



Oneida Business Committee

Regular Meeting
8:30 AM Friday, September 26, 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 - Lifetime Achievement - Lloyd E Powless (11:15 a.m.)**
Sponsor: Jennifer Webster, Councilwoman
- B. **Special recognition - Lifetime Achievement - Mark A. Powless Sr. (11:15 a.m.)**
Sponsor: Jennifer Webster, Councilwoman

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. **Oneida Public Safety and Security Commission - William Sauer**
Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. **Approve the September 10, 2025, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

- A. **Adopt resolution entitled Adoption of Fiscal Year 2026 Draft Budget and Directive to Present Budget to the General Tribal Council for Approval**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

- B. Adopt resolution entitled Authorizing Use of \$4,835,992 Carry Over Funds to Balance the Fiscal Year 2026 Budget**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
- C. Adopt resolution entitled Support nomination of Councilman Jameson J. Wilson for the National Congress of American Indians Midwest Region Vice-President**
Sponsor: Jameson Wilson, Councilman
- D. Adopt resolution entitled Amending Completion Deadline for ARPA FRF LR TCS Obligation for Change Management Initiative Utilizing Tribal Contribution Savings - BC Resolution # 10-26-22-E**
Sponsor: Laura Laitinen-Warren, Executive HR Director

VII. APPOINTMENTS

- A. Determine next steps regarding five (5) vacancies - Oneida Election Board - Ad Hoc Committee**
Sponsor: Lisa Liggins, Secretary
- B. Determine next steps regarding four (4) vacancies - Oneida Election Board Alternates**
Sponsor: Lisa Liggins, Secretary
- C. Determine next steps regarding two (2) vacancies - Oneida Nation School Board**
Sponsor: Lisa Liggins, Secretary

VIII. TRAVEL REQUESTS

- A. Approve the travel request - Treasurer Lawrence Barton - RES Summit 2026 - Las Vegas, NV - March 22-27, 2026**
Sponsor: Lawrence Barton, Treasurer
- B. Approve the travel request - Councilman Kirby Metoxen - Dept. of Ag, Trade, and Consumer Protection (DATCP) Tourism and Dept. of Natural Resources (DNR) - Keshena, WI - October 14-15, 2025**
Sponsor: Kirby Metoxen, Councilman
- C. Approve the travel request - Councilman Jonas Hill - 13th Annual Indian Law CLE - Wisconsin Dells, WI - November 5-7, 2025**
Sponsor: Jonas Hill, Councilman

IX. NEW BUSINESS

- A. Approve the Budget Contingency Plan update**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
- B. Enter the e-poll results into the record regarding the approved Road Reconstruction and Repair Agreement - Oneida Nation and Town of Oneida - file # 2025-1074**
Sponsor: Lisa Liggins, Secretary

X. EXECUTIVE SESSION**A. REPORTS**

1. **Accept the CEO-Nation Services report (9:30 a.m.)**
Sponsor: Mark W. Powless, CEO-Nation Services
2. **Accept the Treasurer's August 2025 report (10:00 a.m.)**
Sponsor: Lawrence Barton, Treasurer
3. **Accept the Chief Counsel report**
Sponsor: Jo Anne House, Chief Counsel

B. AUDIT COMMITTEE

1. **Accept the August 19, 2025, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
2. **Accept the Title 31 Compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

1. **Approve a limited waiver of sovereign immunity - Green Bay Packers Sponsorship Contract - file # 2025-0975 (9:00 a.m.)**
Sponsor: Louise Cornelius, CEO-Oneida Casino Hotel
2. **Deliberations regarding pardon application - Briana A Summers**
Sponsor: Eric Boulanger, Chair/Pardon and Forgiveness Screening Committee
3. **Deliberations regarding pardon application - Daniel G Webster Jr**
Sponsor: Eric Boulanger, Chair/Pardon and Forgiveness Screening Committee
4. **Review application(s) for five (5) vacancies - Oneida Election Board - Ad Hoc Committee**
Sponsor: Lisa Liggins, Secretary
5. **Review application(s) for four (4) vacancies - Oneida Election Board Alternates**
Sponsor: Lisa Liggins, Secretary
6. **Review application(s) for two (2) vacancies - Oneida Nation School Board**
Sponsor: Lisa Liggins, Secretary
7. **Approve the Multi-Year Funding Agreement Between Oneida Nation and the U.S. Department of Health and Human Services for Indian Health Service Programs October 1, 2023, through September 30, 2028-Amendment - file # 2024-1056**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

XI. 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

Special recognition - Lifetime Achievement - Lloyd E Powless

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

2. Session:

☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: Lifetime Achievement Honor Lloyd E. Powless.

3. Requested Motion:

☒ Accept as information; OR

Lifetime Achievement Honor Lloyd E. Powless.

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:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)



Memorandum

To: Oneida Business Committee
From: Jennifer Webster Council Member
Date: September 26, 2025
Re: Lifetime achievement

A proposal for "Lifetime Achievement" was brought forth to a BC Work Meeting December 07, 2023 and received approval for recognition of "Lifetime Achievement" recognition for former Tribal Leaders and/or Judges with funding from the special events budget. We are planning to recognize retired Oneida Business Committee council member Lloyd E. Powless at the September 26, 2025 Oneida Business Committee meeting. Along with a Tribal Resolutions:

Recognizing Lloyd E. Powless for Lifetime Achievement and Contributions to the Oneida Nation, and

The service of our elders is so appreciated we want to express our gratitude for the years of service and achievements as governmental officials.

Jennifer Webster was also tasked with bringing forth a Standard Operating Procedures in conjunction with the "Hall of Fame" law.

Thank You for your time and consideration.

Special recognition - Lifetime Achievement - Mark A. Powless Sr.

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

2. Session:

☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: Lifetime Achievement Honor Mark A. Powless.

3. Requested Motion:

☒ Accept as information; OR

Lifetime Achievement Honor Mark A. Powless.

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:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)



Memorandum

To: Oneida Business Committee
From: Jennifer Webster Council Member
Date: September 26, 2025
Re: Lifetime achievement

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Recognizing Mark A. Powless for Lifetime Achievement and Contributions to the Oneida Nation, and

The service of our elders is so appreciated we want to express our gratitude for the years of service and achievements as governmental officials.

Jennifer Webster was also tasked with bringing forth a Standard Operating Procedures in conjunction with the "Hall of Fame" law.

Thank You for your time and consideration.

Oneida Public Safety and Security Commission - William Sauer

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: September 17, 2025

RE: Oath of Office – Oneida Public Safety and Security Commission

Background

On September 10 2025, the Oneida Business Committee appointed William Sauer to the Oneida Public Safety and Security Commission.

Approve the September 10, 2025, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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 checked="" type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input type="checkbox"/> Statement of Effect |
| <input type="checkbox"/> E-poll results/back-up | <input type="checkbox"/> Petition | <input type="checkbox"/> Travel Documents |
| <input type="checkbox"/> Other: <i>Describe</i> | | |

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

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

8:30 AM Tuesday, September 9, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

Regular Meeting

8:30 AM Wednesday, September 10, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

Minutes**EXECUTIVE SESSION**

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

Not Present: Councilman Marlon Skenandore;

Arrived at: n/a;

Others present: Jo A. House, Ralinda Ninham-Lamberies, Justin Nishimoto (via Microsoft Teams¹), Louise Cornelius, Danelle Wilson (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Chad Fuss, Melissa Alvarado (via Microsoft Teams), Danielle White (via Microsoft Teams), David P. Jordan (via Microsoft Teams), James Sommerfeldt (via Microsoft Teams), Lisa Duff (via Microsoft Teams), Michelle Danforth-Anderson (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Melissa Nuthals (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Brandon Yellowbird-Stevens (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Mark W. Powless (via Microsoft Teams), Heather Ohuafi, Joseph Sikora, John Danforth, Jermaine Delgado, Yasiman Metoxen;

REGULAR MEETING

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

Not Present: Councilman Marlon Skenandore;

Arrived at: n/a

Others present: Jo A. House, Ralinda Ninham-Lamberies (via Microsoft Teams), Mark W. Powless, Loucinda Conway (via Microsoft Teams), Kaylynn Biely (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Sidney White (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Debra L. Powless (via Microsoft Teams), John Danforth (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Janice Decorah (via Microsoft Teams), David Jordan (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Ashley Blaker (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Grace Elliot (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Lori Hill (via Microsoft Teams), Sarah Capelle (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Mary Graves (via Microsoft Teams), James Petitjean (via Microsoft Teams), Olivia Pigman (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Brandon Yellowbird-Stevens (via Microsoft Teams), Tina Jorgenson (via Microsoft Teams), Shannon Hill (via Microsoft Teams), Patricia M. King (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Crystal Holtz (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Amber Vankirk (via Microsoft Teams), Amber Martinez (via Microsoft Teams), Nicolas Reynolds (via Microsoft Teams), Carol Silva (via Microsoft Teams), Tina L. Skenandore (via Microsoft Teams), Sharon A. Mousseau (via Microsoft Teams), Lloyd Ninham (via Microsoft Teams), Mark W. Powless (via Microsoft Teams), Cary Waubanasum Hawepetoss (via Microsoft Teams), Mark Powless, Yasiman Metoxen, Ray Skenandore, Cassandra Trepanier, James Gollnick, Marie Gollnick, Parker Trepanier, Cory

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

DRAFT

Trepanier, Paul Smith, Nix Doxtater, Matt Doxtater, Xavier Baewer, Isaac Baewer, Hunter Doxtater, Athena Doxtater, Kathryn Morgan, Phillip Morgan, Garth Webster, Kowa Gollnick, Carole Liggins, Pam Danforth, Stacey White, Herb Daniels Jr. John Danforth, Jermaine Delgado, Bonnie Pigman (via Microsoft Teams);

I. CALL TO ORDER

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

For the record: Councilman Marlon Skenandore is out on personal leave.

II. OPENING (00:00:16)

Opening provided by Councilman Kirby Metoxen.

III. ADOPT THE AGENDA (00:00:40)

Motion by Lawrence Barton to adopt the agenda with three (3) add-on requests [1) under the Travel Requests section, add item entitled Approve the travel request - Councilwoman Jennifer Webster - Wisconsin Child Support 50 Years and Beyond Celebration - Madison, WI - September 15-16, 2025; 2) under the Travel Requests section, add item entitled Reconsider the travel request - Councilman Marlon Skenandore- Indigenous Biz Con Conference 2025 - Milwaukee, WI - October 13-14, 2025; and 3) under the Executive Session, New Business, add item entitled Approve a limited waiver of sovereign immunity - Providence First Trust Company - file # 2025-0783], seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

DRAFT

IV. OATH OF OFFICE (00:02:30)

- A. **Oneida Election Board - Tina Skenandore**
Sponsor: Lisa Liggins, Secretary
- B. **Oneida Nation School Board - Cary Waubanasum Hawpetoss**
Sponsor: Lisa Liggins, Secretary
- C. **Oneida Trust Enrollment Committee - Jermaine Delgado**
Sponsor: Lisa Liggins, Secretary
- D. **Southeastern Wisconsin Oneida Tribal Services Advisory Board - Lloyd Ninham**
Sponsor: Lisa Liggins, Secretary
- E. **Oneida Trust Enrollment Committee - Norbert Hill, Jr. - Administered Oath of Office on September 03, 2025**
Sponsor: Lisa Liggins, Secretary

Oaths of Office administered by Secretary Lisa Liggins. Jermaine Delgado was present. Tina Skenandore, Cary Waubanasum Hawpetoss and Lloyd Ninham were present via Microsoft Teams. Norbert Hill Jr. was administered his Oath of Office with five (5) Business Committee members present on September 3, 2025.

V. MINUTES

- A. **Approve the August 27, 2025, regular Business Committee meeting minutes (00:09:44)**
Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the August 27, 2025, regular Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

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

VI. RESOLUTIONS

- A. **Adopt resolution entitled 2025 Tribal Victim Services Set-Aside Grant Application (00:10:05)**
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lawrence Barton to adopt resolution # 09-10-15-A 2025 Tribal Victim Services Set-Aside Grant Application, seconded by Jonas Hill. Motion carried:

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

DRAFT

B. Adopt resolution entitled 2023-2026 Term Adoption of Nation Building Strategic Initiatives, Triennial Nation Building Validation and Training Requirements (00:10:33)

Sponsor: Lisa Summers, Director of Government Administration

Motion by Jennifer Webster to adopt resolution # 09-10-25-B Adoption of Nation Building Strategic Initiatives, Triennial Nation Building Validation and Training Requirements, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

Secretary Lisa Liggins left at 8:47 a.m.

C. Adopt resolution entitled Continuing to Operate Fiscal Year 2026 (00:14:38)

Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Motion by Jonas Hill to adopt resolution # 09-10-25-C Continuing to Operate Fiscal Year 2026, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Lisa Liggins, Marlon Skenandore

Item VII.A. was addressed next.

D. Adopt resolution entitled Special Recognition William A. Gollnick with Oneida Nation (00:44:58)

Sponsor: Jennifer Webster, Councilwoman

Motion by Lisa Liggins to adopt resolution # 09-10-25-D Special Recognition William A. Gollnick with Oneida Nation, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

Item XII. was addressed next.

VII. APPOINTMENTS

A. Determine next steps regarding one (1) vacancy - Oneida Public Safety and Security Commission (00:18:39)

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to accept the selected applicant and to appoint William Sauer to the Oneida Public Safety and Security Commission, with term ending March 31, 2030, seconded by Lawrence Barton. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Lisa Liggins, Marlon Skenandore

DRAFT

VIII. STANDING COMMITTEES

A. FINANCE COMMITTEE

1. **Accept the August 14, 2025, regular Finance Committee meeting minutes (00:19:20)**

Sponsor: Lawrence Barton, Treasurer

Motion by Kirby Metoxen to accept the August 14, 2025, regular Finance Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Kirby Metoxen, Jennifer Webster,
Jameson Wilson

Not Present: Lisa Liggins, Marlon Skenandore

Secretary Lisa Liggins returned at 8:49 a.m.

2. **Accept the August 28, 2025, regular Finance Committee meeting minutes (00:19:41)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jennifer Webster to accept the August 28, 2025, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer
Webster, Jameson Wilson

Not Present: Marlon Skenandore

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the August 20, 2025, regular Legislative Operating Committee meeting minutes (00:19:59)**

Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to accept the August 20, 2025, regular Legislative Operating Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer
Webster, Jameson Wilson

Not Present: Marlon Skenandore

2. **Accept the memorandum regarding the Oneida Personnel Policies and Procedures amendments as information (00:20:20)**

Sponsor: Jameson Wilson, Councilman

Motion by Jonas Hill to accept the memorandum regarding the Oneida Personnel Policies and Procedures amendments as information and to place this topic on the 2026 annual General Tribal Council meeting agenda, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer
Webster, Jameson Wilson

Not Present: Marlon Skenandore

DRAFT

3. **Accept the Sanctions and Penalties law adoption packet and determine next steps (00:27:41)**

Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to accept the Sanctions and Penalties law adoption packet and to place this topic on the 2026 annual General Tribal Council meeting agenda, seconded by Jonas Hill. Motion carried:

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

IX. TRAVEL REQUESTS

A. **Approve the travel request - Councilman Marlon Skenandore - National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace - Seattle, WA - November 15-21, 2025 (00:34:17)**

Sponsor: Marlon Skenandore, Councilman

Motion by Lisa Liggins to deny the travel request from Councilman Marlon Skenandore to attend National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace in Seattle, WA on November 15-21, 2025, seconded by Jameson Wilson. Motion carried:

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

For the record: Councilwoman Jennifer Webster stated my reasoning for supporting the denial is due to the lack of attendance here at work. I can no longer support travel for him. If I continue to support then I am enabling, and I can't do that. Thank You

B. **Approve the travel request - Secretary Lisa Liggins and Councilman Jameson Wilson - National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace - Seattle, WA - November 15-21, 2025 (00:35:05)**

Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to approve the travel request from Secretary Lisa Liggins and Councilman Jameson Wilson to attend the National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace in Seattle, WA on November 15-21, 2025, seconded by Lawrence Barton. Motion carried:

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

DRAFT

- C. Approve the travel request - Councilwoman Jennifer Webster - Wisconsin Child Support 50 Years and Beyond Celebration - Madison, WI - September 15-16, 2025 (00:37:04)**
Sponsor:

Motion by Jonas Hill to approve the travel request from Councilwoman Jennifer Webster to attend the Wisconsin Child Support 50 Years and Beyond Celebration in Madison, WI on September 15-16, 2025, seconded by Jameson Wilson. Motion carried:

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

- D. Reconsider the approved travel request- Councilman Marlon Skenandore - Indigenous Biz Con Conference 2025 - Milwaukee, WI - October 13-14, 2025 (00:37:37)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to reconsider the approved travel request from Councilman Marlon Skenandore to attend the Indigenous Biz Con Conference 2025 in Milwaukee, WI on October 13-14, 2025, seconded by Jameson Wilson. Motion carried:

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

Motion by Lisa Liggins to deny the travel request from Councilman Marlon Skenandore to attend the Indigenous Biz Con Conference 2025 in Milwaukee, WI on October 13-14, 2025, seconded by Jennifer Webster. Motion carried:

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

For the record: Councilwoman Jennifer Webster stated my reasoning for supporting the denial due to the lack of attendance here at work, I can no longer support travel for him. If I continue to support then I am enabling, and I can't do that. Thank You

X. NEW BUSINESS

- A. Approve the nomination of Vanessa Miller to the USDA Tribal Advisory Committee (00:38:51)**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Motion by Lawrence Barton to approve the nomination of Vanessa Miller to the USDA Tribal Advisory Committee, seconded by Jonas Hill. Motion carried:

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

DRAFT**XI. EXECUTIVE SESSION (00:39:18)**

Motion by Lisa Liggins to go into executive session at 9:10 a.m., seconded by Jennifer Webster.

Motion carried:

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

Motion by Jonas Hill to come out of executive session at 9:16 a.m., seconded by Jennifer Webster.

Motion carried:

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

A. REPORTS**1. Accept the CEO-Nation Services report (00:40:00)**

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jonas Hill to accept the CEO-Nation Services report, seconded by Lawrence Barton. Motion carried:

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

2. Accept the Chief Counsel report (00:40:18)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report to approve a limited waiver of sovereign immunity in the JumboOneida agreement and to authorize a representative from the Nation to execute the agreement on behalf of the Nation with NP IP Holdings LLC in a trademark coexistence and consent agreement; and to authorize the Oneida Law Office to add the Oneida Nation as an amicus to briefs in cases as the Oneida Law Office deems appropriate in sports related event litigation, seconded by Jonas Hill. Motion carried:

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

B. NEW BUSINESS**1. Approve the FY-2026 lease agreement modifications - U.S. Health and Human Services-Indian Health Service - file # 2019-1044, #2019-1045, #2019-1046, #2019-1047, #2022-0990 (00:41:02)**

Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Motion by Lawrence Barton to approve the FY-2026 lease agreement modifications - U.S. Health and Human Services-Indian Health Service - file # 2019-1044, #2019-1045, #2019-1046, #2019-1047, #2022-0990, and to direct Self-Governance to submit the signed documents to Indian Health Service, seconded by Jennifer Webster. Motion carried:

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

DRAFT**2. Review applications for one (1) vacancy - Oneida Public Safety and Security Commission (00:41:41)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion regarding the applications for Oneida Public Safety and Security Commission vacancy as information, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

3. Approve 77 new enrollments (00:41:57)

Sponsor: Jermaine Delgado, Chair/Oneida Trust Enrollment Committee

Motion by Jonas Hill to approve 77 new enrollments, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

4. Approve a limited waiver of sovereign immunity - Acellus Educational Services - file # 2025-0925 (00:42:21)

Sponsor: Teresa Schuman, Vice-Chair/Oneida Nation School Board

Motion by Jennifer Webster to approve a limited waiver of sovereign immunity - Acellus Educational Services - file # 2025-0925, with contract subject to further review by the Oneida Nation School Board, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

5. Accept the Green Bay Packers Sponsorship Agreement negotiation report (00:42:44)

Sponsor: Louise Cornelius, Gaming General Manager

Motion by Jennifer Webster to accept the Green Bay Packers Sponsorship Agreement negotiation report, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

DRAFT**6. Approve the Tribal Assistance Payment Grant Agreement 2025-2027 - State of Wisconsin-Department of Administration - file # 2025-1029 (00:43:03)**

Sponsor: Tehassi Hill, Chairman

Motion by Jonas Hill to approve a limited waiver of sovereign immunity - State of Wisconsin-Department of Administration - file # 2025-1029, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

Motion by Lisa Liggins to approve the Tribal Assistance Payment Grant Agreement 2025-2027 - State of Wisconsin-Department of Administration - file # 2025-1029, seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

7. Approve a limited waiver of sovereign immunity - Providence First Trust Company - file # 2025-0783 (00:44:11)

Sponsor: John Danforth, Oneida Trust Enrollment Director

Motion by Lawrence Barton to approve a limited waiver of sovereign immunity - Providence First Trust Company - file # 2025-0783, with contract subject to further review by the Oneida Trust Enrollment Committee, seconded by Jonas Hill. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

For the record: the Oneida Business Committee, by consensus, recessed at 9:22 a.m. to 11:00 a.m.

Meeting called to order by Chairman Tehassi Hill at 11:00 a.m.

Roll call for the record:

Present: Treasurer Lawrence Barton; Councilman Jonas Hill; Chairman Tehassi Hill; Secretary Lisa Liggins; Councilman Kirby Metoxen; Councilwoman Jennifer Webster; Councilman Jameson Wilson;

Not Present: Councilman Marlon Skenandore;

Item VI.D. was addressed next.

DRAFT

XII. ADJOURN (01:03:05)

Motion by Jonas Hill to adjourn at 11:18 a.m., seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Jonas Hill, Lisa Liggins, Kirby Metoxen, Jennifer Webster, Jameson Wilson

Not Present: Marlon Skenandore

Minutes prepared by Bonnie Pigman, Information Management Specialist.
Minutes approved as presented on _____.

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Adoption of Fiscal Year 2026 Draft Budget and Directive to Present Budget to the

Business Committee Agenda Request

1. Meeting Date Requested: 9/26/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Proprietary - trade secrets/commercial/financial

3. Requested Motion:

☐

Accept as information; OR

Approve Fiscal Year 2026 Draft Budget and Directive to Present to GTC

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☐

Other:

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List


6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input 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: Memo | | |

7. Budget Information:

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

8. Submission:

Authorized Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer 

Primary Requestor: Melissa Alvarado, Budget Manager

P.O. Box 365 • Oneida, WI 54155



Phone: 920- 869-4325

FINANCE ADMINISTRATION OFFICE

To: OBC
CC: Larry Barton, Treasurer
From: RaLinda Ninham-Lamberies, CFO
Date: September 11, 2025

The purpose for the agenda request is to approve the FY2026 Draft Budget and Directive to Present Budget to General Tribal Council for Approval.



Oneida Nation
 Oneida Business Committee
 Legislative Operating Committee
 PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



Statement of Effect

Adoption of Fiscal Year 2026 Draft Budget and Directive to Present Budget to the General Tribal Council for Approval

Summary

Through the adoption of this resolution the Oneida Business Committee approves the Fiscal Year 2026 budget to be presented for adoption by the General Tribal Council in accordance with section 121.5-4(c) of the Budget and Finances law.

Submitted by: Grace L. Elliott, Staff Attorney, Legislative Reference Office

Date: September 5, 2025

Analysis by the Legislative Reference Office

The Budget and Finances law (“the Law”) sets forth the requirements to be followed by the Oneida Business Committee and the Oneida fund units when preparing the budget to be presented to the General Tribal Council for approval, and establishes financial policies and procedures for the Nation which:

- institutionalize best practices in financial management to guide decision makers in making informed decisions regarding the provision of services, implementation of business plans for enterprises, investments, and capital assets;
- provide a long term financial prospective and strategic intent, linking budget allocations to organizational goals, as well as providing fiscal controls and accountability for results and outcomes;
- identify and communicate to the membership of the Nation spending decisions for the government function, grant obligations, enterprises, membership mandates, capital expenditures, technology projects, and capital improvement projects;
- establish a framework for effective financial risk management; and
- encourage participation by the Nation’s membership. [1 O.C. 121.1-1].

The Nation is required to develop, adopt, and manage an annual budget. [1 O.C. 121.5-1]. All revenues and expenditures of the Nation shall be in accordance with the annual budget. *Id.* The Nation’s annual budget is required to be a balanced budget, which does not propose to spend more funds than are reasonably expected to become available to the Nation during that fiscal year. [1 O.C. 121.5-1(a)]. Underwriting debt resources or the utilization of existing debt instruments shall be expressly prohibited from use to balance the Nation’s annual budget. [1 O.C. 121.5-1(a)(1)]. Assets of the Nation shall not be divested, or borrowed against, to balance the annual budget. [1 O.C. 121.6-8]. The Budget and Finances law provides for the process and procedures to be used for the development and adoption of the Nation’s budget. [1 O.C. 121.5-4].

The Budget and Finances law requires that the Treasurer develop the necessary guidelines, including specific timelines and deadlines, to be followed by the managers that have budget responsibility in preparing and submitting proposed budgets, and that the Treasurer then submit

those guidelines to the Oneida Business Committee for review and approval through the adoption of a resolution. [1 O.C. 121.5-4(a)]. The Oneida Business Committee is required to set a deadline through the adoption of a resolution for when the Treasurer shall submit their budget guidelines to the Oneida Business Committee for review and approval. [1 O.C. 121.5-4(a)(3)]. Although the Oneida Business Committee did not adopt a resolution setting the date for the submission of budgeting guidelines by the Treasurer in accordance with section 121.5-4(a)(3), in July of 2025 budget development guidelines were adopted by the Oneida Business Committee through resolution BC-07-23-25-O, *Fiscal Year 2026 Revised Budget Considerations and Calendar*.

The Treasurer is then required to receive, review, and compile the proposed budgets from all the fund units into the Nation's draft budget, and then present the Nation's draft budget to the Oneida Business Committee for review each year to ensure that it is consistent with the Nation's strategic plan, broad goals, and budget strategy. [1 O.C. 121.5-4(b)]. The Oneida Business Committee adopted broad goals by motion on May 26, 2021, regular Oneida Business Committee meeting that meets the requirements in section 121.4-1(c) of the Budget and Finance Law.

The Budget and Finances law then requires the Oneida Business Committee to work with the Treasurer, Chief Financial Officer ("CFO"), managers, or other appropriate entity to compile a final draft budget to be presented to the General Tribal Council. [1 O.C. 121.5-4(c)]. The Oneida Business Committee is then required to approve, by resolution, the final draft budget to be presented to the General Tribal Council. *Id.*

Once the Oneida Business Committee has approved the final draft budget, the Treasurer is required to hold, at a minimum, two (2) community informational meetings to present the contents of the final draft budget that will be presented to the General Tribal Council. [1 O.C. 121.5-4(d)]. The Oneida Business Committee is then required to present the budget to the General Tribal Council with a request for adoption by resolution no later than September 30th of each year, with the General Tribal Council responsible for adopting the Nation's budget. [1 O.C. 121.5-4(e)].

The Budget and Finances law provides that in the event that the General Tribal Council does not adopt a budget by September 30th, the Oneida Business Committee may adopt a continuing budget resolution. [1 O.C. 121.5-4(e)(1)]. If the General Tribal Council is not able to adopt a budget within three (3) months of the adoption of the continuing budget resolution, then the Oneida Business Committee shall proceed with the adoption of the Nation's budget. *Id.*

This resolution identifies that the Oneida Business Committee has reviewed the draft budget and the "*Notification of Budget Increase or Decrease*" and has determined that the Fiscal Year 2026 draft budget should be approved to be sent to the General Tribal Council as required in section 121.5-4(c) of the Budget and Finances law. Through the adoption of this resolution the Oneida Business Committee approves the Fiscal Year 2026 budget to be presented for adoption by the General Tribal Council in accordance with section 121.5-4(c) of the Budget and Finances law.

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

Adoption of Fiscal Year 2026 Draft Budget and Directive to Present Budget to the General Tribal Council for Approval

- 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 Business Committee adopted the Budget and Finances law, Chapter 121 governing the budgeting processes of the Oneida Nation in accordance with the requirements of the Legislative Procedures Act; and
- WHEREAS,** the Oneida Business Committee adopted broad goals by motion on May 26, 2021 regular Oneida Business Committee meeting that meets the requirements in section 121.4-1(c) of the Budget and Finance Law; and
- WHEREAS,** the Oneida Business Committee adopted resolution BC-07-23-25-O, *Fiscal Year 2026 Revised Budget Considerations and Calendar*, as required under section 121.5-4(a) of the Budget and Finances law; and
- WHEREAS,** the Oneida Business Committee did not adopt a resolution setting the date for the submission of budgeting guidelines by the Treasurer, in accordance with section 121.5-4(a)(3); and
- WHEREAS,** the Oneida Business Committee, on behalf of the Treasurer, in coordination with the Chief Financial Officer and the Oneida Nation organization, has developed a draft budget for Fiscal Year 2026 in accordance with the timelines set forth in resolution BC-07-23-25-O as required under section 121.5-4(a) of the Budget and Finances law; and
- WHEREAS,** the Fiscal Year 2026 draft budget is a balanced budget in accordance with section 121.5-1(a) of the Budget and Finances law; and
- WHEREAS,** the Chief Financial Officer, on behalf of the Treasurer, presented the budget to the Oneida Business Committee in accordance with section 121.5-4(b); and

BC Resolution
Adoption of Fiscal Year 2026 Draft Budget and Directive to Present Budget to the General Tribal
Council for Approval
Page 2 of 2

- 45
46
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49
50 **WHEREAS,** the Fiscal Year 2026 draft budget contains the following elements required in section
51 121.5-2 of the Budget and Finances law:
52 a) Estimated revenues to be received from all sources;
53 b) The individual budgets of each fund unit;
54 c) The estimated expenditures by each fund unit; and
55
- 56 **WHEREAS,** resolution # BC-07-23-25-O, *Fiscal Year 2026 Revised Budget Considerations and*
57 *Calendar*, identifies that the employment cap required by section 121.9-1, is set at 1860
58 FTE positions (excluding grant funded positions); and
- 59 **WHEREAS,** the Oneida Business Committee, on behalf of the Treasurer, has presented the
60 "Notification of Budget Increase or Decrease" as required in section 121.5-4(b)(1) of the
61 Budget and Finances law by resolution BC-07-23-25-O; and
62
- 63 **WHEREAS,** the Oneida Business Committee has reviewed the draft budget and the "Notification of
64 Budget Increase or Decrease" and has determined that the Fiscal Year 2026 draft budget
65 should be approved to be sent to the General Tribal Council as required in section 121.5-
66 4(c) of the Budget and Finances law; and
- 67 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee, in accordance with section
68 121.5-4(c) of the Budget and Finances law, approves the presentation of the Fiscal Year 2026 budget to
69 the General Tribal Council.
70

Adopt resolution entitled Authorizing Use of \$4,835,992 Carry Over Funds to Balance the Fiscal Year 202

Business Committee Agenda Request

1. Meeting Date Requested: 9/26/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Proprietary - trade secrets/commercial/financ

3. Requested Motion:

☐

Accept as information; OR

Accept Authorize Use of Prior Year Carry Over Resolution for FY2026 Budget

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☐

Other:

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List


6. Supporting Documents:

- | | | |
|---|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input type="checkbox"/> Correspondence | <input type="checkbox"/> Legal Review | <input checked="" type="checkbox"/> Resolution |
| <input type="checkbox"/> Draft GTC Notice | <input type="checkbox"/> Minutes | <input type="checkbox"/> Rule (adoption packet) |
| <input type="checkbox"/> Draft GTC Packet | <input type="checkbox"/> MOU/MOA | <input 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: Memo | | |

7. Budget Information:

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

8. Submission:

Authorized Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer 

Primary Requestor: Melissa Alvarado, Budget Manager

P.O. Box 365 • Oneida, WI 54155



Phone: 920- 869-4325

FINANCE ADMINISTRATION OFFICE

To: OBC
CC: Larry Barton, Treasurer
From: RaLinda Ninham-Lamberies, CFO
Date: September 11, 2025

The purpose for the agenda request is to approve the BC Resolution for use of the Prior Year Carryover to balance the FY2026 budget.



Oneida Nation
Oneida Business Committee
Legislative Operating Committee
PO Box 365 • Oneida, WI 54155-0365
Oneida-nsn.gov



Statement of Effect

Authorizing Use of \$4,835,992 Carry Over Funds to Balance the Fiscal Year 2026 Budget

Summary

The resolution authorizes the use of four million eight hundred thirty-five thousand nine hundred and ninety-two dollars (\$4,835,992) of carry over funds for the purpose of the balancing the Fiscal Year 2026 budget.

Submitted by: Carolyn A. Salutz, Legislative Staff Attorney, Legislative Reference Office
Date: September 9, 2025

Analysis by the Legislative Reference Office

The Budget and Finances law (“the Law”) sets forth the requirements to be followed by the Oneida Business Committee and the Oneida fund units when preparing the budget to be presented to the General Tribal Council for approval, and establishes financial policies and procedures for the Nation which:

- institutionalize best practices in financial management to guide decision makers in making informed decisions regarding the provision of services, implementation of business plans for enterprises, investments, and capital assets;
- provide a long term financial prospective and strategic intent, linking budget allocations to organizational goals, as well as providing fiscal controls and accountability for results and outcomes;
- identify and communicate to the membership of the Nation spending decisions for the government function, grant obligations, enterprises, membership mandates, capital expenditures, technology projects, and capital improvement projects;
- establish a framework for effective financial risk management; and
- encourage participation by the Nation’s membership. [1 O.C. 121.1-1].

The Nation is required to develop, adopt, and manage an annual budget. [1 O.C. 121.5-1]. All revenues and expenditures of the Nation shall be in accordance with the annual budget. *Id.* The Nation’s annual budget is required to be a balanced budget, which does not propose to spend more funds than are reasonably expected to become available to the Nation during that fiscal year. [1 O.C. 121.5-1(a)]. Underwriting debt resources or the utilization of existing debt instruments shall be expressly prohibited from use to balance the Nation’s annual budget. [1 O.C. 121.5-1(a)(1)]. Assets of the Nation shall not be divested, or borrowed against, to balance the annual budget. [1 O.C. 121.6-8]. The Budget and Finances law provides for the process and procedures to be used for the development and adoption of the Nation’s budget. [1 O.C. 121.5-4].

This resolution provides that at the conclusion of each fiscal year there are revenues earned that exceed expenditures which result in “carry over funds” which are available only once they are audited, and are allocated accordance with General Tribal Council directives which require twenty-five percent (25%) of carry over funds from each fiscal year to be allocated to land acquisition in

accordance with the 2033 Land Acquisition Plan, as utilized to balance budgets, or as authorized by the Oneida Business Committee for specific projects which could occur by motion or by resolution.

In October of 2022 the Oneida Business Committee adopted resolution BC-10-21-22-A, *Process to Authorize Use of Carry Over Funds*, which requires that use of carry over funds be authorized by adoption of a resolution by the Oneida Business Committee which states the amount to be authorized, the purpose of the fund request, and identifies the remaining balance of carry over funds.

The use of prior year profit and carry over in the amount of four million eight hundred thirty-five thousand nine hundred and ninety-two dollars (\$4,835,992) was the accepted recommendation to balance sources and uses for the Fiscal Year 2026 budget.

Through this resolution the Oneida Business Committee authorizes the use of four million eight hundred thirty-five thousand nine hundred and ninety-two dollars (\$4,835,992) of carry over funds for the purpose of balancing the Fiscal Year 2026 budget.

This resolution would be effective immediately, prior to the adoption of the Fiscal Year 2026 budget.

Conclusion

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

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank

Authorizing Use of \$4,835,992 Carry Over Funds to Balance the Fiscal Year 2026 Budget

- 1
2
3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
4 recognized by the laws of the United States of America; and
5
6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
7
8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
10
11 **WHEREAS,** the Budget and Finances law ("the Law"), was adopted by the Oneida Business
12 Committee through resolution BC-02-08-17-C and amended by resolutions BC-05-11-22-
13 B; and
14
15 **WHEREAS,** section 121.5-1 of the Law provides that the Nation's budget shall be a balanced budget
16 and not propose to spend more funds than are reasonably expected to become available
17 to the Nation during that fiscal year; and
18
19 **WHEREAS,** section 121.6-8 of the Law provides that assets of the Nation shall not be divested, or
20 borrowed against, to balance the annual budget; and
21
22 **WHEREAS,** section 121.5.-1 (a) (1) of the Law provides underwriting debt resources or the utilization
23 of existing debt instruments shall be expressly prohibited from use to balance the
24 Nation's annual budget; and
25
26 **WHEREAS,** at the conclusion of each fiscal year there are revenues earned that exceed expenditures
27 which result in "carry over funds"; and
28
29 **WHEREAS,** carry over funds are available only once they are audited, and are allocated accordance
30 with General Tribal Council directives which require 25% of carry over funds from each
31 fiscal year to be allocated to land acquisition in accordance with the 2033 Land
32 Acquisition Plan, as utilized to balance budgets, or as authorized by the Oneida Business
33 Committee for specific projects which could occur by motion or by resolution; and
34
35 **WHEREAS,** the Oneida Business Committee approved resolution BC-10-21-22-A Process to
36 Authorize Use of Carry Over Funds; and
37
38 **WHEREAS,** resolution BC-10-21-22-A states that the use of carry over funds shall be required to be
39 authorized by adoption of a resolution by the Oneida Business Committee which states
40 the amount to be authorized; and
41
42 **WHEREAS,** the use of prior year profit/carry over in the amount of \$4,835,992 was the accepted
43 recommendation to balance sources and uses for FY2026; and

BC Resolution # _____

Authorizing Use of \$4,835,992 in Carry Over Funds to Balance the Fiscal Year 2026 Budget
Page 2 of 2

44 **WHEREAS,** if the prior year profit/carry over amount is not utilized in FY2026 it will remain in the carry
45 over funds balance; and
46
47 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the resolution
48 Authorize the Use of \$4,835,992 in Carry Over Funds to Balance the Fiscal Year 2026 Budget.
49
50 **BE IT FINALLY RESOLVED,** that this resolution shall be effective immediately and prior to the adoption
51 of the Fiscal Year 2026 Budget.

Adopt resolution entitled Support nomination of Councilman Jameson J. Wilson for the National Congress

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

2. Session:

☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Adopt resolution entitled Support nomination of Jameson J. Wilson to National Congress of American Indians Midwest Region Vice President

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

7. Budget Information:

- | | |
|---|--|
| <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: Fawn Cottrell, Executive Assistant to Councilman Wilson



Memorandum

To: Oneida Business Committee

From: Jameson Wilson, OBC Councilmember

Date: September 19, 2025

Re: Support the Nomination of Councilman Jameson J. Wilson to serve as National Congress of American Indians Midwest Region Vice President

Purpose

The office of Councilman Jameson J. Wilson is seeking support of the Oneida Business Committee (OBC) to serve as the National Congress of American Indians (NCAI) Midwest Region Vice President via adoption of a resolution at the Business Committee meeting tentatively scheduled on Friday, September 26th, 2025.

Background

The NCAI was founded in 1944 and is the longest standing representative governing institution of American Indians and Alaskan Natives and represents the interests and advocates on behalf of tribal governments and communities. As a non-profit organization, NCAI's policies and initiatives are consensus-driven by its diverse membership, consisting of:

- American Indians and Alaskan Natives
- Tribal Governments
- Tribal Citizens
- Individuals and
- Native and non-Native organizations

American Indian and Alaskan Native governments pass resolutions through their tribal governmental processes to become members of NCAI and select official delegates to represent their respective tribes at each annual NCAI Executive Council, Mid-Year Conference and Annual Convention.

Additional Information Re: NCAI Leadership and 2026 Election

NCAI members elect leadership for the organization's Executive Committee which consists of the NCAI President, 1st Vice President, Recording Secretary, and Treasurer. Additionally, member tribes of NCAI span twelve different regions across the United States and NCAI members elect two vice presidents (primary and alternate) to represent their respective regions. All elected positions (Executive Committee and Regional Vice President) serve two-year terms.

The 82nd NCAI Annual Convention will take place this fall and will hold an election on November 20th, 2025, for the members of NCAI to elect a President, 1st Vice President, Recording Secretary and Treasurer for the Executive Committee and two Vice Presidents for each of the twelve regions.

Requested Action:

Adopt resolution supporting the nomination of Councilman Jameson J. Wilson to serve as NCAI Midwest Region Vice President

Please contact my office if you have questions:

Phone: (920)869-4385

Email: Jwilson@oneidanation.org

Yaw^ko

Jameson Wilson

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank

Support the nomination of Councilman Jameson J. Wilson for the National Congress of American Indians Midwest Region Vice-President

- 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 National Congress of American Indians (NCAI) was founded in 1944 and is the oldest, largest, and most representative American Indian and Alaska Native non-profit organization serving the broad interests of tribal governments and communities; and
- WHEREAS,** NCAI's constitution states that its purpose is to serve as a forum for unified policy development amongst tribes in order to protect and advance tribal governance and treaty rights, promote the economic development and health and welfare in Indian and Alaskan Native communities, and educate the public toward a better understanding of Indian and Alaskan Native tribes; and
- WHEREAS,** NCAI's membership is diverse and consists of American Indian and Alaskan Natives, tribal governments, tribal citizens, individuals, and Native and non-Native organizations; and
- WHEREAS,** members of NCAI elect leadership for the organization's Executive Committee which consists of the NCAI President, 1st Vice President, Recording Secretary, and Treasurer; and
- WHEREAS,** as part of NCAI's effort to foster regional support for tribal nations, NCAI identified 12 regions across the country; and
- WHEREAS,** the Midwest Region is comprised of thirty-six (36) Federally recognized tribes spanning the states of Wisconsin, Michigan, Minnesota, Illinois and Iowa; and
- WHEREAS,** each respective region elects two Vice Presidents that serve two-year terms; and
- WHEREAS,** the election for the Midwest Vice President position will be held at the 82nd NCAI Annual Convention & Marketplace in November of 2025; and
- WHEREAS,** Jameson J. Wilson is an enrolled member of the Oneida Nation and current Councilman of the Oneida Business Committee; and

BC Resolution # _____

**Support the nomination of Councilman Jameson J. Wilson for the National Congress of American
Indians Midwest Region Vice-President**
Page 2 of 2

43 **WHEREAS,** in May 2025, the Oneida Business Committee endorsed Councilman Wilson as a candidate
44 to fill a vacancy for NCAI’s Midwest Region Vice President alternate position to which
45 another candidate was elected by the 36 federally recognized tribes within the region to fill
46 the vacancy for the remainder of the term; and
47
48 **WHEREAS,** Councilman Wilson seeks the endorsement of the Oneida Business Committee to
49 represent the Oneida Nation as a candidate for NCAI’s Midwest Region Vice President in
50 the upcoming election at the 82nd Annual NCAI Convention and Marketplace; and
51
52 **NOW THEREFORE BE IT RESOLVED,** the Oneida Nation wholly supports the nomination
53 of Jameson J. Wilson for the National Congress of American Indians Midwest Region Vice President and
54 encourages the NCAI Midwest Region to consider, support and advance his nomination and appointment.
55

Adopt resolution entitled Amending Completion Deadline for ARPA FRF LR TCS Obligation for Change...

Business Committee Agenda Request

1. Meeting Date Requested: 09/24/25

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*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

- | | | |
|--|--|---|
| <input type="checkbox"/> Bylaws | <input type="checkbox"/> Fiscal Impact Statement | <input type="checkbox"/> Presentation |
| <input type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input checked="" type="checkbox"/> Report |
| <input 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 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: Laura Laitinen-Warren, Executive HR Director

Primary Requestor: Laura Laitinen-Warren, Executive HR Director

Laura Laitinen-Warren,
Executive HR Director
P.O. Box 365
Oneida, WI 54155
920-490-3625



TO: Oneida Business Committee
FROM: Laura Laitinen-Warren, Executive HR Director
Kelly Skenandore-Holtz, Learning & Development Director, Change Initiative Lead
SUBJECT: Resolution for Change Management Initiative Funds Extension
DATE: September 16, 2025

I am writing to respectfully request your consideration for an extension of the Change Management Initiative funds through the end of FY 2028. See attached Resolution to Amend Completion Deadline. The Change Management Initiative experienced a slower-than-anticipated start due to leadership changes within both Human Resources and the Change Management team.

Despite these initial delays, the initiative remains aligned with its original purpose: to build a sustainable infrastructure of skills and processes that support effective change management across the organization. This foundation is essential for enabling, Oneida Nation, as an organization, to successfully achieve its most strategic and high-impact goals. While the scope of the initiative remains unchanged, the approach has evolved to better meet current organizational needs. The attached updated plan outlines three key areas of focus:

- Departmental Services Support
- Employee Engagement
- Learning & Development Initiatives

To support this effort, a cross-functional team with representatives from HR, the Human Services Division, Education & Training, and the Government Administration Office—have earned certification in the Prosci change management methodology. This certification equips the team with the tools and knowledge necessary to guide the organization through a structured change process and is foundational to the success of the initiatives outlined in the attached roadmap.

We believe that extending the funding through FY 2028 will allow us to fully realize the initiative's potential and deliver measurable value to the Nation. Thank you for your consideration. I welcome the opportunity to discuss this further and provide any additional information you may need.

This resolution is exempt from the statement of effect requirement per BC Resolution # 07-28-21-L.

Tribal Contributions Savings Quarterly Report

Instructions

BC Resolution # 05-22-24-A Amending BC Resolution # 03-30-22-A Updating Tribal Contribution Savings Processes and Allocations. The Project Owner shall provide a report to the Chief Financial Officer (CFO) quarterly. The Oneida Business Committee has approved the following format for this reporting process.

Project

Title	Change Management Initiative	Today's Date	06/26/2025
Project Owner	Laura Laitinen-Warren, Executive HR Director	Approving Resolution	10-26-22-E
Original Obligated Budget	\$ 1,134,256.00	Original Project End Date	09/30/2025
Modified Budget (if applicable)		Modified End Date (if applicable)	
Project Expenses to Date	\$ 219,595.00	Funds Expended this Quarter	\$ 105,293.00

Project Description – Please provide the purpose and intent of this project.

To provide funds to train organizational leaders and employees in strengthening their skills related to leading and managing change as described in the attached budget.

Describe the projected expenses in relation to when they will occur on the project timeline.

A cross-functional team of five professionals became certified in the Prosci change management methodology to support the organization with the adoption of a change process. The team consists of employees from HR, the Human Services Division, and the Government Administration Office. This certification is critical to creating a strong foundation for the initiatives listed in the attached "roadmap". +

Has the scope of the project changed since it's inception? If so, how?

The scope remains the same but the plan to meet its purpose and intent has evolved. I have attached the current plan for the Change Management Initiative which incorporates three key areas of focus: Departmental services support, employee engagement, and learning & development initiatives.

Is the project on time and on budget? If not, why not?

An updated timeline will be created that aligns with the attached plan and a modified end date will be requested in the future.

Moving to the New Village: Organizational Culture Transformation

Purpose

The change management initiative is dedicated to fostering a sustainable and positive workplace by empowering leaders and employees to create a lasting organizational culture transformation.

Outcomes

- Retain top talent through strategic employee development. (Employee engagement)
- Foster positive employee recognition.
- Improve organizational culture.
- Build stronger accountability and sense of ownership.

Objectives

Retain Top Talent:

- Develop and launch a talent retention strategy that includes career development plans, and recognition programs to enhance job satisfaction and loyalty.

Drive Positive Workplace Culture:

- Create and roll out a comprehensive workplace culture initiative that focuses on positive behaviors, effective communication, and employee engagement to build a supportive and inclusive environment.
- Identify and mitigate toxic elements of the current workplace culture by conducting surveys, holding focus groups, and implementing targeted interventions to address and resolve key issues.

Encourage and Support Accountability:

- Establish accountability practices and training programs to ensure all employees understand their roles, responsibilities, and performance expectations, and to foster a culture of ownership and responsibility.

Develop Leadership Understanding:

- Design and implement a leadership development program that equips leaders with the knowledge, skills, and abilities to embody and promote Oneida's mission, vision, and values effectively.

Conclusion

By integrating these objectives, we will build an agile organization that embodies our core values, promotes continuous growth, and supports an inclusive, engaging work environment.

A Roadmap to Create a Positive Impact on Organizational Culture, Change Management, and Leadership

Departmental Services Support	Employee Engagement	Learning & Development Initiatives
<ul style="list-style-type: none"> ❖ Change Management ❖ Department Scholarships ❖ Source External Support ❖ Process Improvement ❖ Job Specific Training ❖ Consultative 	<ul style="list-style-type: none"> ❖ Employee Engagement Pulse Surveys ❖ Employee Engagement Events ❖ Employee Picnic ❖ All Employee Quarterly Meetings ❖ Partnered Community Volunteer Initiatives 	<ul style="list-style-type: none"> ❖ Crucial Influence ❖ Crucial Accountability ❖ Disc Assessment ❖ Problem Solving/Decision Making ❖ Goal Setting
<u>Opportunities/Resources/Needs</u>		
<ul style="list-style-type: none"> ❖ Certify Internal OD/Training Staff in Change Management Model (ADKAR, Kotter, etc.) Become internal expert consultants. ❖ Provide “Change Agents” to guide leaders through departmental change initiatives. ❖ Executive Coaching ❖ Change Process/Model ❖ Streamlining Processes ❖ Leadership needs Assessment 	<ul style="list-style-type: none"> ❖ Recognition Platform-social media, <i>SharePoint</i>-Or Other Platform (<i>kudos/shoutouts/thank you</i>), <i>Newsletter...</i> ❖ Communication Platform with Analytic Reporting Capabilities ❖ Additional Feedback Process/Program for Employee Suggestions ❖ Improved Performance Management Process 	<ul style="list-style-type: none"> ❖ Supervisory Leadership Certification ❖ Quarterly Leadership Development Meetings ❖ Talent Pipeline Initiative (succession planning) ❖ Employee Onboarding ❖ Value Stream Mapping

Definitions & Instructions

- A. Title – The name of the project listed on the resolution that was approved by the Business Committee to obligate funds to this project.
- B. Today's Date – Today's date
- C. Project Owner – The individual listed as the project owner on the approving resolution.
- D. Approving resolution – the number listed on the resolution that was approved by the Business Committee to obligate funds to this project.
- E. Original Obligated Budget - The amount of money approved for the project.
- F. Original End Date - The date the project is anticipated to be complete.
- G. Modified Budget – If the project owner requested additional funds to complete the project, please list the total new budgeted amount.
- H. Modified End Date (if applicable) – If the project owner requested additional time to complete the project, please list the revised end date.
- I. Project Description – Please provide the purpose and intent of this project. This section is intended to give the reader an overview of the project, answering the who, what, where, when, why and how questions.
- J. Describe the projected expenses in relation to when they will occur on the project timeline. This section is intended to represent the estimated costs of different project activities that are expected to occur at specific points throughout the project's duration. Essentially mapping out when the majority of financial outlays will happen as the project progresses through its various phases, from initiation to completion. For example, a construction project will expend minimal funds during initiation and planning phases and the highest amount during execution or construction.
- K. Has the scope of the project changed since its inception? If so, how? The project scope is the tasks, time, and resources needed to achieve a specific result. Changes in scope would be making adjustments to the cost, budget, other major features, or the timeline.
- L. Is the project on time and on budget? If not, why not? In this section, please state if the project is following its expected/planned course. If it is not, please use this opportunity to explain.

2025 Reporting Schedule

<u>Quarterly Report</u>	<u>Deadline Date Finance</u>	<u>BC Work Session Meeting Date</u>
1st Oct - Dec	Monday 2/10/2025	Thursday 3/6/2025
2nd Jan - March	Monday 5/12/25	Thursday 6/5/2025
3rd April - June	Monday 7/14/2025	Thursday 8/7/2025
4th July - Sept	Monday 12/22/25	Thursday 1/8/2026

Oneida Nation

Post Office Box 365

Phone: (920) 869-2214



Oneida, WI 54155

BC Resolution # _____

Amending Completion Deadline for ARPA FRF LR TCS Obligation for Change Management Initiatives Utilizing Tribal Contribution Savings - BC Resolution #10-26-22-E

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 Business Committee adopted resolution # BC-10-26-22-E which allocated "the amount of \$1,134,256 from ARPA FRF LR, Tribal Contribution Savings, Government Roles and Responsibilities category, with the Executive HR Director, assigned as the Project Owner, to implement the Change Management Initiatives which will provide funds to train organizational leaders and employees in strengthening their skills related to leading and managing change; and

WHEREAS, the Executive HR Director has determined that additional time is required to implement the Change Management Initiatives of the project; and

NOW THEREFORE BE IT RESOLVED, that resolution # BC-10-26-22-E is amended to extend the completion date of these projects funded with ARPA FRF LR TCS funds until September 30, 2028.

BE IT FINALLY RESOLVED, that at the conclusion of the plan by September 30, 2028, any remaining funds shall be returned to the ARPA FRF LR Government Roles and Responsibilities category and be unobligated.

Determine next steps regarding five (5) vacancies - Oneida Election Board - Ad Hoc Committee

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: September 16, 2025

RE: Appointment(s) – Oneida Election Board - Ad Hoc Committee

Background

Five (5) vacancies were posted for the Oneida Election Board - Ad Hoc Committee. The vacancies are to complete terms ending December 31, 2025.

The vacancies have been posted since November 2024. The latest application deadline was September 5, 2025, and one (1) application(s) was received for the following applicant(s):

- Kalene White

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending December 31, 2025, OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding four (4) vacancies - Oneida Election Board Alternates

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: September 16, 2025

RE: Appointment(s) – Oneida Election Board Alternates

Background

There are four (4) vacancies posted for the Oneida Election Board Alternates. The vacancies are to complete terms that will end upon ratification of the second 2025 Special Election results.

The vacancies have been posted since January 22, 2025, and one (1) application(s) was received for the following applicant(s):

- Kalene White

Select action(s) provided below:

- 1) accept the selected the applicant(s) and appoint to a term ending upon ratification of the second 2025 Special Election results.
- 2) reject the selected applicant(s) and oppose the vote**, OR
- 3) request the Secretary to re-notice the vacancy(ies)

Determine next steps regarding two (2) vacancies - Oneida Nation School Board

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor

DATE: September 16, 2025

RE: Appointment(s) – Oneida Nation School Board

Background

Two (2) vacancies are posted for the Oneida Nation School Board. The vacancies are to complete a term ending July 31, 2027 and July 31, 2028.

The vacancies have been posted since September 25, 2024. The latest application deadline was September 5, 2025, and one (1) application(s) was received for the following applicant(s):

- Kimberly Skenandore

Select action(s) provided below:

- 1) accept the selected applicant(s) and appoint to a term ending July 31, 2027 or July 31, 2028 , OR
- 2) reject the selected applicant(s) and oppose the vote**; OR
- 3) request the Secretary to re-notice the vacancy(ies)

Approve the travel request - Treasurer Lawrence Barton - RES Summit 2026 - Las Vegas, NV - March...

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

2. Session:

☒ Open ☐ Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Motion to approve travel request

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



Memorandum

To: Oneida Business Committee

From: Treasurer, Larry Barton

Date: September 16, 2025

Re: Travel Request for National Center for American Indian Enterprise Development – Reservation Economic Summit March 23-26, 2026

The National Center for American Indian Enterprise Development will be holding their RES 2026 Summit March 23-26, 2026 in Las Vegas, NV. RES is the largest and longest running national American Indian business event in the nation.

The 2026 theme is Beyond Boundaries which features tribal leaders, members of Congress, federal agency representatives, state and local officials as well as top CEO's on a national platform.

This event is well attended and anticipated by over 4,000+ attendees across U.S. & Canada and provides great opportunity for networking, excellent business development sessions centered around building opportunity for American Indian Enterprises.

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Larry Barton		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Las Vegas, NV		
Departure date	03/22/2026	Return date	03/27/2026
Purpose of travel	RES Summit 2026		
Charged GL Account	001-427-2000-003-701000-000		

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

Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

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	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	4	\$ 344.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 473.00
Lodging including room, taxes, fees, and hotel parking	\$ 267.00		5	\$ 1,335.00
Airfare				\$ 573.00
Luggage Fees				\$ 70.00
Car Rental				\$ 0.00
Registration				\$ 819.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 3,297.00
Total Cost Estimate				\$ 3,770.00

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	<i>Larry Barton</i>	9-16-2025
Supervisor		

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



Save the Date!

RES 2026: March 23 - 26

RES 2025 is the Summit to attend for those looking for high caliber networking, winning teaming opportunities, business development sessions, one-on-one consulting, all centered around American Indian Enterprise.

The National Center for American Indian Enterprise Development (NCAIED) is embracing **Beyond Boundaries** for the 2025 Reservation Economic Summit. The event features tribal leaders, members of Congress, federal agency representatives, state and local officials, and top CEOs on a national platform.

American Indian Artisan Market

RES 2025 provides a unique opportunity for Native American artists to showcase and sell their products at the largest economic summit in Indian Country.

Approve the travel request - Councilman Kirby Metoxen - Dept. of Ag, Trade, and Consumer Protection...

Business Committee Agenda Request

1. Meeting Date Requested: 9/26/26

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 Kirby Metoxen - Dept. of Ag., Trade, and (



4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☒

Other: OBC

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (Name, Title/Entity) OR Choose from List

Enter (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: Describe | | |

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: | |

8. Submission:

Authorized Sponsor: Kirby Metoxen, Councilman 

Primary Requestor: (Name, Title/Entity) _____

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 09 / 26 / 25 ☐ e-poll requested

2. General Information:

Event Name: Dept. of Ag., Trade, and Consumer Protection (DATCP) Tourism & Dept. of Natural Resources (DNR)

Event Location: Keshena, WI Attendee(s): Kirby Metoxen

Departure Date: 10/14/2025 Attendee(s):

Return Date: 10/15/2025 Attendee(s):

3. Budget Information:

☒ Funds available in individual travel budget(s) Cost Estimate: 425
☐ Unbudgeted
☐ Grant Funded or Reimbursed

4. Justification:

Describe the justification of this Travel Request:

Approve travel request - Councilman Kirby Metoxen - Dept. of Ag., Trade, and Consumer Protection (DATCP) Tourism & Dept. of Natural Resources (DNR) - October 14-15, 2025-Keshena, WI

DATCP's mission is to partner with all the citizens of Wisconsin to grow the economy by promoting quality food, healthy plants and animals, sound use of land and water resources, and a fair marketplace. DATCP partners with all the citizens of Wisconsin to grow the economy by promoting quality food, healthy plants and animals, sound use of land and water resources, and a fair marketplace.

Agenda to come.

5. Submission

Sponsor: Kirby Metoxen, Councilmember

- 1) Save a copy of this form for your records. [Save a Copy...](#)
- 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

Approve the travel request - Councilman Jonas Hill - 13th Annual Indian Law CLE - Wisconsin Dells, WI -

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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 Councilman Jonas Hill to attend the 13th Annual Indian Law CLE – Wisconsin Dells, WI – November 6 – 7, 2025

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ MIS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☐ Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jonas Hill, Councilman

Primary Requestor: *Name, Title/Entity*

Oneida Business Committee Travel Request

1. **OBC Meeting Date Requested:** 09 / 26 / 25 ☐ e-poll requested

2. General Information:

Event Name: 13th Annual Indian Law CLE

Event Location: Wisconsin Dells

Attendee(s): Jonas Hill

Departure Date: 11/05/2025

Attendee(s):

Return Date: 11/07/2025

Attendee(s):

3. Budget Information:

☒ Funds available in individual travel budget(s)

☐ Unbudgeted

☐ Grant Funded or Reimbursed

Cost Estimate: \$1200

4. Justification:

Describe the justification of this Travel Request:

Councilman Jonas Hill would like to attend the 13th Annual Indian Law CLE. The Indian Law Section of the State Bar of Wisconsin has extended an invitation to Tribal Administrators, Attorneys, Elected Officials, Judges, and Staff to its 2025 Indian Law CLE on Thursday, November 6 and Friday, November 7. The program will be held in Wisconsin Dells, Wisconsin. Program topics include:
Case Law Update
Native Vote & Election Law
Territorial Sovereignty
Marijuana Decriminalization
NLRA and Tribal Entity
Ethics: AI and Tribal Court Practice

5. Submission

Sponsor: Jonas Hill, Councilman

- 1) Save a copy of this form for your records. [Save a Copy...](#)
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

From: [Tehassi Tasi Hill](#)
To: [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Jonas G. Hill](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Kirby W. Metoxen](#); [Marlon G. Skenandore](#)
Cc: [Melinda J. Danforth](#); [Jo A. House](#)
Subject: FW: You are invited to the 13th Annual Indian Law CLE
Date: Tuesday, September 16, 2025 10:27:15 AM

FYI, I can't make it, but looks like it is open to elected officials...

Yawλ?kó (Thank you)

Tehassi tasi Hill

Chairman
Oneida Nation



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

office 920.869.4420
fax 920.869.4040

PO Box 365
Oneida, WI 54115-0365
oneida-nsn.gov

From: Kara Olson <kolson@wisbar.org>
Sent: Tuesday, September 16, 2025 9:35 AM
To: Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: You are invited to the 13th Annual Indian Law CLE

Dear Chairman Hill,

The Indian Law Section of the State Bar of Wisconsin is pleased to invite you to its 2025 Indian Law CLE on Thursday, November 6 and Friday, November 7. This year, the program will be held at the Wilderness Resort Glacier Canyon Lodge in Wisconsin Dells, Wisconsin.

Tribal Administrators, Attorneys, Elected Officials, Judges, and Staff are encouraged to attend. Program topics include:

- Case Law Update
- Native Vote & Election Law
- Territorial Sovereignty
- Marijuana Decriminalization
- NLRA and Tribal Entity
- Ethics: AI and Tribal Court Practice

Please visit the [Indian Law Section CLE Page](#) for more information and to register. This program will be submitted to the Wisconsin Board of Bar Examiners for up to 10 CLE credits, including 1 EPR (ethics) credit.

There is a block of rooms available at the [Wilderness Resort](#) for as low as \$119 (rates vary by dates and room type). **The reservation deadline is October 5, 2025.** Hotel reservations should be made directly with the resort at 1-800-867-9453 and state they are with the 2025 Annual Indian Law CLE Workshop at Glacier Canyon Lodge, Leader #A98004

If you have any questions or concerns, please do not hesitate to contact the Indian Law Section State Bar Liaison, Kara Olson at 608-250-6124 or kolson@wisbar.org. Thank you for your consideration and we look forward to seeing you at our annual CLE.

Sincerely,

Attorney Robert Lundberg
Chair, State Bar of Wisconsin Indian
Law Section

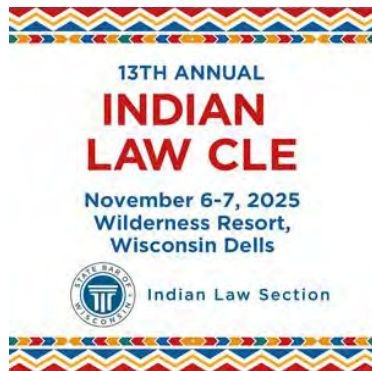
Attorney Lorenzo Gudino
Past-Chair, State Bar of Wisconsin
Indian Law Section

Attorney Dyllan Linehan
Chair-Elect, State Bar of Wisconsin
Indian Law Section

13th Annual Indian Law CLE

Product ID: SA9211

[Be the first to review](#)



Ready to Dive Into the Heart of Indian Law

Whether you're practicing in Indian Country or just beginning to explore this powerful and ever-evolving field, the **Annual Indian Law CLE** is your can't-miss event of the year!

Join the **Indian Law Section** at the **Wilderness Resort in Wisconsin Dells** for an unforgettable day of compelling conversations, cutting-edge insights, and meaningful connections. From landmark legal updates to real-world challenges, you'll explore the issues that matter most—alongside professionals who are just as passionate as you are.

[Read Less](#) ↑

Sponsored By:



Select a Format

☒ In-person seminar - Wisconsin Dells

Pricing

Credits

10 CLE, 1 EPR

Date and Time

Thu, November 06 - Fri, November 07, 2025
12:00 AM - 11:59 PM CT

→ [Add to Calendar](#)

Location

Wilderness Resort
511 E Adams St
Wisconsin Dells, WI 53965
→ [View Map and Directions](#)

Registration is now open! Please log in to register.

 [Log in](#) to register.

Register

Add To Wishlist

0 Customer Reviews

5 star	0%
4 star	0%
3 star	0%
2 star	0%
1 star	0%

Approve the Budget Contingency Plan update

Business Committee Agenda Request

1. Meeting Date Requested: 9/26/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☒

Accept as information; OR

Accept the update on the Budget Contingency Planning

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☐

Other:

5. Additional attendees needed for this request:

RaLinda Ninham-Lamberies, Chief Financial Officer

Rae Sklenandore, Sr. Analyst

Enter (Name, Title/Entity) OR Choose from List

Enter (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: Describe | | |

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: Describe | |

8. Submission:

Authorized Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Primary Requestor: Rae Skenandore, Sr. Analyst

Enter the e-poll results into the record regarding the approved Road Reconstruction and Repair...

Business Committee Agenda Request

1. Meeting Date Requested: 09/26/25

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 checked="" type="checkbox"/> Budgeted | <input type="checkbox"/> Budgeted – Grant Funded | <input type="checkbox"/> Unbudgeted |
| <input 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: BPIGMAN

From: [Secretary](#)
To: [Tehassi Tasi Hill](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Kirby W. Metoxen](#); [Jennifer A. Webster](#); [Marlon G. Skenandore](#); [Jonas G. Hill](#); [Jameson J. Wilson](#)
Cc: [Danelle A. Wilson](#); [Janice M. Decorah](#); [David P. Jordan](#); [Fawn J. Billie](#); [Fawn L. Cottrell](#); [Rhiannon R. Metoxen](#); [Kristal E. Hill](#); [BC Agenda Requests](#); [Secretary](#); [Cheryl-Aliskwet J. Ellis](#); [Jo A. House](#); [Ralinda R. Ninham-Lamberies](#); [Melinda J. Danforth](#)
Subject: E-POLL RESULTS: Approve the Road Reconstruction and Repair Agreement - Oneida Nation and Town of Oneida - file # 2025-1074
Date: Monday, September 15, 2025 12:14:19 PM
Attachments: [BCAR Approve Contract #2025-1074 – Oneida Nation & Town of Oneida Road Repair & Reconstruction Agreement.pdf](#)
[image001.png](#)

E-POLL RESULTS

The e-poll to approve the Road Reconstruction and Repair Agreement - Oneida Nation and Town of Oneida - file # 2025-1074, has carried. Below are the results:

Support: Lawrence Barton, Jonas Hill, Lisa Liggins, Jennifer Webster, Jameson Wilson

Per Section 5.1 of the OBC SOP “[Conducting Electronic Voting \(E-polls\)](#)”, five (5) affirmative responses in support of the question in order to be approved.

Lisa Liggins
Secretary
Oneida Business Committee

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Thursday, September 11, 2025 2:09 PM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; David P. Jordan <djordan1@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>
Subject: E-POLL REQUEST: Approve Contract #2025-1074 – Oneida Nation & Town of Oneida Road Repair & Reconstruction Agreement

E-POLL REQUEST

Summary:

Presented for the Business Committee’s approval is an agreement between the Oneida

Nation and the Town of Oneida for road repair, road reconstruction and culvert replacement for Ranch Road, Old Seymour and Seminary Road. The Oneida Business Committee and staff have been receiving community complaints relating to the poor road conditions around the elementary school, housing areas and our public works department. As timing would have it, the Nation successfully negotiated an increase to our Gaming Compact credits for entering into agreements with municipal governments for service/cooperative governance agreements, contributions, etc. To insure we receive the maximum credits under the gaming compact and give time to Intergovernmental Affairs to negotiate new agreements with other municipal governments, the Business Committee agreed to move forward to financially assist to repair the roads.

Justification for E-Poll:

To begin to execute the agreement as soon as possible this cannot wait until the September 26, 2025, BC meeting.

Requested Action:

Approve Contract #2025-1074 – Oneida Nation & Town of Oneida Road Repair & Reconstruction Agreement

Deadline for response:

Responses are due no later than **4:30 p.m., Friday, September 12, 2025.**

Yawáko,

Brooke Doxtator

Boards, Committees, and Commissions Supervisor
Government Administrative Office (GAO)

office 920.869.4452



CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.


Business Committee Agenda Request

1. Meeting Date Requested: 9/11/25

2. Session:

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

3. Requested Motion:

☐ Accept as information; OR
Approve Contract #2025-1074 – Oneida Nation & Town of Oneida Road Repair 

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Enter (Name, Title/Entity) OR Choose from List
Enter (Name, Title/Entity) OR Choose from List
Enter (Name, Title/Entity) OR Choose from List
Enter (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 checked="" type="checkbox"/> Contract Document(s) | <input type="checkbox"/> Law | <input type="checkbox"/> Report |
| <input checked="" type="checkbox"/> Correspondence | <input checked="" 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: Describe | | |

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: Describe | |

8. Submission:

Authorized Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Primary Requestor: (Name, Title/Entity)



MEMORANDUM

TO: Oneida Business Committee Officers

FROM: Melinda J. Danforth, Director
Intergovernmental Affairs

DATE: September 11, 2025

SUBJECT: Approval of Contract #2025-1074 – Oneida Nation & Town of Oneida Road
Repair & Reconstruction Agreement

Presented for the Business Committee's approval is an agreement between the Oneida Nation and the Town of Oneida for road repair, road reconstruction and culvert replacement for Ranch Road, Old Seymour and Seminary Road. I am requesting an emergency meeting, or a special Business Committee meeting be held in order to complete the culvert replacement before the weather precludes it.

Contributions & Budget

Oneida Nation contribution will be \$1.25 million and broken down as follows.

- \$100,000 Culvert replacement paid in FY25 through TTP funding and eligible for gaming compact credit.
- \$1.15 million from Legislative Affairs budget (budgeted in FY26) and eligible for gaming compact credit.

Background

The Oneida Business Committee and staff have been receiving community complaints relating to the poor road conditions around the elementary school, housing areas and our public works department. As timing would have it, the Nation successfully negotiated an increase to our Gaming Compact credits for entering into agreements with municipal governments for service/cooperative governance agreements, contributions, etc. To insure we receive the maximum credits under the gaming compact and give time to Intergovernmental Affairs to negotiate new agreements with other municipal governments, the Business Committee agreed to move forward to financially assist to repair the roads.

Chairman Hill, Intergovernmental Affairs and the Community Development team approached the Town of Oneida. We learned that the Town of Oneida has approximately 89 miles of roads and the annual budget covers approximately one mile of road, which means, like the Nation would reprioritize the road construction. Also discovered in gathering data, the Nation's owned properties (including individual trust properties) comprise almost 50% of land in the Town of Oneida.

As we progress our relationship and cooperation with the Town, I am pleased to present the negotiated agreement for the Business Committee's consideration.

Requested Action:

Approve Contract #2025-1074 – Oneida Nation & Town of Oneida Road Repair & Reconstruction Agreement

ONEIDA LAW OFFICE***CONFIDENTIAL: ATTORNEY/CLIENT WORK PRODUCT***

TO: Melinda J. Danforth
Intergovernmental Affairs Department

Use this number on future correspondence:

2025-1074

FROM: James R. Bittorf, Deputy Chief Counsel

Digitally signed by James R.
Bittorf
Date: 2025.09.11 11:42:45
-05'00'

James R. Bittorf

Law Office use only

☒ Purchasing review not required

☐ HRD approval needed

DATE: September 11, 2025

RE: Oneida Nation and the Town of Oneida Road Reconstruction and Repair Agreement -
REVISED

If you have any questions or comments regarding this review, please call 869-4327.

The attached agreement, contract, policy and/or guaranty has been reviewed by the Oneida Law Office for legal content only. Please review for compliance with the current budget resolution prior to entering said contract. Please note the following:

- ✓ The document is in appropriate legal form. *(Execution is a management decision.)*
- ✓ Requires Business Committee approval prior to execution.

**ROAD RECONSTRUCTION AND REPAIR AGREEMENT BETWEEN
THE ONEIDA NATION AND THE TOWN OF ONEIDA**

THIS AGREEMENT is entered into by and between the ONEIDA NATION (the “Nation”), a federally recognized and Treaty Tribe, and the TOWN OF ONEIDA (the “Town”), a town government organized under the laws of the State of Wisconsin (each a “party” and collectively, the “parties”) for the reconstruction and repair of certain roads.

WHEREAS, the parties enjoy a cooperative relationship based upon mutual trust and respect; and

WHEREAS, both parties provide governmental services within their respective territories, and both recognize the importance of collaborative efforts to mitigate costs associated with providing such services; and

WHEREAS, the parties agree that portions of Seminary Road, Old Seymour Road, and Ranch Road (the “Roads”) within the boundaries of the Oneida Reservation and the Town require reconstruction and repair (the “Project”); and

WHEREAS, each party will contribute funds to pay the costs of the Project, and the Nation and the Town will engage the contractor to perform the reconstruction, repair work, and culvert replacement;

NOW, THEREFORE, the parties agree as follows:

- 1) The Project. The Project will include the following reconstruction, repair work and culvert replacement:
 - A) Seminary Road (STH 54 to CTH E): Pulverize existing asphalt, re-grade/re-shape, and place 3.5” of new asphalt pavement. Install 2’ wide crushed aggregate base course shoulder along each side of the road.
 - B) Old Seymour Road (CTH H to Seminary Road): Pulverize existing asphalt, re-grade/re-shape, and place 3.5” of new asphalt pavement. Install 2’ wide crushed aggregate base course shoulder along each side of the road.
 - C) Ranch Road (CTH H to Seminary Road): Pulverize existing asphalt, re-grade/re-shape, and place 3.5” of new asphalt pavement. Install 2’ wide crushed aggregate base course shoulder along each side of the road.
 - D) Culvert Replacements:
 - a. 300’ west of VanBoxtel (Ranch Road)
 - b. 750’ west of VanBoxtel (Ranch Road)
 - c. Ranch Road and Park Drive
 - d. 875’ west of Path of the Wolf (Old Seymour)

- e. 1900' west of Path of the Wolf (Old Seymour)
- f. 2400' west of Path of the Wolf (Old Seymour)
- g. 3500' west of Path of the Wolf (Old Seymour)
- h. 400' south of Highway 54 (Seminary Road)
- i. 1000' south of Highway 54 (Seminary Road)
- j. North of Old Seymour
- k. South of Cornelius Circle

The parties may agree to expand or limit the scope of the Project, provided that neither party shall be required to make any additional contribution beyond the contribution the party is obligated to make under section 4 below unless the party agrees to do so.

- 2) Plans, Specifications and Contractor. The parties shall confer regarding and mutually agree as to the plans, scope and specifications for the reconstruction and repair work. The parties agree the project shall be competitively bid, and the selection of the contractor(s) shall be mutually agreed upon by the parties.
- 3) Permitting: The parties agree to work cooperatively and diligently in obtaining the necessary permits required for the project.
- 4) Contributions.
 - A) The Oneida Nation will contribute the amount of One Million Two Hundred Fifty Thousand Dollars (\$1,250,000.00), as follows: In 2025, the Nation will pay the cost of the culvert replacements listed in subsection 1(D) above directly to the contractor engaged by the parties to perform such work. In 2026, the Nation shall pay the remaining balance of its contribution directly to the contractor(s) engaged by the parties to perform the work outlined in subsections 1(A) – (C) above.
 - B) The Town shall contribute a total of Two Hundred Fifty Thousand Dollars (\$250,000.00) to pay the costs of the Project, as follows: On or before March 31, 2026, the Town shall pay the Nation Two Hundred Fifty Thousand Dollars (\$250,000.00), which shall be held and used by the Nation solely to pay the costs of the Project.
- 5) Effective Date. This Addendum shall be effective upon execution by the parties and shall remain in force and effect until completion of the Project and final disbursement of the funds contributed by the parties.
- 6) 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.
- 7) Amendment. No amendment or modification of this Agreement will be effective unless reduced to writing and signed by both parties.

- 8) Termination. The parties may terminate this Agreement by mutual agreement, provided such agreement is reduced to writing and signed by both parties.
- 9) Severability. If any provision of this Agreement is determined to be invalid or unenforceable by a court of competent jurisdiction, such invalidity or unenforceability shall not affect the validity or enforceability of the remaining provisions of this Agreement.
- 10) 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.
- 11) Counterparts. This Agreement may be executed in any number of counterparts, each of which may be signed by less than all of the parties' representatives, and all of which together shall constitute one instrument and be enforceable against the parties. This Agreement may be signed by facsimile signature or electronic signature.

IN WITNESS WHEREOF the parties have set their hands on the date(s) listed below.

ONEIDA NATION

TOWN OF ONEIDA

Name, Title

Date: _____

Name, Title

Date: 9/11/28

Name, Title

Date: _____