal of \$5 million per the year, as we are almost triple that goal already in this first quarter!

TOTAL: 2024	\$16,392,933.00	\$11,433,968.00	\$36,106,167.00	
	FUNDED	DENIED	PENDING	
TOTAL: 2025	\$14,305,557.00	\$150,000.00	\$25,300,428.00	2025 \$14,305,557.00
TOTAL: 2026				2026 \$0.00
TOTAL: 2027				2027 \$0.00
				2028 \$0.00
				2029 \$0.00
				5 Year TOTAL: \$14,305,557.00

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Of this amount above, over \$10 million was new funding not received last year.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The community has benefits from a wide array of new and/or expanded programming or services throughout the Nation. With the hiring of another Grants Specialist, the Grants Office will continue to do our jobs to the best of our abilities with the utmost integrity. We have proven to be greatly beneficial to the Oneida Nation for many years. The Grants Office hails over 77 years of experience with only the current 4 staff - Cheryl/34years; Marsha/29 years; Don/12 years' Anna/3 years.

Outcome/Goal # 2

To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.

MEASUREMENT: The measurement for this goal will be seasoned and new program staff having the knowledge to research, plan, and develop narratives and budgets with assistance from the Grants Office staff.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Grants Office is currently working on our on-line training modules/documents. We continue to work with HRD on our Succession Plan that will provide for a plan to fill our positions as we retire within the next few years.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

We will develop on-line training modules or presentations that focus on the on-line grant applications, submissions, and reporting to assist programs in their grant writing activities. Multiple on-line systems are used and are continually being updated. These systems can be confusing, and we are training new program staff, therefore with only 4 staff (one in training) this has been pushed back.

Outcome/Goal # 3

Provide administrative services to programs as they work through their grant programs, including modification, extensions, and progress report.

MEASUREMENT: We will look at what needs to be developed to track grant reporting and administrative activities throughout the grant process from start to finish.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Federal agencies have asked that we limit our access to our online systems to a few people to avoid technical difficulties occurring with multiple staff having access. The Grants Office will be the only program to oversee online granting systems. A full process, flow chart, and SOPs are currently being worked on to be sent out to Supervisors soon.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Working with programs on the administrative part of a grant can take a large part of our worktime, however these activities are connected with online systems in which the Grants Office may have the only access to. We work closely with grant programs to assure our grants stay in compliance along with our regular workloads.

Contact Info

CONTACT: Cheryl Stevens
TITLE: Grants Manager
PHONE NUMBER: 920-496-7331
E-MAIL: cstevens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/>

Photos (optional):



Enhanced broadband services – DTS/FEMA Tribal Homeland Security Grant for Cybersecurity grant



Oneida Nation Buffalo – Farm/ITBC annual grant of \$32,997



Food Distribution shop-FDPIR/USDA grant of \$611,999.00



DTS- Department of Commerce NTIA grant of \$6,641,618 for fiber optic technology for internet across the Oneida reservation.



EHSLA/ OCIFS - WI Department of Agriculture Resilient Food Systems Infrastructure Program Infrastructure grant of \$795,200.00. Funding will be used for equipment purchases for the Oneida Nation to process White Corn.

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
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7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st quarter report

HUMAN SERVICES DIVISION

Human Services Division includes the following departments:

Aging & Disability Services, Child Support, Cultural Heritage (Traditional Healing, Advising, Archiving, Arts, Library, THPO, & Museum), Economic Support & Community Education Center, Family Fitness & Outdoor Adventure, Family Services, Food Distribution & Emergency Food Pantry, Public Transit, Recreation, Southeastern Oneida Tribal Services (SEOTS), and Veteran Services

Outcome/Goal # 1

Fostering Employee Engagement

MEASUREMENT:

Provide monthly employee recognition throughout the Division.

Improve flexibility with telecommuting.

Provide more training for employees.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

A telecommuting pilot is being conducted in one department. A pre/post assessment will be used to determine whether or not flexibility with telecommuting improves moral and retention.

Last fiscal year's Stay Survey comments for the need for more training for employees. HSD Leadership will be surveying employees in department meetings to determine the training needs of the employees.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Support team wellness using evidence-based models that work for other companies.
- Provide fun opportunities for employees.
- Ensure employee alignment through hiring and work shadow opportunities.
- Provide incentives with active involvement/engagement.

Outcome/Goal # 2

Developing Strong Leaders

MEASUREMENT:

Continue iLead Leadership Development program.
Provide a new program designed to introduce employees to a leadership role.
Create and implement a Division new employee orientation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The next iLead Leadership Development program will begin January 2025.

Stepping Up to Supervision is a workshop that has been created by the OD Specialist. This workshop is designed for employees who are interested in moving into a supervisor/leadership role. The workshop will be completed in 2 – 2 hour sessions. This workshop includes topics such as, Making the Transition, Skills Assessment, Avoiding Common Pitfalls, Supervisor as Leader, Managing Time and Priorities, Setting Expectations, Motivation and Team Building, Skill Building (communication, managing conflict, creating a personal development plan).

HRD Training and Development provided an overview of the new employee orientation to the HSD Leadership Team. A small team has been created to identify the components of a Divisional new employee orientation which would not overlap with the HRD Orientation. All HSD departments are revising/updating a department presentation that will be made available to all employees. A quarterly orientation for new employees will be scheduled using these presentations and all department will be represented at the orientation to answer questions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Provide consistent, meaningful onboarding & training.
- Improve leadership development.

Outcome/Goal # 3

Empowering Community Engagement

MEASUREMENT:

Coordinate a 2nd Annual Division Resource Fair.
Four quarterly Division newsletters mailed to the community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Fall edition of the HSD newsletter went out to households of Brown and Outagamie counties in November 2024. The Winter edition is expected to go out the end of January 2025.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Market & outreach our services to increase community knowledge of what we provide.
- Promote collaboration with a communication plan & shared event.

Contact Info

CONTACT: Tina Jorgensen, MS, RDN
TITLE: Human Services Division Director
PHONE NUMBER: 920-490-3904
E-MAIL: tjorgens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/divisions/human-services/>

Photos (optional):



Enter caption for photo above.



Recreation Walk/Run Club: Youth participated in the 2024 Turkey Trot.



HSD Giving Tree – Stuff the Bus with Transit and Family Services

Accept the Tribal Action Plan FY-2025 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 01/22/25

2. Session:

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

3. Requested Motion:

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

4. Areas potentially impacted or affected by this request:

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

Mark W. Powless  Digitally signed by Mark W. Powless
Date: 2025.01.13 18:31:44 -06'00'

5. Additional attendees needed for this request:

Mark W. Powless, General Manager Jason Doxtator, DTS Cheryl Stevens, Grants
Michelle Danforth-Anderson, BBM Tina Jorgensen, HSD Leslie Doxtater, TAP
Debra Danforth, Comprehensive Health Eric McLester, ELA Shannon Stone, DPW
Lisa Rauschenbach, Comprehensive Housing Jackie Smith, Education & Training

6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
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8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill

FY-2025 1st Quarter Report

TAP (TRIBAL ACTION PLAN)

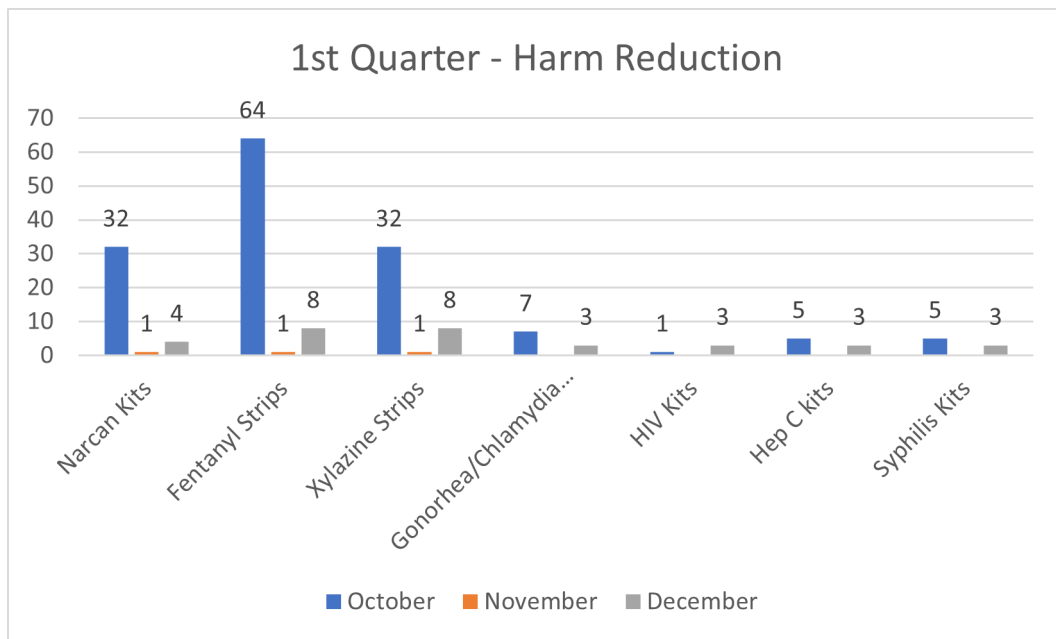
Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Increase awareness and access to Harm Reduction

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In an effort to save community member's lives, TAP distributes Harm Reduction materials such as Narcan (Naloxone) kits, Detera drug deactivation pouches, syringe boxes, medication lock boxes and fentanyl testing strips. TAP also distributes take home STD/STI

testing kits along with information on STD/STI. Within the first quarter, the TAP staff have distributed 37 Narcan kits (2 doses per kit), 74 Fentanyl testing strips, and 41 Xylazine testing strips, 10 Gonorrhea/Chlamydia Kits, 4 HIV kits, 8 Hep C kits, 8 Syphilis kits. The TAP staff is State Certified to train Narcan administration and obtains Narcan from the Narcan Direct Program through Oneida Behavioral Health.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP will continue to educate and promote Harm Reduction awareness for the Oneida Community. The TAP team provides training and distributes Harm Reduction materials at One Stop Retail as well as at community events. TAP has facilitated Harm Reduction Training and Narcan Training for internal departments as well as external organizations upon request. TAP staff will proceed to provide harm reduction materials, at the lowest threshold possible, to make this life saving medicine available to community members in need.

Outcome/Goal # 2

Develop engaging community events to connect to culture

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP staff collaborates with various departments to host cultural events. At these events, we provide activities that focus on healing and recovery such as storytelling, arts and crafts, and interactive activities. We collaborate to coordinate events with: Comprehensive

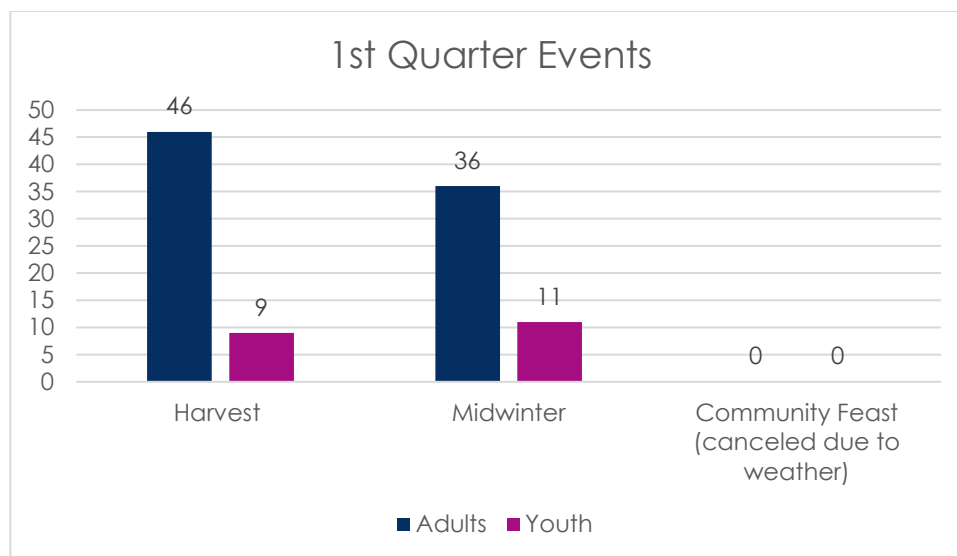
Housing Outreach, Recreation, Library, Cultural Heritage, Tourism, and Oneida Community Advocates. During this reporting period TAP facilitated a cultural recovery event with activities that were specific to healing and recovery. This event was collaborated with Oneida Cultural Heritage. TAP staff has also taken additional training to become GONA facilitators to utilize for our upcoming event with Oneida Youth (G.O.O.Y) in February.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP will continue to facilitate and collaborate events with departments within and outside of the Nation. By continuing these efforts TAP can coordinate events to expand our prevention efforts. Our Upcoming collaborative events include the G.O.O.Y, Health fair, Ribbon skirt & Ribbon shirt making workshops, MMIR walk, Educational presentations at Recreation.

Outcome/Goal # 3

Culture is Prevention



MEASUREMENT:

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

TAP has also collaborated with Oneida Cultural Heritage on the Ceremony Education events once a month. Within the first quarter, the TAP staff has had 81 people attend. Within the 81 people, 19 of them were youth. Within this reporting period.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

TAP's continued presence within the nation on culture events will allow others to engage in healthy activities with culture to reinforce TAP's mission and goals. Culture is prevention and

we'll continue to promote and encourage Oneida culture in our efforts. In a collaborative effort with Cultural Heritage, we'll continue to have ceremony education on the 2nd Tuesday of every month for FY25, with an upcoming Maple Ceremony Teachings event along with Traditional Gender Roles Teachings.

Contact Info

CONTACT: Leslie Doxtater
TITLE: Tribal Action Plan Manager
PHONE NUMBER: 920.490.3916
E-MAIL: ldoxtat1@oneidanation.org
MAIN WEBSITE: Enter website address

Photos (optional):



Culture recovery event



Narcan Distribution in October



Upcoming event