

Oneida Business Committee



Executive Session
8:30 AM Tuesday, October 21, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

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

Agenda

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

I. CALL TO ORDER

II. OPENING

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

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. Oneida Election Board Ad Hoc Committee - Kalene White**
Sponsor: Lisa Liggins, Secretary
- B. Oneida Election Board Alternate - Kalene White**
Sponsor: Lisa Liggins, Secretary

V. MINUTES

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

VI. RESOLUTIONS

- A. **Adopt resolution entitled 2025-2027 WI Tribal Assistance Grant Spending Plan**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

VII. TRAVEL REPORTS

- A. **Approve the travel report - Treasurer Lawrence Barton - NAFOA Fall Conference - Portland, OR - September 19-24, 2025**
Sponsor: Lawrence Barton, Treasurer
- B. **Approve the travel report - Councilwoman Jennifer Webster - Dept. Health & Human Services Secretary's Tribal Advisory Committee (HHS-STAC) - Washington, D.C. - February 24-27, 2025**
Sponsor: Jennifer Webster, Councilwoman
- C. **Approve the travel report - Councilwoman Jennifer Webster - National Indian Child Welfare Conference (NICWA) - Orlando, FL - March 30 - April 2, 2025**
Sponsor: Jennifer Webster, Councilwoman

VIII. TRAVEL REQUESTS

- A. **Approve the travel request - Councilwoman Jennifer Webster - ACA/IHCIA: Broadcast: In person session - Milwaukee, WI - December 2-4, 2025**
Sponsor: Jennifer Webster, Councilwoman
- B. **Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) - Washington, D.C. - December 9-12, 2025**
Sponsor: Jennifer Webster, Councilwoman
- C. **Enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill - National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace - Seattle, WA - November 16-21, 2025**
Sponsor: Lisa Liggins, Secretary

IX. NEW BUSINESS

- A. **Post one (1) vacancy - Oneida Election Board**
Sponsor: Lisa Liggins, Secretary
- B. **Post one (1) vacancy - Oneida Land Commission**
Sponsor: Lisa Liggins, Secretary
- C. **Approve the CY-2026 vacancy postings for Boards, Committees, Commissions, Tribally Chartered Entities, and Standing Committees**
Sponsor: Lisa Liggins, Secretary

- D. Research Request from Dr. Gleason - University of Wisconsin-Madison/Alzheimer's Disease Research Center's Clinical Core - Establishment of the Indigenous Dementia Diagnostic Biomarker (InDx) Project - Review recommendation and determine next steps**
Sponsor: Mark W. Powless, CEO-Nation Services
- E. Determine next steps regarding the CY-2026 Oneida Business Committee meeting, reporting, and standing schedules**
Sponsor: Lisa Liggins, Secretary
- F. Approve the OBC SOP entitled Corporate Loan Procedures**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
- G. Schedule a special Business Committee meeting on December 19, 2025, at 10:00 a.m. regarding the Year-End Financial Statements**
Sponsor: Lisa Liggins, Secretary

X. REPORTS

A. OPERATIONAL

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

XI. EXECUTIVE SESSION**A. REPORTS**

1. **Accept the Intergovernmental Affairs and Self-Governance October 2025 report (8:30 a.m.)**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
2. **Accept the CEO-Nation Services report (9:30 a.m.)**
Sponsor: Mark W. Powless, CEO-Nation Services
3. **Accept the Chief Financial Officer October 2025 report**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

B. AUDIT COMMITTEE

1. **Accept the September 16, 2025, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
2. **Accept the Gaming Contracts compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
3. **Accept the Gaming Machines (Slots) compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
4. **Accept the Gaming Machine (Slots) Year-End compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
5. **Accept the Mississippi Stud Rules of Play compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
6. **Accept the Revenue compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
7. **Accept the Table Games compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

1. **Review and determine next steps regarding the FY 2026 Special Projects Funding Reallocation (10:30 a.m.)**
Sponsor: Lisa Summers, Director of Government Administration
2. **Approve a limited waiver of sovereign immunity - Green Bay Packers Sponsorship Contract - file # 2025-0975 (11:00 a.m.)**
Sponsor: Louise Cornelius, Gaming General Manager

3. **Enter the e-poll results into the record regarding the approved authorization of the Chairman's signature on a letter to the National Indian Gaming Commission dated October 13, 2025**
Sponsor: Lisa Liggins, Secretary
4. **Accept the Oneida Nation School Board Close-Out Report**
Sponsor: Katsitsiyo Danforth, Chair/Oneida Nation School Board

XII. 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 for years of service

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☒

Accept as information; OR

Information, Acknowledge 4th Qtr Years of Service Recipients - Attachment

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☒

Other: All Oneida Nation Employees

5. Additional attendees needed for this request:

Laura Laitinen-Warren, Executive HR Director

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:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Laura Laitinen-Warren, Executive HR Director

Primary Requestor: Teresa Schuman, HR Office Coordinator

YEARS OF SERVICE RECIPIENTS 4TH QUARTER FY'25 JUL - SEPT

Name	Emp #	Supervisor Name		ADOH	Years	October 22nd OBC Meeting
BLACKOWL,TERRYLEE F	933	LALANDE,BRITTANY	MARKT	Aug 26, 1985	40	
DOXTATER,SALLY A	5235	EMERSON,DAVID L	SLOTS	Jul 2, 1990	35	
DE LEON,DAVID A	156	KING,JASON R	SURVE	Aug 5, 1990	35	
VANDYKE,JEAN C	5583	MILLER,SARAH	ADMIN	Jul 31, 1995	30	
JORDAN,MISTY D	1306	FUSS,CHAD M	ACCTF	Aug 22, 1995	30	
NEVILLE,LUCY A	3202	MENDOLLA-BUCKLEY,BRENDA	EESER	Aug 28, 1995	30	
EMERSON,DAVID L	8329	FUSS,CHAD M	SLOTS	Sep 3, 1995	30	
WISNESKI,PHILLIP L	8330	PETITJEAN,JAMES	ADMIN	Sep 9, 1995	30	
CHOSA,CAROL J	8332	CORNELIUS,ERIK	FDBEV	Sep 11, 1995	30	
MATHEY,HEIDI	3529	CHRISTENSEN,TRACY	ELEM	Sep 11, 1995	30	
LEWIS,BRANDON C	11605	SHIMEK,MELISSA A	MARKT	Jul 9, 2000	25	
LEITZKE,ANDREW A	11648	NESS,NATHAN	POLIC	Jul 23, 2000	25	
FUSS,CHAD M	3607	CORNELIUS,LOUISE C	ADMIN	Jul 30, 2000	25	
WARNKE,NIKI L	11481	WURTH,RONALD	SLOTS	Aug 6, 2000	25	
KOTT,TAMMY D	11683	MELCHERT,LESLIE A	CUST	Aug 6, 2000	25	
LASTER,LUKE M	10169	SKENANDORE,JOSEPH	TABLE	Aug 6, 2000	25	
WEBSTER,YAKO S	3423	KING,KATHLEEN E	OPERA	Aug 13, 2000	25	
HILL-JORGENSEN,JESSICA A	3737	FUSS,CHAD M	ADMIN	Aug 27, 2000	25	
BOZILE,SUSAN J	11759	STEVENS,STACY	SECUR	Sep 17, 2000	25	
WARD,WILLIAM P	2546	STEVENS,STACY	SECUR	Sep 24, 2000	25	
CURTIS,CHRISTOPHER M	11762	STEVENS,STACY	SECUR	Sep 24, 2000	25	
DES JARLAIS,BONITA S	11778	STEVENS,STACY	SECUR	Sep 24, 2000	25	

Oneida Election Board Ad Hoc Committee - Kalene White

Business Committee Agenda Request**1. Meeting Date Requested:** 10/22/25**2. General Information:**

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

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☒ Not Applicable | ☐ Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 29, 2025

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

Background

On September 26, 2025, the Oneida Business Committee appointed Kalene White to the Oneida Election Board - Ad Hoc Committee.

Oneida Election Board Alternate - Kalene White

Business Committee Agenda Request**1. Meeting Date Requested:** 10/22/25**2. General Information:**

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

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☒ Not Applicable | ☐ Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: September 29, 2025

RE: Oath of Office – Oneida Election Board - Alternate

Background

On September 26, 2025, the Oneida Business Committee appointed Kalene White to the Oneida Election Board - Alternate.

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

Business Committee Agenda Request

1. Meeting Date Requested: 10/08/25

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|---|--|--|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☒ Unbudgeted |
| ☐ Not Applicable | ☐ 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**

Regular Meeting
8:30 AM Wednesday, October 08, 2025
BC Conference Room, 2nd floor, Norbert Hill Center

Minutes**REGULAR MEETING**

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

Not Present: Councilman Marlon Skenandore;

Arrived at: ;

Others present: Jo A. House, RaLinda Ninham-Lamberies, Mark W. Powless, Louise Cornelius (via Microsoft Teams¹), Kaylynn Biely (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Laura Laitinen-Warren (via Microsoft Teams), James Petitjean (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Rhiannon Metoxen (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), Ashley Blaker (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Mary Graves (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Grace Elliot (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Tana Aguirre (via Microsoft Teams), Carl Artman (via Microsoft Teams), Brandon Yellowbird-Stevens (via Microsoft Teams), Olivia Pigman (via Microsoft Teams), Melanie Burkhart (via Microsoft Teams), Lori Hill (via Microsoft Teams), Michelle Danforth-Anderson (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Nicolas Reynolds (via Microsoft Teams), Kathleen Metoxen (via Microsoft Teams), Amber Vankirk (via Microsoft Teams), Lauren Hartman (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Kimberly Skenandore, Mark Powless, Jerome Webster, Anthony Konkol, John Danforth, Jeff Bowman (via Microsoft Teams), Cheryl-Aliskwet Ellis (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Bonnie Pigman (via Microsoft Teams);

I. CALL TO ORDER

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

For the record: Councilman Marlon Skenandore is on leave.

II. OPENING (00:00:04)

Opening provided by Councilman Kirby Metoxen.

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

DRAFT

III. ADOPT THE AGENDA (00:00:34)

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

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

IV. OATH OF OFFICE (00:00:51)

- A. **Oneida Election Board Ad Hoc Committee - Kalene White**
Sponsor: Lisa Liggins, Secretary
- B. **Oneida Election Board Alternate - Kalene White**
Sponsor: Lisa Liggins, Secretary
- C. **Oneida Nation School Board - Kimberly Skenandore**
Sponsor: Lisa Liggins, Secretary

Oaths of office administered by Secretary Lisa Liggins. Kimberly Skenandore was present. Kalene White was not present.

V. MINUTES

- A. **Approve the September 26, 2025, regular Business Committee meeting minutes (00:03:12)**
Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to approve the September 26, 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 Approval of FY 2026 Annual Limited Waiver of Sovereign Immunity for Real Estate Transactions Insured by First American Title Insurance Company (00:03:33)**
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to adopt resolution # 10-08-25-A Approval of FY 2026 Annual Limited Waiver of Sovereign Immunity for Real Estate Transactions Insured by First American Title Insurance Company, seconded by Lawrence Barton. Motion carried:

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

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VII. STANDING COMMITTEES

A. FINANCE COMMITTEE

1. **Accept the September 11, 2025, regular Finance Committee meeting minutes (00:04:19)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jonas Hill to accept the September 11, 2025, regular Finance 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

2. **Accept the September 25, 2025, regular Finance Committee meeting minutes (00:04:40)**

Sponsor: Lawrence Barton, Treasurer

Motion by Jonas Hill to accept the September 25, 2025, regular Finance 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

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the September 3, 2025, regular Legislative Operating Committee meeting minutes (00:04:58)**

Sponsor: Jameson Wilson, Councilman

Motion by Jonas Hill to accept the September 3, 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

VIII. TRAVEL REPORTS

- A. **Approve the travel report - Councilman Kirby Metoxen - Santa Fe Indian Market (SFIM) - Santa Fe, NM - August 13-18, 2025 (00:05:20)**

Sponsor: Kirby Metoxen, Councilman

Motion by Jonas Hill to approve the travel report from Councilman Kirby Metoxen for the Santa Fe Indian Market (SFIM) in Santa Fe, NM on August 13-18, 2025, seconded by Jennifer Webster. Motion carried:

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

Abstained: Kirby Metoxen

Not Present: Marlon Skenandore

DRAFT

- B. Approve the travel report - Councilwoman Jennifer Webster - Bad River Health and Wellness Grand Opening - Bad River, WI - July 17-18, 2025 (00:05:47)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel report from Councilwoman Jennifer Webster for the Bad River Health and Wellness Grand Opening in Bad River, WI on July 17-18, 2025, seconded by Kirby Metoxen. Motion carried:

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

- C. Approve the travel report - Councilwoman Jennifer Webster - Self Governance Meeting (IHS-TSGAC) - Washington, D.C. - July 22-25, 2025 (00:06:13)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel report from Councilwoman Jennifer Webster for the Self Governance Meeting (IHS-TSGAC) in Washington, D.C. on July 22-25, 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. Approve the travel report - Councilwoman Jennifer Webster - 2025 Women are Sacred Conference - Milwaukee, WI - July 29-31, 2025 (00:06:41)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel report from Councilwoman Jennifer Webster for the 2025 Women are Sacred Conference in Milwaukee, WI on July 29-31, 2025, seconded by Kirby Metoxen. Motion carried:

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

- E. Approve the travel report - Councilwoman Jennifer Webster - Administration for Children and Families (ACF) Consultation - Mille Lacs, MN - August 24-25, 2025 (00:07:09)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel report from Councilwoman Jennifer Webster for the Administration for Children and Families (ACF) Consultation in Mille Lacs, MN on August 24-25, 2025, seconded by Kirby Metoxen. Motion carried:

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

DRAFT

- F. Approve the travel report - Councilwoman Jennifer Webster - National Indian Health Board Conference - Phoenix, AZ - September 8-11, 2025 (00:07:53)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel report from Councilwoman Jennifer Webster for the National Indian Health Board Conference in Phoenix, AZ on September 8-11, 2025, seconded by Lawrence Barton. Motion carried:

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

IX. TRAVEL REQUESTS

- A. Approve the travel request - Councilwoman Jennifer Webster - Administration for Children and Families Tribal Advisory Committee (ACF) - Washington, D.C. - November 3-6, 2025 (00:08:29)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel request from Councilwoman Jennifer Webster to attend the Administration for Children and Families Tribal Advisory Committee (ACF) in Washington, D.C. on November 3-6, 2025, seconded by Lawrence Barton. Motion carried:

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

X. GENERAL TRIBAL COUNCIL

- A. Approve the notice and materials for the December 8, 2025, tentatively scheduled special General Tribal Council meeting (00:09:08)**
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the notice and materials for the December 8, 2025, tentatively scheduled special General Tribal Council meeting, seconded by Jameson Wilson. Motion carried:

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

DRAFT**XI. EXECUTIVE SESSION (00:11:43)**

Motion by Jameson Wilson to go into executive session at 8:42 a.m., seconded by Jonas Hill. Motion carried:

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

Motion by Lawrence Barton to come out of executive session at 11:44 a.m., seconded by Lisa Liggins. Motion carried:

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

A. REPORTS**1. Accept the Intergovernmental Affairs and Self-Governance September report (00:11:44)**

Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Motion by Lawrence Barton to accept the Intergovernmental Affairs and Self-Governance September report, seconded by Lisa Liggins. Motion carried:

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

2. Accept the CEO-Nation Services report (00:11:56)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the CEO-Nation Services report, seconded by Jennifer Webster. Motion carried:

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

3. Accept the Chief Counsel report (00:12:10)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report, to approve the Attorney Contract – Oneida Law Office – file # 2019-1119, and to approve the Attorney Contract – Oneida Law Office - file # 2025-1161, seconded by Jennifer Webster. Motion carried:

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

DRAFT**B. NEW BUSINESS****1. Determine next steps regarding the draft Oneida Nation SSBCI Loan Program Service Agreement (00:12:43)**

Sponsor: RaLinda Ninhham-Lamberies, Chief Financial Officer

Motion by Lawrence Barton to accept the discussion regarding the draft Oneida Nation SSBCI Loan Program Service Agreement as information, seconded by Lisa Liggins. Motion carried:

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

Not Present: Marlon Skenandore

2. Accept the September 5, 2025, Business Committee Officer session notes (00:13:06)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the September 5, 2025, Business Committee Officer session notes, seconded by Jennifer Webster. Motion carried:

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

Not Present: Marlon Skenandore

3. Approve five (5) new enrollments (00:13:18)

Sponsor: Jermaine Delgado, Chair/Oneida Trust Enrollment Committee

Motion by Lisa Liggins to approve five (5) new enrollments, seconded by Jameson Wilson. Motion carried:

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

Not Present: Marlon Skenandore

XII. ADJOURN (00:13:32)

Motion by Lisa Liggins to adjourn at 11:46 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 2025-2027 WI Tribal Assistance Grant Spending Plan

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Adopt resolution entitled “2025-2027 WI Tribal Assistance Grant Spending Plan”

4. Areas potentially impacted or affected by this request:

☒ Finance

☒ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☐ Other: *Describe*

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☐ Not Applicable |
| ☒ Other: State funding via WI Tribal Assistance Grant | |

8. Submission:

Authorized Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Primary Requestor: (Name, Title/Entity)



MEMORANDUM

TO: Oneida Business Committee

FROM: Melinda J. Danforth, Director *mjd*
Intergovernmental Affairs

DATE: October 22, 2025

SUBJECT: Spending Plan for 2025-2027 WI Tribal Assistance Grant

The Oneida Nation will receive a state budget allocation of \$1 million through the WI Tribal Assistance Grant. Chairman Hill has submitted the signed grant agreement to the WI Department of Administration, and we are awaiting receipt of the funds.

A review of the Capital Improvement Projects, Capital Expenditures coupled with Intergovernmental Affairs recommendation relative to obtaining future grants, a spending plan was developed. Attached for your consideration is an official resolution adopting the spending plan.

Yaw^ko

Oneida Nation
Tribal Assistance Payment
Grant Agreement 2025-27

GRANT AGREEMENT

Parties: Department of Administration
Oneida Nation

Project Name: Tribal Assistance Payments

Grant Program: Payment Pursuant to 2025 Wisconsin Act 15

Authorizing Statutes: Wis. Stat. § 20.505(1)(ky); 2025 Wisconsin Act 15 § 9101(2)

THIS GRANT AGREEMENT is made and entered into by and between the Wisconsin Department of Administration (“Department”) and Oneida Nation (“Tribe”) and is complete and effective upon the signature of all parties.

WHEREAS, Wis. Stat. § 20.505(1)(ky) authorizes “grants to federally recognized American Indian tribes or bands in this state”; and

WHEREAS, 2025 Wisconsin Act 15 appropriates \$1,000,000 in fiscal year 2025-26 and \$1,000,000 in fiscal year 2026-27 for payments pursuant to Wis. Stat. § 20.505(1)(ky); and

WHEREAS, Section 9101(2) of 2025 Wisconsin Act 15 directs the Department to award grants from the appropriation under Wis. Stat. § 20.505(1)(ky) in equal amounts to each federally recognized American Indian tribe or band in this state;

NOW, THEREFORE, in consideration of the mutual promises and dependent documents, the parties hereto agree to the Terms and Conditions set forth in the articles that follow - Provided that, all parties retain their sovereign immunity and agreement to interpretation or venue does not waive sovereign immunity of Oneida Nation.

ONEIDA NATION

**STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION**

BY: Tehassi tasi Hill

BY: _____

NAME: Tehassi tasi Hill
(print)

NAME: _____

TITLE: Oneida Nation Chairman

TITLE: _____

DATE: September 12, 2025

DATE: _____

TERMS AND CONDITIONS

ARTICLE 1. GRANT AWARD AMOUNT

The Department awards to the Tribe the amount of **\$1,000,000** during the 2025-26 fiscal year (“FY26 Grant Award”), and the Department awards to the Tribe the amount of **\$1,000,000** during the 2026-27 fiscal year (“FY27 Grant Award”). The FY26 Grant Award and the FY27 Grant Award are collectively referred to herein as the “Grant Award.”

ARTICLE 2. ELIGIBLE USES OF FUNDS

The Tribe may use the Grant Award funds as the Tribe deems necessary, except that no Grant Award funds may be used to pay for gaming-related expenses.

ARTICLE 3. RETURN/REIMBURSEMENT OF FUNDS

The Tribe shall return or reimburse to the Department any funds paid to the Tribe in excess of either the FY26 Grant Award or the FY27 Grant Award and any Grant Award funds that are used by the Tribe for purposes not authorized under Article 2. Any return or reimbursement of funds which is requested by the Department shall be due within forty-five (45) days after giving written notice to the Tribe. If the Tribe fails to return to the Department any excess funds or funds used for purposes not authorized under Article 2, the State of Wisconsin (“State”) may recover such funds by reducing the distribution of any other State funds appropriated for the Tribe.

ARTICLE 4. FINANCIAL MANAGEMENT SYSTEM

The Tribe shall maintain a financial management system that permits the tracing of funds to a level of expenditures adequate to establish that Grant Award funds have been used for the eligible uses set forth in Article 2. The Tribe shall assure that accounting records for funds received under this Grant Agreement are sufficiently segregated from other agreements, programs, and/or projects. The Tribe shall maintain a uniform double entry, full accounting system and a financial management information system in accordance with Generally Accepted Accounting Principles.

ARTICLE 5. EXAMINATION OF RECORDS

The Department and its authorized representatives shall have access to and the right at any time to examine, audit, excerpt, transcribe, and copy on the Tribe's premises any directly pertinent records and computer files of the Tribe involving transactions relating to this Grant Agreement. Similarly, the Department shall have access at any time to examine, audit, test, and analyze any and all physical projects subject to this Grant Agreement. If the material is held in an automated format, the Tribe shall provide copies of these materials in the automated format or such other computer file as may be requested by the Department. These materials and all other files relating to expenditures made with Grant Award funds shall be retained for three years by the Tribe following final payment of Grant Award funds.

The Tribe shall notify the Department in writing of any planned conversion or destruction of these materials or files at least 90 days prior to such action. Any charges for copies provided by the Tribe of books,

documents, papers, records, computer files, or computer printouts shall not exceed the actual cost thereof to the Tribe and shall be reimbursed by the State.

ARTICLE 6. CONTRACT ADMINISTRATION

The Department employee responsible for administration of this Grant Agreement shall be the Administrator of the Department's Division of Intergovernmental Relations or their designee, who shall represent the Department's interest in all matters relating to this Grant Agreement.

The Tribe's employee responsible for administration of this Grant Agreement shall be Melinda J. Danforth or their designee, who shall represent the Tribe's interest in all matters relating to this Grant Agreement.

All correspondence, notices, or requests under this Grant Agreement shall be in writing, in electronic form or otherwise, to the addresses listed below:

To Department:	To Tribe:
Dawn Vick Administrator, Division of Intergovernmental Relations Department of Administration 101 E. Wilson St. Madison, WI 53703 E-mail: dawn.vick@wisconsin.gov	Melinda J. Danforth Intergovernmental Affairs Oneida Nation P.O. Box 365 Oneida, WI 54155 Email: mdanforja@oneidanation.org

ARTICLE 7. TERMINATION FOR NONAPPROPRIATION

The State reserves the right to terminate this Grant Agreement in whole or in part without penalty due to non-appropriation of necessary funds by the Legislature.

ARTICLE 8. CHOICE OF LAW AND VENUE

In the event of a dispute, this Grant Agreement shall be interpreted in accordance with the laws of the State. The venue for any dispute shall be the State of Wisconsin Circuit Court for Dane County, Wisconsin.

ARTICLE 9. ENTIRE AGREEMENT

This Grant Agreement constitutes the entire agreement and understanding of the parties with respect to the subject matter hereof and is intended as the final expression and complete and exclusive statement of the terms thereof, superseding all prior or contemporaneous agreements, representations, promises, and understandings, whether written or oral. This Grant Agreement may be amended or modified only by an instrument in writing signed by both parties.

-end-



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



Statement of Effect

2025-2027 Wisconsin Tribal Assistance Grant Spending Plan

Summary

The resolution approves the 2025-2027 Wisconsin Tribal Assistance Grant Spending Plan utilizing the Wisconsin Tribal Assistance Grant to strengthen the Oneida Nation and its neighboring community.

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

Date: October 10, 2025

Analysis by the Legislative Reference Office

In calendar year 2025, the Nation will receive one million dollars (\$1,000,000) from the State of Wisconsin through the Tribal Assistance Grant program. According to the terms and conditions of the grant, the funds may be used at the Nation's discretion, provided they are not applied to gaming-related expenses.

Pursuant to the Budget and Finances law [1 O.C. 121.6-4(c)], any supplemental or emergency funding of two hundred fifty thousand dollars (\$250,000) or more requires the Oneida Business Committee to develop and adopt a spending plan by resolution. The Committee is responsible for ensuring that the plan aligns with any applicable funding guidance and audit requirements.

To fulfill this responsibility, the Oneida Business Committee directed that the grant be used to strengthen the Oneida Nation and its neighboring community. At its regularly scheduled meeting on Wednesday, October 8, 2025, the Committee reviewed proposed expenditures and approved the following allocations:

- Case Tactor – \$225,000
- ONSS Upgrades – \$70,000
- UWGB Athletic Partnership – \$50,000
- Recreation Activities and Equipment – \$100,000
- Utilities Capital Expenditures – \$335,000
- Farmers Market CIP – \$220,000

This resolution formally adopts the 2025–2027 Wisconsin Tribal Assistance Grant Spending Plan, authorizing the allocation of grant funds for the approved initiatives. It further designates Mark Powless, CEO of Nation Services, and Melinda Danforth, Director of Intergovernmental Affairs, as project managers responsible for overseeing implementation.

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
2025-2027 WI Tribal Assistance Grant Spending Plan

- 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,** in calendar year 2025, the Nation will receive \$1,000,000 from the State of Wisconsin as a Tribal Assistance Grant;; and
- WHEREAS,** per the terms and conditions, “The Nation may use the Grant Award funds as the Nation deems necessary, except that no Grant Award funds may be used to pay for gaming related expenses.”; and
- WHEREAS,** the Oneida Business Committee provided guidance to use the funds for the purpose of strengthening the Oneida and neighboring community; and
- WHEREAS,** the Oneida Business Committee reviewed proposed uses during the Wednesday, October 8, 2025, Business Committee meeting; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee approves the use of the Tribal Assistance Grant as identified below, with project owners as Mark Powless, CEO Nation Services, and Melinda J. Danforth, Director of Intergovernmental Affairs.

- Case Tractor \$225,000
- ONSS Upgrades \$70,000
- UWGB Athletics Partnership \$50,000
- Recreation Activities & Equip. \$100,000
- Utilities Capital Expenditures \$335,000
- Farmers Market CIP \$220,000

Approve the travel report - Treasurer Lawrence Barton - NAFOA Fall Conference - Portland, OR -...

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Motion to accept the NAFOA Travel Report

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☐ Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|--|--|
| ☒ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☐ Not Applicable |
| ☐ Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Lawrence Barton, Treasurer

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Larry Barton

Travel Event:	NAFOA Fall Conference		
Travel Location:	Portland Oregon		
Departure Date:	09/19/2025	Return Date:	09/24/2025
Projected Cost:	\$3,393.00	Actual Cost:	\$2,308.62
Date Travel was Approved by OBC:	05/28/2025		

Narrative/Background:

Travel Report highlights NAFOA's 2025 Fall Finance & Tribal Economies Conference held September 20-23rd in Portland Oregon.

Item(s) Requiring Attention:

Requested Action:

Motion to accept the NAFOA Fall Conference Travel Report



Memorandum

To: Oneida Business Committee

From: Larry Barton, Treasurer

Date: October 7, 2025

Re: NAFOA Fall Conference Travel Report

This report highlights attendance at the NAFOA Fall Conference held in Portland Oregon September 21st through September 23rd. Over 1,000 (One-Thousand) attendees convened to formally address and discuss financial and related issues facing Indian Country. The Conference kicked off Saturday September 20th with Leadership Development Sessions and Sunday September 21st hosting NAFOA Member Tribe Federal Policy updates.

Important highlights discussed at the Conference centered around:

1. Pending litigation involved in the Kalshi Gaming Case
2. Finalization of the General Welfare Assistance Guidance Rulemaking finalization.
3. Pending legislation titled: Tribal Tax and Investment Reform Act
4. US Treasurer Mr. Brandon Beech addressed the NAFOA general assembly.
5. Discussion of the impending Federal Government Shutdown.

Sessions attended by the Treasurer (In-Person) are as follows:

- Leadership Development Session
- NAFOA Member Tribe Federal Policy Update Meeting
- General Session Topics:
 1. Intertribal Collaboration
 2. Kashi Gaming Case Discussion
 3. Review of the 2026 Federal Budget
 4. Nike N7 Corporate Strategy (Mr. Sam McCracken Sory)
 5. 2025 OMB Compliance Supplement and Uniform Guidance
 6. Financial Leadership from Calculation to Councils
 7. Financing Energy Projects

8. Financial Guidebook (Orange Book) Updates
9. Bankruptcy Law Updates for Tribes
10. Indigenous Infrastructure Demonstration Project(s)
11. Government Accounting Standards Board (GASB) Updates
12. 105L Lease Agreement Updates
13. Shaping Treasury Policy through TTAC (Tribal Treasury Advisory Committee)
14. Review of the Federal Budgeting Processes

Noteworthy:

- The NAFOA Lifetime Leadership Awards were presented to:
Former Chairwoman Ms. Bernadine Burnette, Fort McDowell Yavapia Nation.
- Former Nike Executive Mr. Sam McCracken, Founder of N7 Branding & Foundation Development. Mr. McCracken is a Citizen of the Fort Peck Indian Community (Sioux & Assiniboiné Nations).
- Restatement of the General Welfare Assistance (GWA) guidance as a Self-Determined process were US Treasury views “Deference” to Tribes in respect of Self-Governance. The central message is to implement GWA guidance to the maximum benefit to Tribal Membership. Importantly, many Tribal Communities have proactively addressed Minors Trust Accounts alleviating detrimental Federal Taxation of distributions.

Please feel free to discuss this recap report of the NAFOA Conference by contacting me at lbarton2@oneidanation.org or 920-869-4394.

Thank you.

Approve the travel report - Councilwoman Jennifer Webster - Dept. Health & Human Services Secretary's

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Approve Travel Report for Jennifer Webster – Dept. of Health & Human Services Secretary's Tribal Advisory Committee (HHS – STAC) Washington, D.C. February 24-27, 2025

4. Areas potentially impacted or affected by this request:

☐ Finance

☒ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: Oneida Business Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|---|
| ☐ Budgeted – Tribal Contribution | ☒ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☐ Not Applicable |
| ☐ Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jennifer Webster

Travel Event: Dept. of Health & Human Services Secretary's Tribal
Advisory Committee (HHS-STAC)

Travel Location: Washington DC

Departure Date: 02/24/2025 **Return Date:** 02/27/2025

Projected Cost: \$2,578.50 **Actual Cost:** 0

Date Travel was Approved by OBC: 01/22/2025

Narrative/Background:

On Jan 22, 2025 I was approved to attend HHS-STAC meeting in Washington DC for travel on Feb. 24 -27, 2025. On Feb. 19 I was notified by HHS that I was selected as Alternate for the Bemidji Area, and HHS will only pay travel expenses for the Primary, therefore I cancelled my travel.

No funds were expensed.

Item(s) Requiring Attention:

Click here to enter text.

Requested Action:

Approve Travel Report for close out.

DRAFT

- C. Approve the travel request - Councilman Marlon Skenandore - 2025 Teen Summit - Wisconsin Dells, WI - February 26-28, 2025 (01:15:47)**
Sponsor: Marlon Skenandore, Councilman

Motion by Jonas Hill to approve the travel request for Councilman Marlon Skenandore to attend the 2025 Teen Summit in Wisconsin Dells, WI on February 26-28, 2025, seconded by Jennifer Webster. Motion carried:

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

- D. Approve the travel request - Councilwoman Jennifer Webster - Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC) - Washington, D.C. - February 24-27, 2025 (01:16:10)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel request for Councilwoman Jennifer Webster to attend the Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC) in Washington, D.C. on February 24-27, 2025, seconded by Lisa Liggins. Motion carried:

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

- E. Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Yellowbird-Stevens to attend the Packers Super Bowl Invite in New Orleans, LA on February 7-10, 2025 (01:17:29)**
Sponsor: Lisa Liggins, Secretary

Motion by Jonas Hill to enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Yellowbird-Stevens to attend the Packers Super Bowl Invite in New Orleans, LA on February 7-10, 2025, seconded by Lisa Liggins. Motion carried:

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

For the record: Treasurer Lawrence Barton is opposed to this travel request

Item IX.C. addressed next

- F. Enter the e-poll results into the record regarding the approved travel request for Councilman Jonas Hill to attend the 2025 Presidential Inauguration in Washington, D.C. on January 17-20, 2025 (02:20:28)**
Sponsor: Jonas Hill, Councilman

Motion by Brandon Yellowbird-Stevens to enter the e-poll results into the record regarding the approved travel request for Councilman Jonas Hill to attend the 2025 Presidential Inauguration in Washington, D.C. on January 17-20, 2025, seconded by Jameson Wilson. Motion carried:

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

Approve the travel report - Councilwoman Jennifer Webster - National Indian Child Welfare Conference...

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

Justification: Choose or type justification.

3. Requested Motion:

☐ Accept as information; OR

Approve Travel Report for Jennifer Webster – National Indian Child Welfare Conference (NICWA) Orlando, FL March 30, 2025-April 02, 2025

4. Areas potentially impacted or affected by this request:

☐ Finance

☒ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: Oneida Business Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|---|
| ☐ Budgeted – Tribal Contribution | ☒ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☐ Not Applicable |
| ☐ Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

BUSINESS COMMITTEE TRAVEL REPORT



Travel Report for: Jennifer Webster

Travel Event: National Indian Child Welfare Conf (NICWA)

Travel Location: Orlando, FL

Departure Date: 03/30/2025 Return Date: 04/02/2025

Projected Cost: \$2,760.00 Actual Cost: \$2,589.43

Date Travel was Approved by OBC: 11/13/2024

Narrative/Background:

The NICWA 43rd Annual Protecting Our Children Conference was held in Orlando, FL on March 30 thru April 2, 2025. This is the largest national gathering focused on Native Child Advocacy issues each year. This year's conference was "Honoring the Sacred". The conference was hosted by Seminole Tribe of Florida, and also unveiled the National Strategy that was also shared with NCAI, and is shared here. If you have any questions or would like a copy of the booklet with the tracks pls contact me.

Note: Travel funded by BIA-ICW

Item(s) Requiring Attention:

[Click here to enter text.](#)

Requested Action:

Approve the travel report.

ICWA 2050 >>

PROTECT, PRESERVE, PROGRESS

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INTRODUCTION

ICWA 2050

Protect, Preserve, Progress:

Realizing the Spirit of ICWA

ICWA 2050 is a set of principles with many expressions. It is a uniting vision spanning decades and sectors. It is a commitment to a future where Native children are woven back into the fabric of our cultures with care and intention. It inspires us to work together and with determination.

For years, Native child welfare practitioners and advocates have been forced by limited resources and draining challenges to operate in the short term: What can be done *this* year or in *this* moment? System transformation requires long-mindedness. Our most pressing challenge and greatest opportunity right now is how we work together toward a future that stretches beyond our lifetimes.

25 years is a generation. Starting in 2024, in the wake of *Haaland v. Brackeen*, ICWA 2050 is a commitment to *one* generation of work in service to the thriving futures of many generations of Native children.¹ There is no fixed agenda that can address the interwoven and multi-faceted systems we aim to change, from funding to policy to courts and changing popular narratives that have been unhelpful. Leaning into the generational timeframe, ICWA 2050 intentionally names a goal but not specifically how we arrive there; it is a commitment to being nimble in response to evolving opportunities, adjusting strategies, and learning together.

ICWA 2050 represents three principles:

- **Protect** the safety, well-being, and spiritual strength of current and future generations of Native families
- **Preserve** ICWA as the gold standard of child welfare policy and bolster inherent tribal sovereignty
- **Progress** and strengthen ICWA; move beyond the status quo to expand tribal capacity and funding in service of tribal self-determination

Together, we can accomplish things that none of us can do alone.

¹ *Haaland v. Brackeen* (U.S. Supreme Court, No. 21-376) began as a lawsuit challenging ICWA's constitutionality filed in a Northern Texas Federal District Court on October 25, 2017 (*Texas v. Zinke*, No. 4:17-cv-00868). The lawsuit was filed by the State of Texas and private parties and made its way through the 5th Circuit Court of Appeals before being accepted for review by the U.S. Supreme Court in 2022.

ACKNOWLEDGEMENTS

PROTECT ICWA

The Protect ICWA Campaign was established by the National Indian Child Welfare Association, the National Congress of American Indians, the Association on American Indian Affairs, and the Native American Rights Fund, in response to legal challenges to the Indian Child Welfare Act (ICWA). Together, we work to serve and support Native children, youth, and families by protecting ICWA. The Campaign works to inform policy, legal, and communications strategies with the mission to uphold and protect ICWA. Each partner contributes unique strengths and focuses on distinct priorities.



We are deeply grateful to the following organizations that have contributed expertise and collaborative spirit to ICWA 2050.

Affiliated Tribes of Northwest Indians
Alaska Native Justice Center
California Tribal Families Coalition
Inter-Tribal Council of Nevada
Intertribal Council of Arizona
Midwest Alliance of Sovereign Tribes

National Congress of American Indians
National Urban Indian Families Coalition
Oklahoma Indian Child Welfare Coalition
Rocky Mountain Tribal Leaders Council
United South and Eastern Tribes

BACKGROUND

The Indian Child Welfare Act (ICWA) [25 U.S.C. 1901 et seq.] was enacted in 1978 after studies conducted by the Association on American Indian Affairs (AAIA) revealed widespread removals of Native children into state and private child welfare systems. AAIA, in partnership with tribal nations, conducted an 11-year effort to raise awareness, develop legislation, and advocate for the passage of ICWA. ICWA is a restorative response to the widespread forced removal of Native children from their families and communities by state and private child welfare agencies. These removals, rooted in a century of failed federal policies aimed at the destruction of Native nations and the assimilation of Native people, including federally supported and operated boarding schools, resulted in lasting intergenerational trauma in Native communities and families.

In 1975, shortly before the passage of ICWA, federal policy shifted from a focus on assimilation to a recognition of inherent tribal sovereignty and tribal self-determination, acknowledging tribal nations' right to govern their affairs, including in child welfare. The Indian Self-Determination and Education Assistance Act (P.L. 93-638) enabled tribal nations to contract for social services previously operated by the federal government. Following this shift, Title II of ICWA authorized the first dedicated child welfare funding for tribal nations to address child welfare under both tribal and state jurisdiction. This funding, though initially disbursed through competitive grants, allowed tribal nations to develop child welfare programs and services that reflected their cultural values, traditions, and beliefs. Since 1978, advocates for Native children have expanded access to federal funding sources supporting tribal child welfare programs and services, although they still lack parity with states.

ICWA provides federal requirements for state courts and state child welfare agencies that address child custody proceedings involving Indian children as defined by the law. ICWA recognizes inherent tribal sovereignty and jurisdiction and provides minimum federal standards to prevent the unnecessary removal of Indian children from their homes, ensure active efforts to strengthen Indian families, provide placement preferences when Indian children need to be placed in out of home care, and support the transfer of jurisdiction from state court to tribal court when appropriate. ICWA's requirements are a direct response to the bias and large scale removals that occurred in state child welfare systems and are still needed today to address concerns like disproportionate placement of Native children in state foster care systems.

BACKGROUND

Before 2013, legal challenges to ICWA primarily focused on state court interpretations of ICWA requirements in individual cases. However, following the 2013 U.S. Supreme Court decision in *Adoptive Couple v. Baby Girl* (No. 12-399), a small, but well-funded group of attorneys and conservative advocacy organizations began challenging ICWA's constitutionality. Between 2014 and 2017, 14 federal lawsuits were filed by or with help from this anti-ICWA coalition. In 2023, the U.S. Supreme Court upheld ICWA as constitutional in *Haaland v. Brackeen* (No. 21-376) in a 7-2 decision, marking a monumental victory for Indian Country and safeguarding ICWA's protections for Native children and families.

Following the *Haaland v. Brackeen* decision, the National Indian Child Welfare Association (NICWA), the Protect ICWA Campaign, and regional tribal organizations began conducting listening sessions with tribal leaders and tribal child welfare leaders. The goal was to identify priorities for protecting ICWA and strengthening the capacity of tribal child welfare programs. Leveraging the momentum from the Brackeen decision, we saw an opportunity to develop a long-term strategy for the dual purposes of protecting ICWA and strengthening tribal child welfare programs. The NICWA Board of Directors submitted a resolution ([NC-24-005](#)) seeking an endorsement of this plan as ICWA 2050 at the 2024 National Congress of American Indians (NCAI) Mid-Year Convention. The resolution, which referred to the plan as ICWA 2050, was adopted by NCAI's Executive Committee, demonstrating tribal support and leading to the development of ICWA 2050 as a strategic plan.

PURPOSE

ICWA 2050 has two overarching goals. First, to provide recommendations for a 25-year strategy to **strengthen ICWA's protections and ensure consistent implementation and compliance**. Second, to recognize and support the critical role that tribal nations play in protecting Native children, helping families in tribal child welfare systems, and assisting states as they implement ICWA. This work builds on efforts that began many years ago at local and state levels, often led by tribal nations. Our intention is to enhance these efforts and create more opportunities to raise awareness and strengthen support for them. ICWA 2050 also recognizes the vital support and services that many urban Indian organizations provide to Native families in urban areas in collaboration with states and tribal nations. The strategic plan outlines the following key goals:

- Increasing tribal child welfare capacity.
- Improving outcomes in state child welfare systems by strengthening tribal-state relations and improving tribal advocacy.
- Enhancing tribal-federal partnerships in child welfare.
- Improving communication about ICWA as the gold standard of child welfare policy and the importance of honoring tribal sovereignty in child welfare.

INCREASING TRIBAL CAPACITY IN CHILD WELFARE »

Goal: Increase funding and support to tribal nations so that every tribe can provide the full range of child welfare services needed by their children and families.

- ✓ **Objective 1:** Increase federal funding for tribal nations to a level that is equitable to state funding and responsive to the needs of tribal nations. Priorities include establishing a 5% tribal set-aside from the Social Services Block Grant, full funding for the Indian Child Protection and Family Violence Prevention grant programs, and amending the Temporary Assistance for Needy Families program (TANF) so tribal nations will not rely on states to determine the federal or non-federal share, allowing tribal nations to access full funding (federal and non-federal) directly from the federal government. More specifically, tribal access to federal entitlement programs, capped and uncapped, must be reformed to allow improved tribal access and operation.
- ✓ **Objective 2:** Expand federal funding and technical assistance to help tribal nations develop and operate tribal courts that adjudicate child welfare matters for children and families under tribal jurisdiction. This includes increasing the Tribal Court Improvement Program funding to \$5 million annually, increasing base funding to meet tribal court operational needs, and establishing a tribal juvenile/family court technical assistance center.
- ✓ **Objective 3:** Ensure every tribal nation that seeks to provide relative care, foster care, and other out-of-home placements has sufficient funding to recruit, license, and support caregivers. Tribally licensed or approved homes should have the resources and support needed to provide quality care to Native children.
- ✓ **Objective 4:** Equip tribal leaders with information on developing and operating effective tribal child welfare programs and services, the importance of representation in state child protection cases, supporting tribal-state relationships, and proper implementation of ICWA.
- ✓ **Objective 5:** Improve access to culturally based and culturally adapted child welfare programs and services. Ensure information is available in a variety of formats that align with a tribe's current capacity and future goals, including practice model examples, program policies and procedures, codes, intergovernmental agreements, training, technical assistance, and a variety of easily accessible materials.

INCREASING TRIBAL CAPACITY IN CHILD WELFARE >>

Goal: Increase funding and support to tribal nations so that every tribe can provide the full range of child welfare services needed by their children and families.

- ✓ **Objective 6:** Equip tribal nations with access to information and resources that address critical issues in recruiting, hiring, and maintaining a professional and qualified tribal child welfare workforce that aligns with each tribe's current capacity and local conditions. Advocate for increased state and federal support for education, hiring, and training for the tribal child welfare workforce, including front-line workers, supervisors, program managers, and department directors.
- ✓ **Objective 7:** Increase federal funding and access to information and resources to support culturally based and culturally adapted child welfare services for urban Indian organizations, including training, peer-to-peer consultation, technical assistance, and a variety of easily accessible materials.

IMPROVING OUTCOMES IN STATE CHILD WELFARE SYSTEMS BY STRENGTHENING TRIBAL-STATE RELATIONS AND IMPROVING TRIBAL ADVOCACY >>

Goal: Establish strong working relationships between tribes and states so that ICWA is rigorously implemented and all Native children and families in child welfare systems have the benefits of culturally based services and supports that improve outcomes.

- ✓ **Objective 1:** Encourage every state to enact a comprehensive state ICWA law and intergovernmental agreement, developed with tribal leaders, that supports and improves the implementation of the federal ICWA and addresses local implementation concerns.
- ✓ **Objective 2:** Provide every state with resources and peer-to-peer consultation grounded in the principles of tribal sovereignty, detailing the importance and benefits of honoring tribal sovereignty and engagement in improving outcomes for Native children and families in both tribal and state child welfare systems. This information should address effective practices and policies to support positive tribal-state relationships and support for state efforts to improve child welfare programs and services from state officials, tribal leaders, and experts in tribal child welfare.
- ✓ **Objective 3:** Establish state-level review systems to measure ICWA compliance, notwithstanding federal efforts to develop an ICWA review system that guides state and tribal efforts to evaluate ICWA implementation and improve policy and practice. These review systems will include collecting necessary data, coordinating data analysis between states and tribal nations, jointly identifying plans to improve state ICWA compliance, and establishing ongoing forums and processes to maintain progress, address challenges, and build joint ownership of the efforts.
- ✓ **Objective 4:** Increase state awareness of tribal nation and urban Indian organizations contributions to state efforts to comply with ICWA and support for services to Native children and families in state child welfare systems. These efforts will detail the level of support tribal nations provide to state child welfare systems, in terms of expertise and financial contributions, and encourage advocacy to increase state financial support to tribal nations.

IMPROVING OUTCOMES IN STATE CHILD WELFARE SYSTEMS BY STRENGTHENING TRIBAL-STATE RELATIONS AND IMPROVING TRIBAL ADVOCACY »

Goal: Establish strong working relationships between tribes and states so that ICWA is rigorously implemented and all Native children and families in child welfare systems have the benefits of culturally based services and supports that improve outcomes.

- ✓ **Objective 5:** Include tribal representatives on state court advisory committees and engage them in state court improvement programs to improve state court knowledge of ICWA, awareness of the challenges in implementing the law in state courts, and opportunities for state court systems to engage with tribal nations and their court systems to develop solutions and improve cooperation between tribal and state court systems.
- ✓ **Objective 6:** Equip states with resources and funding to develop ICWA courts and case units, offering training, consultation, technical assistance, and a variety of easily accessible materials to improve ICWA compliance, engagement with tribal nations, and outcomes for Native children and families.
- ✓ **Objective 7:** Provide individuals or relatives seeking to become state-licensed foster care, relative care, guardianship, or adoptive placements for a Native child with detailed information on ICWA, their role in supporting family relationships and reunification, and support throughout the licensing, placement, and transition phases. This information will include advocacy materials and information on improving state licensing and support for Native caregivers and improving related state and federal policies.
- ✓ **Objective 8:** Ensure all college and university social work programs and Indian law programs have access to Native-developed curriculum on tribal sovereignty, the tribal-federal relationship, ICWA, and their implications for social work and legal practice. This curriculum should also be shared with relevant professional organizations and state workforce training providers like the Council on Social Work Education, National Association of Social Workers, National Association of Social Workers State Chapters, state Title IV-E/child welfare workforce training providers, and the American Bar Association.

IMPROVING OUTCOMES IN STATE CHILD WELFARE SYSTEMS BY STRENGTHENING TRIBAL-STATE RELATIONS AND IMPROVING TRIBAL ADVOCACY »

Goal: Establish strong working relationships between tribes and states so that ICWA is rigorously implemented and all Native children and families in child welfare systems have the benefits of culturally based services and supports that improve outcomes.

- ✓ **Objective 9:** Implement state policies that prioritize active efforts with Native families and encourage voluntary, preventive services that do not require the removal of the child to support child safety and the family. This includes policies that encourage early engagement of the child's tribe and local urban Indian organizations, even when child abuse or neglect referrals are screened out.
- ✓ **Objective 10:** Provide urban Indian organizations with resources and support to develop and implement promising practices in urban Indian child welfare services, including training, consultation, technical assistance, and a variety of easily accessible materials.
- ✓ **Objective 11:** Strengthen tribal representation in state child protection cases by ensuring funding for and technical assistance to attorneys representing tribal nations in state court cases and advocating for fee waivers and exemptions for out-of-state tribal attorneys to gain access to temporary licensure when appearing in state cases governed by ICWA.

ENHANCING TRIBAL-FEDERAL PARTNERSHIPS IN CHILD WELFARE >>

Goal: Establish a federal-tribal relationship that rigorously monitors and supports ICWA compliance and establishes increased child welfare capacity for every tribal nation and urban Indian organization to provide the culturally based services their communities need and assist them in helping support state ICWA implementation.

- ✓ **Objective 1:** Federal agencies, in consultation and collaboration with tribal nations, intertribal organizations, and urban Indian organizations, will establish a formal comprehensive review system to measure state ICWA compliance and tribal engagement and create mechanisms to improve state ICWA compliance and tribal engagement.
- ✓ **Objective 2:** Federal agencies will collaborate with tribal nations to formally evaluate federal funding streams available to tribal nations to support ICWA implementation and provide trauma-informed, culturally based programs and services for children and families within their communities. This analysis will identify available funding to support Native family needs, gaps in access to federal funding, administrative barriers that prevent access to and effective operation of federal programs, and flexibility to provide trauma-informed, culturally based services responsive to the needs of different tribal families and communities.
- ✓ **Objective 3:** Federal agencies will collaborate with tribal nations to address funding gaps, reduce administrative barriers, and increase flexibility for tribes and tribal organizations to provide trauma-informed, culturally based programs and services through legislative, regulatory, and other policy guidance. This includes establishing a 5% tribal set-aside to the Social Services Block Grant, increasing funding under the Indian Child Protection and Family Violence Prevention Act grant programs to authorized levels, and reducing non-federal matching payments for tribes under the Social Security Act programs and amending the Temporary Assistance for Needy Families program (TANF) so tribal nations do not have to rely on states to determine the federal or non-federal share and will have access to full funding (federal and non-federal) from the federal government. Tribal nations shall have the opportunity to operate the full array of federal programs through Public Law 93-638 contracting or self-governance mechanisms.

ENHANCING TRIBAL-FEDERAL PARTNERSHIPS IN CHILD WELFARE >>

Goal: Establish a federal-tribal relationship that rigorously monitors and supports ICWA compliance and establishes increased child welfare capacity for every tribal nation and urban Indian organization to provide the culturally based services their communities need and assist them in helping support state ICWA implementation.

- ✓ **Objective 4:** Federal agencies will engage with tribal nations and ICWA legal experts to monitor legal challenges to ICWA and advance preventive measures, including education of state and federal court systems, to clarify ICWA's intent and requirements. The federal government will work with tribal partners to vigorously defend ICWA against legal challenges.
- ✓ **Objective 5:** Federal agencies will collaborate with urban Indian organizations to identify federal child welfare funding needs of urban Indian communities, develop strategies to increase access to federal funding for these communities, address administrative barriers to accessing existing funding and operating programs that support trauma-informed, culturally based services, and secure culturally relevant technical assistance to improve urban Indian organization capacity.

IMPROVING COMMUNICATION ABOUT ICWA AS THE GOLD STANDARD OF CHILD WELFARE POLICY AND THE IMPORTANCE OF HONORING TRIBAL SOVEREIGNTY IN CHILD WELFARE >>

Goal: Increase public awareness about ICWA as the gold standard of child welfare policy and the importance of honoring tribal sovereignty in child welfare through the voices of lived experience spokespeople, the use of data that identifies positive outcomes related to ICWA implementation, and strong media relationships with Indian Country and its allies.

- ✓ **Objective 1:** Ensure every tribal nation and ICWA ally has access to resources, training, and support to effectively engage in media relations that highlight ICWA as the gold standard of child welfare policy and the importance of honoring tribal sovereignty to support improved services to and better outcomes for Native children and families. This will involve training and resources for tribal leaders, social workers, policy advocates, service providers, and community advocates.
- ✓ **Objective 2:** Center media and communications on ICWA and the role of tribal sovereignty in child welfare around the voices of those with lived experience, such as birth parents, extended family, foster care alumni, adult adoptees, relative care providers, tribal child welfare directors, and tribal leadership. This includes launching a campaign to recruit, prepare, and support those spokespeople in effectively engaging with the media.
- ✓ **Objective 3:** Engage non-Native allies in child welfare and related fields to amplify ICWA, the role of tribal sovereignty in child welfare and related fields, and the voices of lived experience experts and tribal nations. This includes identifying ICWA allies, assessing their media engagement capacity, and developing strategies for supportive messaging.
- ✓ **Objective 4:** Review existing messaging and target audiences to identify and reach new audiences, such as judges, legislators, and media influencers, that have a role in supporting positive court decisions and policies to protect ICWA and the critical role of tribal nations in child welfare.

ICWA 2050 >>

PROTECT, PRESERVE, PROGRESS



NICWA
National Indian Child Welfare Association
Protecting Our Children • Preserving Our Culture



E. Approve the travel report - Councilman Kirby Metoxen - Native American Tourism of WI and Great Lakes Inter-Tribal Council Meeting - Lac Courte Oreilles - Hayward, WI - October 9-10, 2024 (01:47:55)

Sponsor: Kirby Metoxen, Councilman

Motion by Jonas Hill to approve the travel report from Councilman Kirby Metoxen for the Native American Tourism of WI and Great Lakes Inter-Tribal Council Meeting in Lac Courte Oreilles - Hayward, WI on October 9-10, 2024, seconded by Marlon Skenandore. Motion carried:

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

X. TRAVEL REQUESTS

A. Approve the travel request - Councilwoman Jennifer Webster - National Indian Child Welfare Conference (NICWA) - Orlando, FL - March 30, 2025 - April 2, 2025 (01:48:26)

Sponsor: Jennifer Webster, Councilwoman

Motion by Jonas Hill to approve the travel request from Councilwoman Jennifer Webster to attend the National Indian Child Welfare Conference (NICWA) in Orlando, FL on March 30, 2025 - April 2, 2025, seconded by Marlon Skenandore. Motion carried:

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

B. Approve the travel request in accordance with § 216.16-1 - Oneida Nation Commission on Aging - nine (9) members - Great Lakes Native American Elder Association - Carter, Wisconsin - December 4-5, 2024 (01:49:03)

Sponsor: Winnifred Thomas, Chair/Oneida Nation Commission on Aging Chair

Motion by Lawrence Barton to approve the travel request in accordance with § 216.16-1 - Oneida Nation Commission on Aging - nine (9) members to attend the Great Lakes Native American Elder Association in Carter, Wisconsin on December 4-5, 2024, seconded by Jameson Wilson. Motion carried:

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

C. Enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Yellowbird-Stevens to attend the Tribal Stakeholder Roundtable in Washington, D.C. on June 12-13, 2024 (01:49:32)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved travel request for Vice-Chairman Brandon Yellowbird-Stevens to attend the Tribal Stakeholder Roundtable in Washington, D.C. on June 12-13, 2024, seconded by Jonas Hill. Motion carried:

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

Approve the travel request - Councilwoman Jennifer Webster - ACA/IHCIA: Broadcast: In person session

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

Justification: Travel Request for Jennifer Webster - ACA/IHCIA
Broadcast: In Person Training Session: December 2-4, 2025
Milwaukee, WI

3. Requested Motion:

☐ Accept as information; OR

Approve: Travel Request for Jennifer Webster ACA/IHCIA Broadcast: In Person Training
Session: December 2-4, 2025 Milwaukee, WI

4. Areas potentially impacted or affected by this request:

☐ Finance

☒ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: Oneida Business Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|--|--|
| ☒ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☐ Not Applicable |
| ☐ Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 22 / 25 ☐ e-poll requested

2. General Information:

Event Name: ACA/IHCIA Broadcast: In Person Training Session: December 2-4 2025

Event Location: Milwaukee, WI Attendee(s): Jennifer Webster

Departure Date: Dec 2, 2025 Attendee(s):

Return Date: Dec 4, 2025 Attendee(s):

3. Budget Information:

☒ Funds available in individual travel budget(s)

☐ Unbudgeted

☐ Grant Funded or Reimbursed

Cost Estimate: \$ 1177.00

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster - The Tribal Self-Governance Advisory Committee (TSGAC) will be hosting an upcoming in-person training on the Affordable Care Act/Indian Health Care Improvement Act (ACA/IHCIA). The training will be held on December 3rd and 4th, 2025, from 9 am to 4 pm both days. The meeting will take place at the Potawatomi Hotel and Casino in Milwaukee, WI.

The Training is targeted for Tribal leaders, Health Directors, front-line health care staff, Indian Health Service and other representatives who would like to learn more about opportunities available under the ACA/IHCIA.

5. Submission

Sponsor: Jennifer Webster, Councilmember

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Milwaukee, WI		
Departure date	12/02/2025	Return date	12/04/2025
Purpose of travel	ACA/IHCIA Broadcast: In Person Training Session: December 2-4, 2025 Milwaukee, WI		
Charged GL Account			

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

Per Diem rate per day (meals)	\$ 68.00
-------------------------------	----------

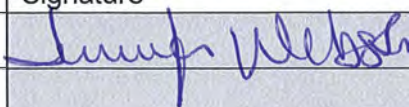
Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles	250	Multiply by the Mileage rate	\$0.70	\$ 175.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	2	\$ 136.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 413.00
Lodging including room, taxes, fees, and hotel parking	\$ 132.00		2	\$ 264.00
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 764.00
Total Cost Estimate				\$ 1,177.00

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		10-7-25
Department Sign-off		

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

David P. Jordan

From: Jennifer A. Webster
Sent: Monday, October 6, 2025 2:25 PM
To: David P. Jordan
Subject: FW: ACA/IHCIA BROADCAST: SAVE THE DATE! Upcoming ACA/IHCIA In-Person Training Session: Wednesday, December 3rd and Thursday, December 4th, 2025

Importance: High

David,
Pls prepare a Travel Request for this, Travel Dec 2-4

Justification:

The Tribal Self-Governance Advisory Committee (TSGAC) will be hosting an upcoming in-person training on the Affordable Care Act/Indian Health Care Improvement Act (ACA/IHCIA). The training will be held on December 3rd and 4th, 2025, from 9 am to 4 pm both days. **The meeting will take place at the Potawatomi Hotel and Casino in Milwaukee, WI.**

The Training is targeted for Tribal leaders, Health Directors, front-line health care staff, Indian Health Service and other representatives who would like to learn more about opportunities available under the ACA/IHCIA.

From: Cyndi Ferguson <cyndif@senseinc.com>
Sent: Monday, October 6, 2025 1:39 PM
To: Elliott A. Milhollin <EMilhollin@hobbsstrauss.com>; Elizabeth Bailey <EBailey@hobbsstrauss.com>; Jennifer A. Webster <jwebste1@oneidanation.org>; Will Funmaker <Wfunmaker@glitc.org>
Cc: Darren Jones (darrenj@tribalselfgov.org) <darrenj@tribalselfgov.org>
Subject: ACA/IHCIA BROADCAST: SAVE THE DATE! Upcoming ACA/IHCIA In-Person Training Session: Wednesday, December 3rd and Thursday, December 4th, 2025
Importance: High

Hi All – On behalf of the ACA/IHCIA Project Team, I have moved forward and signed the contract with the Potawatomi Hotel & Casino in Milwaukee for the next in-person training to be held on December 3 and 4th. Please see below for a draft “Save the Date” notice to be sent out on our broadcast listserv this week. I would appreciate any edits/input you may have on this initial notice. I think given that its slightly less than 2 months away, we want to get this notice out and circulating asap. I’ll make sure to send you the final version with all inserted links so that you can also circulate with your other local listservs and groups. Our training is not limited to the Midwest Tribes, but we certainly want to circulate broadly in that area.

In the next few weeks, I’ll pull together a more detailed agenda for the 2 days that we can discuss further with this small group.

Please let me know of any further edits or input you may have on the “Save the Date” below by **COB tomorrow, 10/7**. Following that, I’ll have it sent out on our broadcast on Wednesday morning this week. (Silence means you’re good with this draft! 😊)

In the meantime, don’t hesitate to reach out to me if you have any questions.
Thank you!
Cyndi

Cyndi Ferguson, Self-Governance Specialist/Policy Analyst

SENSE Incorporated
1707 L Street, NW Suite 1000
Washington, DC 20036-4211
Phone: 202.450.0013
Email: cyndif@senseinc.com
Website: www.senseinc.com



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SAVE THE DATE!

Upcoming ACA/IHCIA In-Person Training Session:

Wednesday, December 3 and Thursday, December 4, 2025

Potawatomi Hotel and Casino

1721 West Canal Street, Milwaukee, WI 53233

The Tribal Self-Governance Advisory Committee (TSGAC) is excited to announce we will be hosting an upcoming in-person training on the Affordable Care Act/Indian Health Care Improvement Act (ACA/IHCIA). The training will be held on December 3rd and 4th, 2025, from 9 am to 4 pm both days. **The meeting will take place at the Potawatomi Hotel and Casino in Milwaukee, WI (see hotel link below). Waiting for hotel to send the link...**

The Training is targeted for Tribal leaders, Health Directors, front-line health care staff, Indian Health Service and other representatives who would like to learn more about opportunities available under the ACA/IHCIA.

Agenda In Brief (Topics to be Covered):

December 3, 2025 (Day 1) - 9 am to 4 pm

- ACA/IHCIA 101 Refresher
- Opportunities to Increase Health Care Revenues
- Use of Third Party Revenues
- Policy Updates and Current Issues (Medicare, Medicaid, VA)
- Open Discussion, including opportunity to engage on priority issues

December 4 2025 (Day 2) – 9 am to 4 pm

- How to plan for and steps needed to initiate a Tribal Sponsorship program (Reimbursement of Marketplace Premiums and Medicare Parts B & D)
- One Big Beautiful Bill Act Overview/Tribal Issues/Implementation
- Available Resources for Tribes
- Question and Answer Session

There is no fee for the Training, but Registration is required: [Click here....\(need to insert link\)](#)

Hotel Lodging:

Booking Link: A block of rooms has been reserved at the at \$129/night. Please use the following link [\(waiting for hotel to send link\)](#) to make reservations directly; **Cut-Off Date: 11/18/2025**

We look forward to seeing you in Milwaukee, WI for a lively discussion on important ACA/IHCIA topics! For more information about the training, please contact Cyndi Ferguson, TSGAC ACA/IHCIA Project Lead at cyndif@senseinc.com

Other Available Resources

Please visit our website for a full listing of all available resources and ACA/IHCIA documents: [ACA/IHCIA Issues - Tribal Self-Governance \(tribalselfgov.org\)](https://tribalselfgov.org)

If you have questions, please contact Cyndi Ferguson, TSGAC ACA/IHCIA Project Lead at cyndif@senseinc.com

Thank you.

Visit our website



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1721 West Canal Street, Milwaukee, WI 53233

The Tribal Self-Governance Advisory Committee (TSGAC) is excited to announce we will be hosting an upcoming in-person training on the Affordable Care Act/Indian Health Care Improvement Act (ACA/IHCIA). The training will be held on December 3rd and 4th, 2025, from 9 am to 4 pm both days. *The meeting will take place at the Potawatomi Hotel and Casino in Milwaukee, WI (see hotel link below).* [Waiting for hotel to send the link....](#)

The Training is targeted for Tribal leaders, Health Directors, front-line health care staff, Indian Health Service and other representatives who would like to learn more about opportunities available under the ACA/IHCIA.

Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self...

Business Committee Agenda Request

1. **Meeting Date Requested:** 10/22/25

2. **Session:**

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

Justification: Travel Request Jennifer Webster- Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) December 09-12, 2025 Washington, D.C.

3. **Requested Motion:**

☐ Accept as information; OR

Approve-Travel Request Jennifer Webster- Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) December 09-12, 2025 Washington, D.C.

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

☐ Finance

☒ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: Oneida Business Committee

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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|---|
| ☐ Budgeted – Tribal Contribution | ☒ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☐ Not Applicable |
| ☐ Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 22 / 25 ☐ e-poll requested

2. General Information:

Event Name: Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC)

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

Departure Date: Dec 9, 2025 Attendee(s):

Return Date: Dec 12, 2025 Attendee(s):

3. Budget Information:

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

Cost Estimate: \$ 2434.50 (Reimbursed)

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster - Represents for the Bemidji Area on the Indian Health Service's Tribal Self Governance Advisory Committee Meeting.
The Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) provides a forum for Tribal and Federal officials for discussions related to Tribal administration of Federal programs and services, exchange ideas, and develop solutions intended to improve Self-Governance and enhance the Tribal-Federal partnership.

All travel expenses are reimbursed.

5. Submission

Sponsor: Jennifer Webster, Councilmember

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Washington, D.C.		
Departure date	12/09/2025	Return date	12/12/2025
Purpose of travel	Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC)		
Charged GL Account			

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

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

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 69.00	0.75	1	\$ 51.75
Per Diem full day at destination	\$ 69.00	1.00	3	\$ 207.00
Per Diem for return travel date	\$ 69.00	0.75	1	\$ 51.75
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 310.50
Lodging including room, taxes, fees, and hotel parking	\$ 196.00		3	\$ 588.00
Airfare				\$ 1,036.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 2,124.00
Total Cost Estimate				\$ 2,434.50

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

Signatures / Approvals

	Signature	Date
Traveler		10-10-25
Department Sign-off		

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

Dec 9, 2025 – DOI SGAC (all day)

Dec 10, 2025 – DOI SGAC (AM)

Dec 10, 2025 – IHS TSGAC (PM)

Dec 11, 2025 – IHS TSGAC (all day)

BOOK ROOM HERE

+ Google Calendar

+ Export to Calendar

DETAILS

Start:

December 9 @ 8:00 am
EST

End:

December 11 @ 5:00 pm
EST

Event Categories:

SGAC, TSGAC

Website:

VENUE

Embassy Suites

Washington, DC

Convention Center

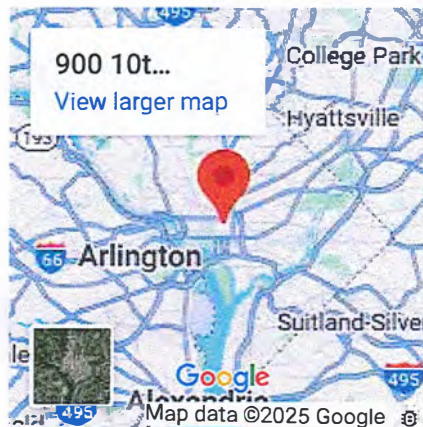
900 10th Street NW

Washington DC, DC

20001 United States +

Google Map

[View Venue Website](#)



Enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill -...

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☒ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☐ Not Applicable | ☐ 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

Bonnie M. Pigman

From: Secretary
Sent: Tuesday, October 7, 2025 7:01 PM
To: Tehassi Tasi Hill; Lisa A. Liggins; Lawrence E. Barton; Jennifer A. Webster; Kirby W. Metoxen; Jameson J. Wilson; Jonas G. Hill; Marlon G. Skenandore; Secretary
Cc: Danelle A. Wilson; David P. Jordan; Kristal E. Hill; Fawn L. Cottrell; Janice M. Decorah; Fawn J. Billie; Rhiannon R. Metoxen; BC_Agenda_Requests
Subject: E-POLL RESULTS: Approve the travel request – Chairman Tehassi Hill – National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace – Seattle, WA – November 16-21, 2025.
Attachments: 2025 10 06 BCTR - TH - NCAI - November 16-21 2025_epoll.pdf

E-POLL RESULTS

The e-poll to Approve the travel request – Chairman Tehassi Hill – National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace – Seattle, WA – November 16-21, 2025, **has carried**. Below are the results:

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

Yawλʔkó

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

office 920.869.4452

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Monday, October 6, 2025 12:34 PM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Marlon G. Skenandore <mshenan1@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>; Janice M. Decorah <jdecora2@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request – Chairman Tehassi Hill – National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace – Seattle, WA – November 16-21, 2025.

E-POLL REQUEST**Summary:**

Chairman Hill is requesting to attend the National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace.

Justification for E-Poll:

Travel arrangements need to be made as soon as possible.

Requested Action:

Approve the travel request – Chairman Tehassi Hill – National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace – Seattle, WA – November 16-21, 2025.

Deadline for response:

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

Voting:

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

Yawłko,

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.

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 10 / 08 / 25 ☐ e-poll requested

2. General Information:

Event Name: National Congress of American Indians (NCAI) 82nd Annual Convention & Marketplace

Event Location: Seattle, WA

Attendee(s): Tehassi Hill

Departure Date: Nov 16, 2025

Attendee(s)

Return Date: Nov 21, 2025

Attendee(s):

3. Budget Information:

☒ Funds available in individual travel budget(s)

☐ Unbudgeted

☐ Grant Funded or Reimbursed

Cost Estimate: \$4575

4. Justification:

Describe the justification of this Travel Request:

This is a travel request to attend the NCAI 82nd Annual Convention in Seattle, WA in November 2025. Attached you will find the draft agenda and travel documents. NCAI Elections are on the agenda; Councilman Wilson received support from the OBC to run for the NCAI Regional Vice President/Alternate for the Midwest (<https://www.ncai.org/about-ncai/ncai-leadership#ncai-regional-vice-presidents-and-alternates>).

As in the past for these annual conventions, Intergovernmental Affairs will coordinate talking points and well as individual itineraries to ensure we are maximizing our time and impact.

Additional Information is available here: <https://www.ncai.org/event/82nd-annual-convention-and-marketplace>

Secretary Liggins and Councilman Wilson were approved to attend on 9/10/25; this approval would bring the total BC attendees up to three (3).

5. Submission

Sponsor: Tehassi Hill, Chairman

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



Outlook

82nd NCAI Annual Convention - Seattle, WA - November 16-21

From Melinda J. Danforth <mdanforj@oneidanation.org>

Date Tue 8/26/2025 9:31 AM

To Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Marlon G. Skenandore <mskenan1@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>

Cc Cheryl-Aliskwet J. Ellis <cellis1@oneidanation.org>; Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>

Please let me know if you plan on attending.

Yaw^ko!

Melinda J. Danforth, Director

Intergovernmental Affairs

Oneida Nation

P.O. Box 365

Oneida, WI 54155

Phone: (920) 869-4022

Cell: (920) 562-0290

Fax: (920) 869-4040

Email: mdanforj@oneidanation.org



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

From: National Congress of American Indians <ncai@ncai.org>

Sent: Monday, August 25, 2025 6:45 PM

To: Melinda J. Danforth <mdanforj@oneidanation.org>

Subject: NCAI Annual Convention — Registration Open Now

[View this email in your browser](#)



Shape the Future of Indian Country — Register for NCAI's Annual Convention

Join the National Congress of American Indians (NCAI) for the [82nd Annual Convention & Marketplace](#) at the Seattle Convention Center.

From **November 16–21, 2025**, Tribal leaders, NCAI members, Native youth, and allies from across Indian Country will come together for the largest and most significant convening of Tribal Nations.

Now more than ever is an essential moment for Indian Country to unite, amplify voices, and shape a powerful collective future. Tribal leaders, NCAI members, Native youth, and allies from across Indian Country will gather to tackle critical issues, strategize for the future, and strengthen nation-to-nation relationships.

This year's NCAI Annual Convention & Marketplace is not just a gathering — it is a call to action. By coming together, we can:

- **Defend sovereignty** against efforts to undermine Tribal authority
- **Protect democracy and civil rights** in the face of rising extremism
- **Advance bold solutions** to the crises of public safety, housing, and economic justice
- **Build a unified national agenda** to ensure Tribal Nations remain strong, self-determined, and heard on the issues that matter most

Your voice, your vote, and your presence are critical. This is the time to stand together, to strategize, and to ensure that Indian Country is leading in the fight for justice and freedom. **Now more than ever, unity is essential.** Join us in Seattle to help shape a powerful collective future for Indian Country.

[Register Now](#)

Discover the NCAI Marketplace

The Marketplace is one of the most dynamic spaces of the Annual Convention — a gathering place where culture, innovation, and opportunity meet. As you walk through the aisles, you'll find more than booths: you'll find stories, connections, and possibilities for collaboration.

Through the Marketplace, attendees can:

- Explore the work of **Native artists and entrepreneurs**
- Learn about opportunities from **national Native organizations**
- Connect with **federal agencies and job recruiters**
- Discover products, services, and resources designed to strengthen Tribal Nations

For exhibitors, the Marketplace is an unparalleled opportunity to stand before Tribal leaders, advocates, and decision-makers from across the nation. Whether you're an artist seeking new audiences, an organization advancing community work, or a recruiter hoping to meet the next generation of Native professionals, this is your platform to be seen and to build lasting relationships.

[Exhibitor Registration](#)

Shape National Advocacy Through Resolutions

Resolutions are the guiding force behind NCAI's advocacy, shaping how Tribal Nations present their priorities to Congress, federal agencies, and the American public. Submitting a resolution ensures that the challenges and visions of your community are elevated to the national stage and that Indian Country speaks with a unified, strategic voice. From pressing issues of public safety and environmental justice to emerging questions of technology, sovereignty, and federal trust responsibility, resolutions provide the framework for action.

The Resolutions Portal opens on **Monday, September 8, 2025**, and the deadline for submissions is **Monday, October 13, 2025, at 11:59 p.m. PT**. NCAI strongly encourages timely submissions. Resolutions received after this deadline will only be considered if the Resolutions Committee determines they are emergency in nature and national in scope.

[Download the Template](#)

Native Youth Convention: Building the Next Generation of Leaders

Held alongside the 82nd Annual Convention & Marketplace, the **Native Youth Convention** creates a dedicated space for young leaders from across Indian Country to gather, learn, and grow.

Through interactive sessions and peer-to-peer dialogue, participants will strengthen their leadership skills, expand their networks, and gain the tools they need to make an impact in their communities. The program is designed to empower youth with both practical knowledge and cultural grounding — preparing them not only to lead tomorrow, but to take an active role in shaping today's advocacy.

As **future leaders and defenders of Tribal sovereignty**, Native youth will engage in critical conversations about what sovereignty means for their generation, and how they can safeguard and advance it in the decades to come. Their voices bring

urgency, creativity, and vision to the broader discussions of the Annual Convention, reminding us that the future of Indian Country depends on their leadership.

[Register Here](#)

Stay Where Community Gathers

The Annual Convention is more than a series of sessions — it's a week of building relationships, exchanging ideas, and finding inspiration in the company of leaders and allies from across Indian Country. Where you stay shapes that experience.

The **Sheraton Grand Seattle**, our official host hotel, is directly connected to the Seattle Convention Center. From early-morning coffee conversations to late-evening strategy sessions, this is where community comes together. By booking your room here, you'll stay at the center of it all while enjoying exclusive Early Bird pricing. Step outside the hotel and you'll find yourself in the heart of downtown Seattle, with cultural attractions, world-class dining, and shopping just steps away.

[Book Your Stay](#)

Partner with NCAI

To sponsor the 82nd Annual Convention & Marketplace is to stand shoulder to shoulder with Tribal Nations at a critical moment in history. Sponsorship is not simply financial support — it is a statement of solidarity and commitment to sovereignty, justice, and the collective future of Indian Country.

As a partner, your organization will be woven into the fabric of this gathering: seen in the Marketplace, recognized by Tribal leaders, and remembered for contributing to an event that strengthens advocacy on the national stage. Your presence signals to attendees that you are invested in the well-being and empowerment of Native communities.

By aligning with NCAI, you join a legacy of partnership that stretches back more than 80 years — a legacy rooted in resilience, leadership, and action. This year, as

challenges grow sharper and the need for unity grows stronger, your support has never been more vital.

[Download the Prospectus Here](#)

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Our mailing address is:

National Congress of American Indians
1516 P St NW
Washington, D.C. 20005-1910

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NCAI 82nd Annual Convention Agenda-at-a-Glance

(Updated: 8/18/2025) *All Times PST* subject to change

Sunday, November 16, 2025

8:00 a.m. – 5:00 p.m.	Marketplace Exhibitor Move-In
9:00 a.m. – 2:00 p.m.	NCAI Fund / Executive Committee Meeting – <i>Closed Meeting</i>
10:00 a.m. – 3:00 p.m.	Registration / Rules & Credentials Open
4:00 p.m. – 5:30 p.m.	NCAI Task Force Meetings
6:30 p.m. – 9:00 p.m.	Empowering Leaders Reception – <i>Open to E.L. Alumni Only</i>

Monday, November 17, 2025

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	First General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open (optional late market hours)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
12:15 p.m. – 1:15 p.m.	Committee / Subcommittee Chairs Meeting
1:30 p.m. – 2:30 p.m.	Committee Meetings
2:45 p.m. – 4:15 p.m.	Breakout Sessions
4:30 p.m. – 5:30 p.m.	Regional Caucus Meetings
6:30 p.m. – 8:30 p.m.	Welcome Reception / Cultural Night

Tuesday, November 18, 2025

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	Second General Assembly
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
12:30 p.m. – 1:30 p.m.	New Member Orientation
1:30 p.m. – 4:00 p.m.	Subcommittee Meetings
4:15 p.m. – 5:45 p.m.	Regional Caucus Meetings
6:30 p.m. – 9:00 p.m.	Children of the Setting Sun (Paramount Theatre)

Wednesday, November 19, 2025

7:30 a.m. – 6:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:30 a.m. – 12:00 p.m.	Third General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open (optional late market hours)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 3:00 p.m.	Subcommittee Meetings
3:15 p.m. – 4:45 p.m.	Breakout Sessions
5:00 p.m. – 6:00 p.m.	Regional Caucus Meetings
6:30 p.m. – 8:30 p.m.	Youth Reception

Thursday, November 20, 2025

7:30 a.m. – 5:00 p.m.	Registration / Rules & Credentials / Resolutions Open
8:00 a.m. – 10:00 a.m.	Voting Open for NCAI Elections
8:30 a.m. – 12:00 p.m.	Fourth General Assembly
9:00 a.m. – 5:00 p.m.	Marketplace Open
11:00 a.m. – 12:00 p.m.	Run-Off Voting Open (if necessary)
12:00 p.m. – 1:30 p.m.	Lunch (on your own)
1:30 p.m. – 4:00 p.m.	Committee Meetings
4:15 p.m. – 5:45 p.m.	Breakout Sessions
7:00 p.m. – 9:00 p.m.	Reception (Details to follow)

Friday, November 21, 2025

8:00 a.m. – 10:00 a.m.	Registration / Rules & Credentials / Resolutions Open
8:00 a.m. – 12:00 p.m.	Marketplace Open
8:30 a.m. – 12:00 p.m.	Fifth General Assembly

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Tehassi tasi Hill		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number	3416		
Destination City	Seattle, WA		
Departure date	11/16/2025	Return date	11/21/2025
Purpose of travel	NCAI 82nd Annual Convention & Marketplace		
Charged GL Account	001.4272000.001.701000.000		

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

Per Diem rate per day (meals)	\$ 92.00
-------------------------------	----------

Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 92.00	1.00	5	\$ 460.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 598.00
Lodging including room, taxes, fees, and hotel parking	\$ 362.50		6	\$ 2,175.00
Airfare				\$ 1,000.00
Luggage Fees				\$ 100.00
Car Rental				\$ 0.00
Registration				\$ 800.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 4,575.00
Total Cost Estimate				\$ 5,173.00

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		
Department Sign-off		

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

Post one (1) vacancy - Oneida Election Board

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☒ Not Applicable | ☐ Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor *BD*

DATE: October 14, 2023

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

Background

There is a vacancy on the Oneida Election Board that needs to be posted. The vacancy was not filled in the 2025 Special Election. The vacancy is for term ending July 31, 2028.

According to the OEB bylaws, section 1-5. c.2.

“Unexpired Terms. Vacancies in unexpired terms shall be filled by appointment by the Oneida Business Committee pursuant to the Boards, Committees and Commissions law for the remainder of the unexpired term.”

Action requested:

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

Post one (1) vacancy - Oneida Land Commission

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☒ Not Applicable | ☐ Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor *BD*

DATE: October 14, 2025

RE: Post one (1) vacancy – Oneida Land Commission

Background

There is a vacancy on the Oneida Land Commission that needs to be posted. The vacancy is due to the resignation of Ethel “Marie” Cornelius which went into effect on September 22, 2025. The vacancy is for term ending July 31, 2027.

According to the Oneida Land Commission bylaws section 1-5. c.2.

“Unexpired Terms. Vacancies in unexpired terms shall be filled by appointment by the Oneida Business Committee pursuant to the Boards, Committees, and Commissions law for the remainder of the unexpired term”

Action requested:

Post one (1) vacancy for the Oneida Land Commission.

Approve the CY-2026 vacancy postings for Boards, Committees, Commissions, Tribally Chartered...

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

- | | | |
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| ☐ Contract Document(s) | ☐ Law | ☒ Report |
| ☒ Correspondence | ☐ Legal Review | ☐ Resolution |
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| ☐ Draft GTC Packet | ☐ MOU/MOA | ☐ Statement of Effect |
| ☐ E-poll results/back-up | ☐ Petition | ☐ Travel Documents |
| ☐ Other: <i>Describe</i> | | |

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☒ Not Applicable | ☐ Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, Boards, Committees, and Commissions Supervisor 

DATE: October 14, 2025

RE: Board, Committee, Commission, Tribally Chartered Entities, and Standing Committee Vacancies

Background

The purpose of this request is to approve the postings for the CY-2026 vacancies on the boards, committees, commissions, tribally chartered entities, and standing committees.

According to section 105.6-4 of the Boards, Committees, and Commissions law “the Secretary shall request and receive approval from the Oneida Business Committee to post the notice of vacancy.”

The boards, committees, and commissions law does not apply to the Tribally Chartered Entities and Standing Committees; however, we attempt to follow a similar process for their vacancies.

This listing applies to appointed positions only and does not include any unknown vacancies (ex. resignations) that may occur throughout the year.

Action requested:

Approve the calendar year 2026 vacancy postings for Boards, Committees, Commissions, Tribally Chartered Entities, and Standing Committees.



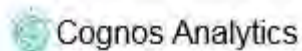
Annual BCCs Upcoming Vacancies

Upcoming vacancies for: 2026

End Term Date	Full Name	Board Name
Mar 31, 2026	JOHN, BRIDGET E	Oneida Community Library Board
Mar 31, 2026	CALIF, WEEYA E	Oneida Nation Arts Board
Mar 31, 2026	STRICKLAND, KELLI	Oneida Nation Arts Board
Mar 31, 2026	HILL, HARMONY J	Southeastern Wisconsin Tribal Services Advisory Board
Mar 31, 2026	NINHAM, LLOYD D	Southeastern Wisconsin Tribal Services Advisory Board
Jun 30, 2026	BOWMAN, JEFF	Bay Bancorporation
Jun 30, 2026	MCPAHON, SAM	Bay Bancorporation
Jun 30, 2026	WHEELLOCK, LESLIE A	Oneida ESC Corporation LLC
Jun 30, 2026	CORNELIUS, CHRISSTAR L	Oneida Youth Leadership Institute Board
Jul 31, 2026	GROLEAU, VALERIE	Anna John Resident Centered Care Community Board
Jul 31, 2026	SKENANDORE, LORNA G	Anna John Resident Centered Care Community Board
Jul 31, 2026	ANDERSON, BEVERLY J	Oneida Public Safety and Security Commission
Aug 31, 2026	BOULANGER, ERIC H	Pardon and Forgiveness Screening Committee
Aug 31, 2026	ELM, LORI A	Pardon and Forgiveness Screening Committee
Aug 31, 2026	KING JR., RONALD E	Pardon and Forgiveness Screening Committee
Aug 31, 2026	KING, JULIE A	Pardon and Forgiveness Screening Committee
Aug 31, 2026	KUROWSKI, JASON J	Pardon and Forgiveness Screening Committee
Aug 31, 2026	MADL, MICHELLE	Pardon and Forgiveness Screening Committee
Aug 31, 2026	SKENADORE, SANDRA L	Pardon and Forgiveness Screening Committee
Aug 31, 2026	SKENANDORE GOODRICH, KIMBERLY	Pardon and Forgiveness Screening Committee
Dec 31, 2026	HILL II, FLOYD J	Oneida Nation Veterans Affairs Committee
Dec 31, 2026	SUMMERS, LYNN L	Oneida Nation Veterans Affairs Committee
Dec 31, 2026	SURI, DEKE K	Oneida Nation Veterans Affairs Committee

Oct 14, 2025

Page: 1 of 1



Board, Committee, & Commission Member Annual Vacancy Report

Research Request from Dr. Gleason - University of Wisconsin-Madison/Alzheimer's Disease Research...

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☐

Accept as information; OR

Accept recommendation for this research request

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☒

Other: Health

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:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Mark W. Powless Digitally signed by Mark W. Powless
Date: 2025.10.14 14:09:26 -05'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Debra Danforth, Comprehensive Health

Oneida Comprehensive Health Division
 Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing



To: Oneida Business Committee

From: Debra Danforth BSN, RN 
 Oneida Comprehensive Health Division Director

Date: October 09, 2025

Re: Recommendation for Research Request- "Establishment of the Indigenous
 Dementia Diagnostic Biomarker (InDx) Project"

I have reviewed the attached initial plan and request to proceed for the research project entitled Indigenous Dementia Diagnostic Biomarker (InDx) Project. The proposal represents a partnership between the Alzheimer's Disease Research Center's (ADRC) Clinical Core at the University of Wisconsin Madison, the Oneida Comprehensive Health Division and Tribal Nations. The proposal plans to partner with Tribal Nations to co-design a biospecimen collection workflow that reflects their values, priorities, and will be directly beneficial to the Tribal communities. The project proposes to build, in partnership with Tribal leadership, a novel infrastructure for blood-based Alzheimer's disease and Alzheimer's disease related dementias (AD/ADRD) biomarker research. Recent technological advances offer the potential to enable local, accessible diagnostic options and could eventually become a revenue-generating research hub for the Oneida Nation while enabling sustainable, accessible participation in AD/ADRD research. The project brings together the Oneida Nation's Alzheimer's Disease Community Advisory Board (CAB) and will form a new Community Advisory Group (CAG) to guide all aspects of the project.

It is well known that American Indian/Alaska Native (AI/AN) adults face disproportionately high risk for Alzheimer's disease and related dementias (AD/ADRD) compared to other racialized groups. Yet, they remain underrepresented in aging research. The AI/AN older adult population is expected to more than double between 2020 and 2060. The growing demographic shift will likely widen AD/ADRD burden disparities, along with associated medical, social, and economic costs. Without investments in culturally relevant research infrastructure, disparities in diagnosis, treatment, and research participation will widen, leading to unsustainable costs.

Rather than typical methods, innovative, Indigenous-centered approaches are essential to build trust and achieve meaningful participation. AI/AN communities remain acutely aware of instances where data were misused or led to stigmatizing portrayals, contributing to persistent research hesitancy—particularly when biospecimens are collected. Overall, under-inclusion and

Mailing Address: P.O. Box 365, Oneida, WI 54155
<https://oneida-nsn.gov/resources/health/>

Oneida Community Health Center
 Behavioral Health Services
 Anna John Resident Centered Care Community
 Employee Health Nursing

525 Airport Rd., Oneida, WI 54155
 2640 West Point Rd., Green Bay, WI 54304
 2901 S. Overland Rd., Oneida, WI 54155
 701 Packerland Dr., Green Bay, WI 54303

Phone: (920) 869-2711 or 1-866-869-2711
 Phone: (920) 490-3790 or 1-888-490-2457
 Phone: (920) 869-2797
 Phone: (920) 405-4492

Fax: (920) 869-1780
 Fax: (920) 490-3883
 Fax: (920) 869-3238
 Fax: (920) 405-4494

the problems associated with non-representative samples must be addressed by making the research accessible, acceptable and useful to partnering indigenous communities.

This proposal aims to enhance these relationships to allow UW-Madison to create a new community data collection site, located within the Oneida Nation. InDX will advance aging research through Community-Centered Infrastructure. The InDX workflow infrastructure offers advantages extending beyond AD/ADRD biomarker research. Potential benefits include capacity building in the Oneida Nation and other Tribal communities, outreach to co-located rural populations, and expanded opportunities for aging research generally.

This project proposes to build, a novel infrastructure for blood-based AD/ADRD biomarker research. Importantly, access to emerging AD therapies-such as nonclonal antibodies targeting amyloid-requires confirmation of biomarker-defined pathology via blood, CSF, or imaging. Without local infrastructure, Tribal communities risk exclusion from disease-modifying therapies, further entrenching care disparities. Among the biomarkers, plasma p-tau217 has shown high accuracy in distinguishing amyloid and tau-PET-positive from -negative status and has been shown to increase along the AD clinicopathologic continuum. The goal of the project is to establish the Dementia Diagnostic Biomarker (InDX) Workflow as the community-based dementia biomarker testing infrastructure for AD/ADRD biospecimen research. By collaborating with the Oneida Nation from the outset, the plan will be to develop a replicable, sustainable, community-driven model for AI/AN-centered aging research.

The specific 2-year Aims of the project are as follows:

- Aim 1:** Establish a community Advisory Group and develop culturally relevant education materials and events to foster transparent community dialogue.
- Aim 2:** Develop laboratory workflows and billing processes to implement plasma AD biomarker assays at the Oneida Nation Comprehensive Health Division.
- Aim 3:** Develop data and biospecimen management protocols aligned with Tribal Sovereignty and research ethics.
- Aim 4:** Create a replication toolkit (e.g. standard operating procedures (SOPs), training modules, Tribal data governance templates) to support adaptation in other Tribal communities.

The specific 3-year Aims of the project are as follows:

- Aim 1:** In partnership with the Community Advisory Group, assess InDX's feasibility, acceptability, perceived benefits, and sustainability with mixed methods approaches (surveys, interviews, focus groups).
- Aim 2:** Evaluate the quality and reliability of plasma biomarker data generated through the InDX Workflow compared to results obtained through academic and commercial laboratories workflows.
- Aim 3:** Pilot a InDX data and biospecimen management system for biospecimen collection, processing, storage, disposal and reporting that upholds sovereignty principles and Tribal data governance laws.

Aim 4: Refine and disseminate the InDX Toolkit based on pilot findings and support its adaptation in at least one additional Tribal community.

Based upon my review, the OCHD recommends that the Oneida Business Committee consider requiring formal approval for any researcher requesting access to the Oneida Nation data for future specified research. This approval should be granted by the Oneida Nation and be subject to review by its representatives. If the approval process is not agreeable, then it is recommended that the Oneida Business Committee only approve the research proposal to collect and analyze the data, with additional approval required to share any data based on the research findings.

It is also recommended that the Oneida Business Committee include a stipulation that all information collected within the boundaries of the Oneida Nation will be the property of the Oneida; Nation and may not be released in any form to individuals, agencies, or organizations without further approval and authorization from the Oneida Nation.

In accordance with BC Resolution #05-08-19-A, the OCHD Division Director recommends that the Oneida Business Committee approve the resolution and consider the additional recommendations to clearly protect the Nation's data sovereignty and samples of the participants in this research request from the Alzheimer's Disease Research Center's (ADRC) Clinical Core at the University of Wisconsin Madison, led by Principal Investigator Dr. Cary Gleason.

cc: Karen Lane, DO, OCHD Medical Director
Sidney White, OCHD Assistant Division Director
Mark W. Powless, CEO-Nation Services

Commented [CG1]: Tagged for all to read

American Indian/Alaska Native (AI/AN) adults face disproportionately high risk for Alzheimer's disease and related dementias (AD/ADRD) compared to other racialized groups.¹⁻³ Yet, they remain egregiously underrepresented in aging research.^{4,6} The AI/AN older adult population is expected to more than double between 2020 and 2060.⁷ The growing demographic shift will likely widen AD/ADRD burden disparities, along with associated medical, social, and economical costs. Our analysis of Wisconsin state Medicaid claims data demonstrated that an ADRD diagnosis is associated with a 2- to 3-fold increase in healthcare costs for AI/AN adults, compared to aging without dementia.⁸ Without investments in culturally relevant research infrastructure, disparities in diagnosis, treatment, and research participation will widen, leading to unsustainable costs.

Multiple factors contribute to low clinical research participation among AI/AN populations. Geographic isolation and travel burdens are key barriers,^{9,10} but logistical solutions alone are insufficient to increase participation. Deep-rooted distrust and ethical concerns about medical research must be addressed. Indeed, recent high-profile cases show how standard approaches to AI/AN research inclusion can fail.¹¹ Rather than typical methods, innovative, Indigenous-centered approaches are essential to build trust and achieve meaningful participation.¹² AI/AN communities remain acutely aware of instances where data were misused or led to stigmatizing portrayals, contributing to persistent research hesitancy—particularly when biospecimens are collected.^{13,14} Our research¹⁵ confirms that AI/AN-identifying individuals express unique concerns about blood-based biomarker research, in contrast to other groups who were primarily concerned with procedural invasiveness. Overall, under-inclusion and the problems associated with non-representative samples should be addressed by making the research accessible, acceptable and useful to the partnering communities.¹⁶

In response to these challenges, we propose to ***partner with Tribal Nations to co-design a biospecimen collection workflow that aligns with principles of Tribal sovereignty,¹⁷ reflects community values and priorities, and directly benefits Tribal members.*** Recent technological advances offer the potential for local, accessible diagnostic options,¹⁸ which are critical as emerging AD therapies, such as monoclonal antibodies targeting amyloid require confirmation of biomarker-defined pathology. Without local infrastructure, Tribal communities risk exclusion from disease-modifying therapies, further deepening care disparities.

Among the biomarkers, plasma p-tau217¹⁹ has shown high accuracy in distinguishing amyloid- and tau-PET-positive from -negative status^{20,21} and has been shown to increase along the AD clinicopathologic continuum.^{22,23} The goal of our project is to establish the *Indigenous Dementia Diagnostic Biomarker (InDX) Workflow*—a novel, community-placed dementia biomarker testing infrastructure for AD/ADRD biospecimen research. Importantly, this workflow could expand to novel, cutting-edge biomarkers as they emerge. By collaborating with a Tribal Nation from the outset, we will develop a replicable, sustainable, community-driven model for AI/AN-centered aging research — one based in principles of data sovereignty.¹⁷

In the 2-year R61 Phase, convene an interdisciplinary work group to complete the following aims:

- R61 Aim 1:** Establish a Community Advisory Group (CAG) and develop culturally relevant education materials and events to foster transparent community dialogue.
- R61 Aim 2:** Develop laboratory workflows and billing processes to implement plasma AD biomarker assays at the Oneida Nation Comprehensive Health Division.
- R61 Aim 3:** Build data and biospecimen management protocols aligned with Tribal sovereignty and research ethics.
- R61 Aim 4:** Create a replication toolkit (e.g., standard operating procedures (SOPs), training modules, Tribal data governance templates) to guide respectful workflow adaptation to other Tribal communities.

In the 3-year R33 Phase, implement and evaluate the InDX Workflow with the following aims:

- R33 Aim 1:** Partnering with the CAG, assess InDX Workflow's feasibility, acceptability, sustainability, perceived benefits, using mixed-methods approaches (surveys, interviews, focus groups) to inform workflow refinement.
- R33 Aim 2:** Evaluate analytic validity and reliability of plasma biomarker data generated through the InDX Workflow compared to results from academic and commercial laboratories.
- R33 Aim 3:** Implement and pilot an InDX data and biospecimen management system for biospecimen collection, processing, storage, disposal and reporting that upholds sovereignty principles and Tribal data governance law.
- R33 Aim 4:** Refine and disseminate the InDX Toolkit based on pilot findings, supporting its adaptation in at least one additional Tribal community, and track success by measuring adoption and community feedback.

The proposed InDX project will establish a novel, sustainable aging research infrastructure—led by and for Tribal communities. This community-driven model will enable accessible participation in AD/ADRD research and build a platform for billable diagnostic testing that can generate revenue and increase economic growth for the Tribe. Beyond dementia, the InDX Workflow provides a scalable framework for advancing locally led aging research, closing persistent gaps in representation for Tribal communities and co-located rural populations.

IMPORTANCE OF THE RESEARCH

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If unaddressed, dementia burdens in AI/AN populations will exceed resources.

For decades, data have consistently shown that dementia disproportionately affects Indigenous populations, including North American AI/AN populations.²⁴⁻²⁸ A recent study found that 54% of American Indians aged 70 and older have some form of cognitive impairment, including approximately 30% with mild cognitive impairment and 10% with dementia.²⁸ Furthermore, among Medicare beneficiaries aged 45 and older, AI/AN individuals are nearly three times more likely to be diagnosed with young-onset dementia than their Asian or non-Hispanic White counterparts.²⁹ As life expectancy increases in AI/AN populations, dementia prevalence is projected to rise by as much as 400% in the coming decades.^{30,31}

This elevated risk is likely driven by a convergence of factors, including: (1) a higher burden of comorbid health conditions that increase risk for AD/ADRD at younger ages compared to other populations;³²⁻³⁵ (2) persistent barriers to accessing high-quality and timely healthcare;³⁶ and 3) individual, community, and intergenerational risk factors rooted in colonization and subsequent federal policies.³⁷⁻³⁹

When AI/AN individuals are diagnosed with AD/ADRD, their use of healthcare services rises sharply, particularly within the first year following diagnosis.⁴⁰ Compared to their peers without dementia, AI/AN individuals with AD/ADRD have significantly higher utilization of multiple medical subspecialties and across various healthcare settings.⁴⁰ Data from Indian Health Service (IHS) and Tribal health clinics indicate that, among AI/AN individuals ages 65 and older, unadjusted mean total costs are \$5400 higher per person annually for those with dementia.⁴¹ ***This escalating health crisis will not remain confined to Tribal communities—state and federal systems will increasingly bear the rising financial burden.*** Our analysis of Wisconsin state paid electronic health records data from 2015 to 2020 showed that annual healthcare costs for AI/AN adults with dementia were more than double those without, representing an added burden of approximately \$30,000 per person per year.⁸ If left unaddressed, the accelerating dementia burden in AI/AN communities will exceed the capacity of Tribal health systems—while simultaneously driving unsustainable healthcare costs at the state and federal levels, as public systems absorb the economic fallout.

Conventional approaches are inadequate to address data and sample sovereignty in AI/AN Research.

In recent decades, there have been growing calls to *Indigenize* science. Indigenous scholars emphasize the need for research approaches that empower and humanize participants and place Indigenous worldviews on equal footing with Western scientific paradigms (e.g., L. Tuhiwai Smith⁴² and M. Walter et al.⁴³). Addressing these gaps requires a paradigm shift toward methods that place Indigenous experiences as central and are led by those who understand and value Indigenous knowledge systems. Traditional Western scientific approaches often claim to be objective and value-neutral, relying on reductionist frameworks and extractive data practices.⁴⁴ However, this conceptualization has too often led to data being interpreted without an understanding of Indigenous contexts, which can result in harmful, stigmatizing characterizations.^{45,46}

A critical step in shifting this paradigm involves advocating for *data and biospecimen sovereignty*. An early example of this foundational effort is provided in the OCAP® Report⁴⁷ authored by the First Nations Information Governance Committee (FNIGC). The OCAP® Report calls for Indigenous Ownership, Control, Access and Possession of data pertaining to Indigenous people and their communities. In the U.S., the ground-breaking work of groups like the Collaboratory for Indigenous Data Governance⁴⁸ who with guidance from policy statements like the CARE Principles for Indigenous Data,⁴⁹ supports the Indigenous Data Sovereignty (IDSov) movement.⁵⁰ IDSov acknowledges the rights of Indigenous People and Nations to own and control any data from or about them. These principles emphasize that research should *Collectively benefit* Indigenous communities, ensure *Authority* remains with Tribal Nations, commit to uphold *Responsibility* in data use, and align their work with *Ethical* standards grounded in Indigenous values.

In total, IDSov⁵⁰ must be central, not peripheral to research conducted in partnership with Tribes. The National Institutes of Health's (NIH) high-profile All of Us Research program exemplifies the consequences of overlooking IDSov. Initially launched without meaningful Tribal consultation, the program faced significant criticism from Tribal Nations.¹¹ A subsequent Report⁵¹ detailed the program's missteps and issued recommendations for rebuilding trust with Tribal Nations. Yet, the fallout persists (e.g., public letter⁵² to NIH by the President and Executive Director of the United South and Eastern Tribes, Inc.). **Altogether, these lessons underscore the need for NIH-funded research infrastructure that elevates Indigenous governance, and data and biospecimen sovereignty as essential to Indigenous self-determination in health research.**

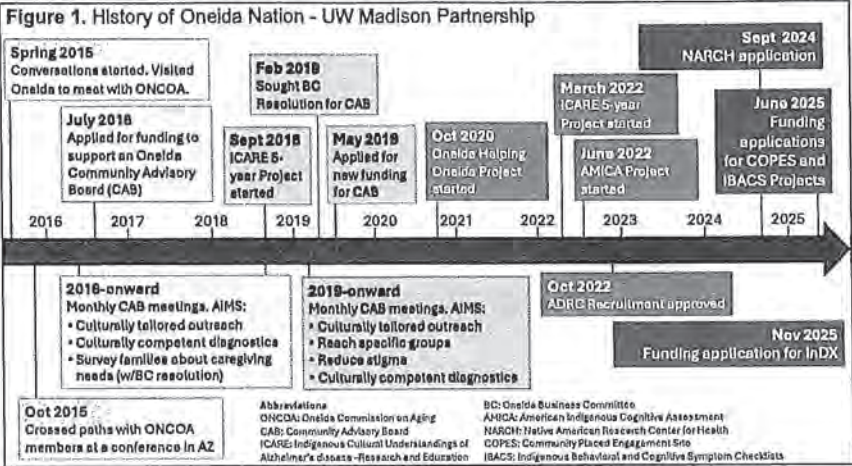
⁸OCAP® is a registered trademark of the First Nations Information Governance Centre (FNIGC)

AND FEASIBILITY

Commented [CG3]: Tagged for all to read

The InDX Workflow Project develops Tribal-centered Research Infrastructure for Aging Studies:

This project applies an innovative, Tribal-centered framework to build sustainable research infrastructure. Rooted in community-based participatory research⁵³ (CBPR) and Tribal participatory research (TPR)^{54,55} models, this approach elevates cultural values such as relational accountability, Tribal sovereignty, and nonhierarchical researcher-community relationships. The principles have shaped a strong foundation throughout a decade-long partnership between the Oneida Nation and the University of Wisconsin-Madison (UW-Madison) research teams (see Figure 1). The feasibility of the InDX Workflow project is supported by these deep connections.



The Oneida Helping Oneida (OHO) project exemplifies this approach. Intending to seek funding from UW's Center for Translational Research Award (CTSA), Dr. Mary Wyman and PI Gleason initially proposed adapting an existing caregiver support program. However, after consultation with the Oneida Nation Alzheimer's disease Community Advisory Board (Oneida CAB), the project shifted focus to assessing community awareness and utilization of existing caregiver support services. The resulting Tribal-wide survey engaged 481 community members aged 18 to 87, gathering vital data on their awareness of, use of, and attitudes toward seven resources supporting families caring for Elders: 1) caregiver support groups, 2) caregiver training, 3) respite services, 4) financial help, 5) residential or nursing home facilities, 6) transportation services, and 7) household help (e.g., cooking, cleaning, yardwork). Findings were shared in a community report,⁵⁶ and a manuscript is in preparation.

Central to this work are IDSov⁵⁰ principles, which guide all research partnerships with the Oneida Nation. All projects, research or otherwise, must be approved by the Oneida Business Committee (OBC), the elected leadership body of the Oneida Nation. Per processes established by the Oneida Legislative Operating Committee (LOC), health or medical-related projects are first brought to the Oneida Comprehensive Health Division (OCHD) for review, and a recommendation is subsequently brought to an OBC meeting. Direct oversight of all project activities, presentations and papers is provided by OCHD. Research teams report to OCHD on a quarterly basis. Moreover, research teams including the Wisconsin ADRC are required to follow agreements with the Nation regarding use and distribution of data and biospecimens. Overall, the intensive oversight provided by OCHD and reporting requirements ensure that IDSov⁵⁰ ethical practices are followed.

The project establishes a novel interdisciplinary collaboration:

The InDX project establishes a novel interdisciplinary collaboration grounded in participatory research models,⁵³⁻⁵⁵ uniting research teams with complementary and previously uncombined expertise. Each R61 and R33 aim reflects work that cannot be achieved without the unique combination of expertise held by the three PIs and site PI Danforth. PI Gleason has collaborated with the Oneida Nation for over a decade on AD/ADRD-related projects. PI Wabanascum, faculty at the University of North Dakota and a member of the Oneida Nation, brings deep community connections alongside expertise in community-engaged research and IDSov.⁵⁰ PI Zetterberg and Co-I Wilson are internationally recognized experts in plasma biomarker measurement, having contributed to the discovery of novel biomarkers for AD/ADRD, proteinopathies, and other neurodegenerative conditions.⁵⁷

Significantly, this project formalizes the Oneida Nation as an equal research partner through a subcontract with the Oneida Comprehensive Health Division and site PI Danforth. This represents a major departure from traditional research paradigms. The MPI and site PI team convened in August 2025 at the Oneida Nation to establish shared project goals, clarify roles, and affirm compatibility in both scientific and cultural expectations. This workgroup embodies an innovative collaboration, uniting leaders across biomedical science, community-based research, and Indigenous governance. The project's success hinges on this unprecedented interdisciplinary and cross-cultural partnership.

InDX will Advance Aging Research through Community-Centered Infrastructure:

Centered in an Indigenous community, the InDX Workflow infrastructure offers advantages extending beyond AD/ABDR biomarker research. Potential benefits include capacity building in the Oneida Nation and other Tribal communities, outreach to co-located rural populations, and expanded opportunities for aging research generally.

The InDX Workflow model is anchored in IDSov⁵⁰ principles, prioritizing Indigenous perspectives and self-determination. Building local capacity to lead and conduct research is not only aligned with IDSov principles, but essential for effective implementation. To foster capacity building, the project PIs will partner with the UW Native American Center for Health Professions (NACHP) and the NIH-funded Native American Research Centers for Health (NARCH; S06GM127793). NACHP supports UW School of Medicine and Public Health Center (SMPH), trainees from or interested in serving Tribal communities. PI Gleason has mentored and hired NACHP students, providing opportunities to engage in research within the Oneida community. Co-I Cornelius co-leads an Oneida-based nursing training program within the UW School of Nursing, providing community-based research and clinical experience (see Letters of Support). By expanding data collection to include biospecimens, the InDX Workflow project expands existing training opportunities. Additionally, being located in the Oneida Nation, the InDX Workflow project along with NARCH and NACHP can support training pathways across multiple education levels, including early life experience shown to influence long-term career interests.⁵⁸

Rural and Tribal communities often face geographic and logistic barriers to research participation, including travel costs, need to take time off work, and inclement weather, among others.^{9,10} Community-based research initiatives like InDX reduce these burdens by creating accessible, local and trusted research opportunities. They may also serve as an antidote to growing mistrust in academic researchers,¹⁰ who are often perceived as outsiders in rural contexts.⁶⁰ National trends, such as declining vaccine uptake in rural populations,^{60,61} underscore an urgent need for trusted community-rooted research infrastructure, that can support both research participation, and public trust in science itself.⁶²

A central aim of InDX is to foster transparent, inclusive communication by engaging directly with community members, understanding their perspectives, and co-developing strategies to build long-term trust in research infrastructure. Based on our experience, there is interest in research within the Oneida Nation and other Indigenous communities (See Figure 1). Expanding local biomedical research capacity to include biospecimen collection opens new avenues for research that relies on biological data. Unlike transient projects led solely by external academics, the InDX Workflow project is owned and co-led by the Oneida Nation.

Once established, the InDX infrastructure will facilitate biomarker research relevant to other aging-related diseases beyond AD. For example, the Wisconsin ADRC is currently leading efforts to develop accessible in vivo measurement tools for TDP-43, alpha-synuclein, and other biomarkers (see Letter of Support). Importantly, the InDX infrastructure is not limited to neurodegeneration. Because it is community-centered and grounded in IDSov⁵⁰ principles, it has the potential to address the research needs of Tribal communities more broadly than the study of neurodegenerative conditions. It could act as a springboard for studying other common age-associated conditions such as diabetes, cardiovascular disease, and for exploring resilience and prevention strategies that support healthy aging across Indigenous and rural populations.

RIGOR AND FEASIBILITY
APPROACH – R61 Phase

In the 2-year R61 Phase, we will convene an interdisciplinary work group to complete four project aims.

R61 Aim 1: Establish a Community Advisory Group (CAG) and develop culturally relevant education materials and events to foster transparent community dialogue.

To complete the first Aim of the R61 phase we will build on prior work by PIs Waubanasum and Gleason to establish a Community Advisory Group (CAG), to collect data needed to structure outreach and educational materials and finally to collect data on the impact of these materials in a community setting.

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Preliminary Data demonstrating we can accomplish R61 Aim 1

PI Waubanasum with Other Significant Contributor (OSC) Beans led community discussions focused on Tribal Institutional Review Boards (IRBs). The community-engaged data collection will be replicated as we complete the R61 Aim 1. We describe briefly here the data and experience that supports the current project.

DATA

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DATA

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Additionally, PI Gleason worked with members of the Oneida Nation to establish an Alzheimer's Disease Community Advisory Board in 2016. The CAB has remained active since that time, meeting on a monthly basis. Originally, funded through a supplement award to the Wisconsin Alzheimer's Disease Research Center (ADRC; P50AG033514-07S1), the CAB's focus evolved from outreach and education to research ethics. We sought and obtained renewed funding in 2019 (P30AG062715-01S2). The work of the Oneida CAB is now funded through R01-funded projects (R01 AG062307 and R01 AG074231) and the Wisconsin ADRC's Community Partnerships Core. Current self-directed goals of the CAB are listed in Table 1 along with the organizations and expertise represented on the CAB. We offer this as evidence that 1) we can create community stakeholder groups, and 2) the community has the capacity and interest in developing aging research infrastructure.

Table 1. Oneida Nation Alzheimer's Disease Community Advisory Board (CAB): Goals and Representation	
Organization	Number of Representatives
Co-Chairs	2 Standing members: Hetzel and Gleason
Oneida Comprehensive Health	2 Standing members; 1 alternate
Oneida Aging and Disability Resource Center	1 Standing member; 1 alternate
Oneida Nation Commission on Aging (ONCOA)	1 Standing member; 1 alternate
Oneida Veterans	1 Standing member; 1 alternate
Oneida Nation members employed by UW	4 Standing members; 3 alternates
Oneida Community	2 Standing members; 2 alternates
UW Madison	1 Standing member; 1 alternate
Oneida Nursing Home	1 Standing member; 2 alternates
Affiliates / Subject Matter Experts	Individuals are invited to attend depending on agenda
Oneida CAB GOALS:	
1) Guide a culturally tailored outreach, education and research.	
2) Reach middle-aged adults, military Veterans and youth with Dementia Curriculum.	
3) Work to reduce stigma associated with Alzheimer's and Related Dementias by providing outreach and education.	
4) Continue efforts to optimize access to culturally competent dementia diagnostics	

R61 Aim 1 Approach

Our methodology for R61 Aim 1 represents an adapted approach. Heavily informed by community-based participatory research⁵³ (CBPR) practices and Tribal Participatory Research TPR models,^{54,55} we will focus on creating capacity and expertise within a community advisory group (CAG). Overall, our approach borrows from highly effective indigenous-specific approaches like the Community Involvement to Renew Commitment, Leadership, and Effectiveness (CIRCLE) approach⁵³ to ensure that community partners are prepared to lead the work. Briefly, the CIRCLE approach draws on culturally relevant approaches and practices to develop skills and knowledge within a community, as opposed to bringing in outside "experts" who extract information and because they are not from the community, often eventually leave. The approach used here involves building relationships, providing necessary training and skills development, working partnerships, and sustained commitment. CBPR approaches emphasize non-hierarchical relationships to foster relationships wherein community members expertise is recognized and honored. We have used these approaches in working with other groups to promote participation in AD/ADRD research.⁵⁴

Potential CAG members will be identified through the PIs (Waubanasum and Gleason) formal and informal connections in the Oneida Nation. Based on our experience forming advisory groups, we anticipate being able to establish a CAG within 3 to 6 months of the start of the project. The CAG will consist of individuals whose background and interests align with promoting brain health in aging. Training will involve interactive didactics sessions covering: An overview of AD/ADRD; the fundamentals of AD biomarkers – including their limitations;

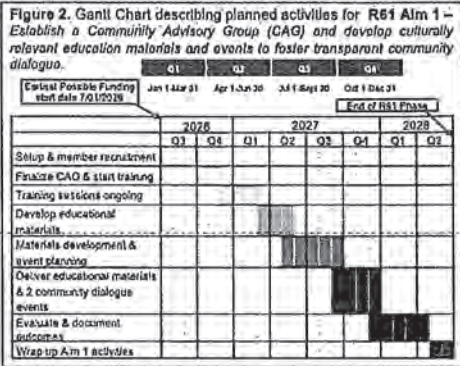
data and specimen sovereignty overview; and any other related topics which the CAG requests us to cover. CAG members will be compensated for their time and attendance at meetings. We anticipate monthly meetings would be scheduled, but consistent with a CBPR approach, we will allow the CAG to establish their meeting schedule after reviewing and agreeing to project goals.

PI Waubanasum with support from the Project Manager, and PIs Gleason and Zetterberg will facilitate CAG meetings focused on co-creating and delivering 3 educational products and 2 community dialogue events by Month 18 of the project. These educational materials could range from a community lecture, a publication, social media material (e.g. a YouTube post). Community dialogue events would support discussion about the benefits and limits of AD/ADRD biomarkers and the initiative to establish the InDX workflow. Research staff would be present to take anonymous notes for later analysis.

[want to propose formal analysis of these data?] COMMUNITY RESEARCH FORUM. Do we want to collect data? and what would it be used for?

SMART GOAL R61 Aim 1

By Month 5 of the project, we will establish a Community Advisory Group (CAG) consisting of at least 8 diverse stakeholders (e.g., elders, healthcare providers, caregivers, community members, communications specialists), and by Month 18, co-develop and deliver a minimum of three culturally relevant educational materials (e.g., brochures, videos) and two community dialogue events focused on Alzheimer's disease (AD) and biomarker research. Specific steps in this timeline are provided in the Gantt graphic in Figure 2.



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R61 Aim 2: Develop laboratory workflows and billing processes to implement plasma AD biomarker assays at the Oneida Nation Comprehensive Health Division.

To accomplish our second aim of the R61, we will draw on our team's experience in 1) establishing the fluid-based biomarker laboratory of the Wisconsin Alzheimer's Disease Research Center (ADRC) led by Co-Wilson and PI Zetterberg, and 2) Site PI Danforth's team member Blohowiak's leadership and laboratory experience in the Oneida Comprehensive Health Division (OCHD). Of note, the current project is focused on validating the biomarker itself. Rather, the intent to set up the assay and billing workflows.

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Preliminary Data demonstrating we can accomplish R61 Aim 2

PI Zetterberg and Co-I Wilson founded the Wisconsin ADRC Fluid-Based Biomarker laboratory in 2022. The laboratory currently provides a full panel of AD/ADRD biomarker assays. Equipment includes Quanterix HD-X (Simoa), Alamar ARGO HT (NULISA), and Fujirebio Lumipulse G1200 instrumentation. To date (8/2025), more than 10K samples have been analyzed for Center-related projects, providing AD/ADRD biomarker results listed in Table 2.

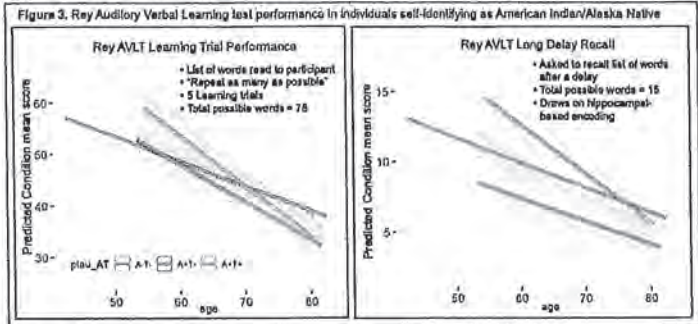
Table 2. AD/ADRD biomarker assays currently available from Fluid-Based Biomarker laboratory

Platform	Assays
Quanterix HD-X (Simoa)	ALZpath pTau217, Neurology 4-plex E (Abeta42, Abeta40, NFL, GFAP)
Alamar Argo (NULISA)	CNS disease panel
Fujirebio Lumipulse	pTau217

Again, the current project is not focused on validating the AD/ADRD plasma biomarkers. However, we offer here data collected under the Wisconsin ADRC protocol (BC approval through resolution #09-28-22-A) that provides initial support for the validity of the p-tau217 assay for use with Indigenous populations.

Participants (N=68) enrolled in the ADRC who self-identify as AI/AN provided both cognitive data and plasma for biomarker analysis. A subset (N=26) also completed amyloid (PiB index) and tau (meta-temporal ROI) PET studies. Mean age of the 68 individuals was 62.2(SD=9.9) years, and most were cognitively unimpaired (60/68; 88.2%). P-tau217 levels used to define biomarker positivity using Ashton et al.²² cutpoints. Specifically, we characterized levels as Amyloid positive (A+) vs. Amyloid negative (A-) status and Tau positive (T+) vs. Tau negative (T-) status. Like what is proposed in the current InDX workflow proposal, p-tau217 was measured with the ALZpath assay on the Lumipulse platform. Indigenous-identifying individuals enrolled in the ADRC were categorized as A-/T- (N=48); A+/T- (N=8); or A+/T+ (N=12) using the Ashton et al. criteria. No individuals met criteria for an A-/T+ status. On a test of verbal learning and delay recall, A+/T+ individuals demonstrated a

significantly faster longitudinal decline on these memory tests than individuals who were A-/T- (see Figure 3 below). In subset of participants completing PET, the A+/T+ group demonstrated significantly higher p-tau217 values compared to those where were categorized as A-/T-. The p-tau217 values for the smaller group described as A+/T- was intermediate to the other two groups (see Figure 4 below).



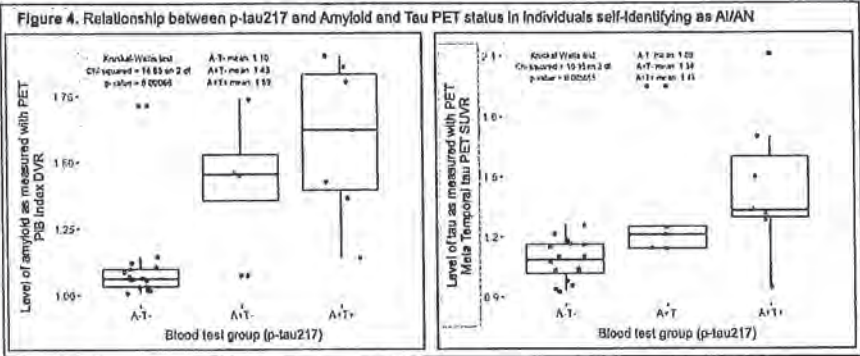
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R61 Aim 2 Approach

The OCHD and its CLIA certified laboratory are led by Site PI Danforth and team members Blohowiak and White. By month 3 of the project, the team will have hired a laboratory technician and by month 6 will have the staff fully trained in laboratory processes. Working closely with PI Zetterberg and Co-I Wilson, the Oneida team will oversee the purchase and setup of the Fujirebio Lumipulse G600II tabletop analyzer, as well as the purchase of assay reagents and any needed laboratory equipment.

To ensure readiness for biomarker assays, the blood draw protocol development will be overseen by Co-I Cornelius. Dr. Cornelius will supervise a part-time phlebotomist and ensure with the Project Manager and PI Zetterberg that collection, processing, and storage follow standardized pre-processing protocols (CITATION).

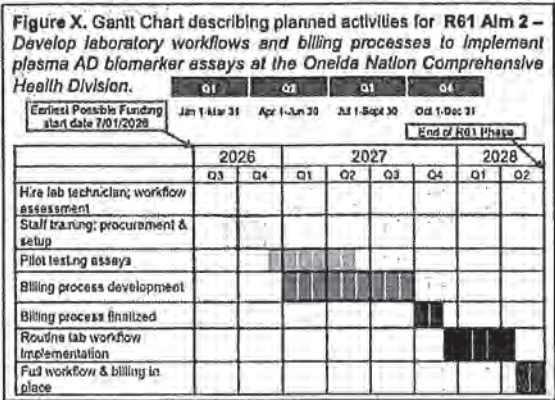
Site PI Danforth brings more than 40 years of clinical leadership experience and will oversee the setup of the billing processes for the FDA approved blood test for presence of amyloid proteinopathy, pTau217/A β ₁₋₄₂.⁶⁵ PI Danforth will ensure that essential key steps are followed to ensure compliance, reimbursement, and sustainability. This includes identifying appropriate CPT/HCPCS codes and checking reimbursement status through the CMS Clinical Laboratory Fee Schedule or private payer policies. The OCHD laboratory's strengths include its billing infrastructure, including an NPI, CLIA number, and enrollment in payer systems. Protocols to standardize documentation will need to be developed, such as physician orders, ICD-10 codes, and proof of medical necessity. Process to ensure this documentation is integrated into the electronic health record (EHR) or lab information system (LIS) will be created, as well as necessary prior authorization processes if needed for certain payers. OCHD laboratory and billing staff are trained in coding accuracy and compliance to reduce denials and audit risk. In Tribal health settings, collaboration with IHS or 638-authority clinics may be necessary to align billing workflows with Tribal policies and ensure patient protections are upheld. Regular monitoring of claims, denials, and reimbursements is essential to refine the process and maintain financial viability.

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SMART GOAL R61 Aim 2

By Month 5, we will hire and train a medical laboratory technician and complete a workflow needs assessment. By Month 11, we will pilot test two plasma AD biomarker assays (pTau217 and Aβ₁₋₄₂) in the Oneida Nation Comprehensive Health Division laboratory, achieving a 90% sample processing success rate, defined as a completed assay. By Month 17, we will develop and document billing processes and secure administrative sign-off for biomarker assay reimbursement. Fully implement routine laboratory workflow and billing for plasma AD assays will be established by Month 24, processing at least 10 patient samples, and the establishment of a billing workflow. Figure X provides specific steps in the projected timeline.



R61 Aim 3: Build data and biospecimen management protocols aligned with Tribal sovereignty and research ethics.

The 3rd aim of our R61 phase will be led by PIs Waubanasium and Gleason and Co-Is Conniff and Steele with consultation from the Oneida CAG. This aim centers on building data and biospecimen management protocols through a collaborative, community-led process with the Oneida Nation. Our work will be grounded in established frameworks such as the OCAP® Principles⁴⁷ (Ownership, Control, Access, Possession) and the CARE Principles for Indigenous Data Governance⁴⁸ (Collective benefit, Authority to control, Responsibility, and Ethics). These frameworks, along with guidance from Tribal leadership, will inform procedure development, and ensure that the resulting protocols uphold IDSoV⁵⁰ and reflect culturally grounded, ethical research practices.

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Preliminary Data demonstrating we can accomplish R61 Aim 3

Co-Investigator Dr. Conniff brings extensive experience working with Indigenous research oversight boards that prioritize data sovereignty and ethical governance. His collaborations with the Navajo Nation Human Subjects Review Board, Southcentral Foundation, All of Us, and Indian Health Services have exposed him to a range of sovereignty practices, each with distinct approaches to data control and ethical review. He brings expertise in emphasizing community-led research design, minimal necessary data use, and contextual interpretation of findings that reflect Tribal lived experiences. Further, Dr. Conniff contributed to the development and writing of an Indigenous data sovereignty policy for the National Alzheimer's Coordinating Center, highlight both his recognized expertise in data sovereignty as well as his experience in the collaborative development of policies for protecting the rights of Tribal Nations with respect to their data.

We will established appropriate technical infrastructure to support secure data management. Data will be stored on laboratory-housed servers, accessible only through VPN and remote desktop environments to prevent local downloads. Access will be governed by a review committee, with permissions tailored to each project's approved scope. The team will explore potential avenues for automating data filtering and access through community-based decisions around novel tools, such as Artificial Intelligence, demonstrating a commitment to scalable, sovereignty-aligned data access systems.

The Native BioData Consortium offers a model for sovereignty-aligned biospecimen protocols that our team is familiar with and intends to learn from. Leveraging UW connections with Consortium board members, we are well-positioned to adapt similar approaches in collaboration with the Oneida Nation. Long-standing relationships with Oneida leadership, the Tribal medical center, and the Community Advisory Group (CAG) provide a strong foundation for co-developing culturally grounded protocols.

Together, these experiences, relationships, and institutional connections demonstrate the team's capacity to build data and biospecimen management protocols that uphold Tribal sovereignty, reflect ethical research practices, and are responsive to the specific cultural context of the Oneida Nation.

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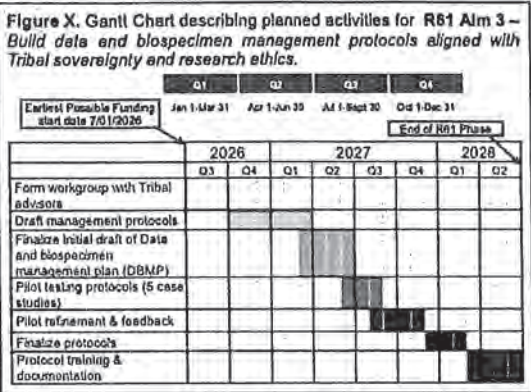
R61 Aim 3 Approach

By Month 6, we will establish a multidisciplinary work group that includes Tribal leadership and legal experts. This group will guide all subsequent protocol development to reflect the community's values and legal frameworks. The co-development work will focus on defining how data and biospecimens will be collected, stored, accessed, and used. Protocols will address specimen chain of custody, procedures for storage or destruction of biospecimens, community-defined rules for data access and secondary use, and mechanisms for Tribal oversight of research outputs. The outcomes of these discussions will be formalized in a comprehensive data and biospecimen governance agreement, which will be reviewed and approved by both the Oneida Nation Business Committee and Legislative Operating Committee (LOC) and the academic IRB to ensure dual accountability.

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At the end of the first year, we will co-author a draft Data and Biospecimen Management Plan (DBMP) that specifies governance structures, approved data uses, access permissions, and long-term stewardship responsibilities. In alignment with IDSov,⁵⁰ the Oneida Nation will retain full decision-making authority related to data and specimen use, including the right to decline or withdraw participation in future research or restrict external access. We will also explore the establishment of a secure, Tribe-managed data repository and provide technical support as needed. If data or specimens must be housed temporarily at the academic institution, strict governance policies will be implemented to ensure Tribal oversight and compliance with the agreed-upon terms.



By Month 18, we will pilot the draft protocols through five case studies or mock samples. This will provide practical insights and allow iterative refinement before finalization. By Month 24, the protocols will be finalized and formally approved by Tribal leadership. This approval will be documented, and all members of the research staff will complete comprehensive protocol training to ensure adherence and respect for Tribal governance over data.

This approach ensures that the aim is specific in engaging key stakeholders and drafting protocols, measurable through completion of defined deliverables tied to timelines, achievable by leveraging the expertise of PIs, Co-Is, legal consultants, and the Oneida CAG, relevant to respectful, sovereign research partnerships, and time-bound to specific milestones over the 24 months.

SMART GOAL R61 Aim 3

By Month 3, we will establish a work group that includes Tribal leadership and legal experts. By Month 12, we will draft data and biospecimen management protocols (DBMP) aligned with IDSov⁵⁰ and research ethics. By Month 17, we will pilot protocols with five case studies or mock samples. By Month 24, we will finalize protocols with Tribal approval, demonstrated by formal documentation and protocol training of all of research staff. Figure X depicts our steps and timeline.

R61 Aim 4: Create a replication toolkit (e.g., standard operating procedures (SOPs), training modules, Tribal data governance templates) to guide respectful workflow adaptation to other Tribal communities.

Aim 4 of the R61 will be led by PIs Gleason, Waubanasum and Zetterberg and will focus on developing a replication toolkit designed to support other Tribal Nations in adapting ethical, sovereignty-centered research workflows tailored to their own community needs. This toolkit will include practical and culturally grounded materials, such as standard operating procedures (SOPs), training modules, and Tribal data governance templates, co-developed with the Oneida Nation.

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R61 Aim 4 Approach

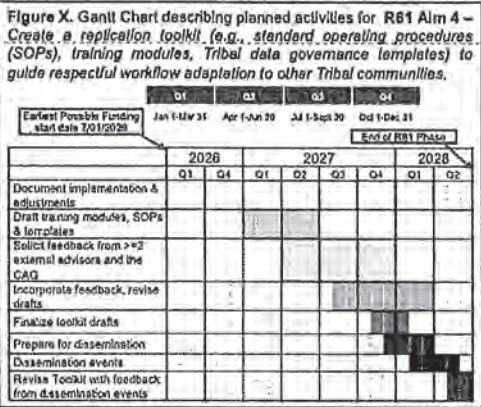
As work is initiated, the project manager will maintain a detailed record of anticipated and unanticipated workflow steps, and begin drafting SOPs, and training manual/modules. Drawing from the implementation experience and lessons learned across Aims 1 to 3, the toolkit will serve as a resource for other Tribes to build similar infrastructure while preserving their own governance structures, legal frameworks, and values. Formal

toolkit drafting will begin in Month 12, allowing for the initial data and biospecimen governance protocols have been drafted and piloted.

Under the leadership of PIs Waubanesum and Gleason, and with continued guidance from the Oneida Community Advisory Group (CAG), we will synthesize key operational and ethical practices into structured, modular resources. These will include: (1) SOPs for biomarker collection, handling, and storage that center cultural and contextual relevance; (2) adaptable training modules covering IDSov,⁶⁰ OCAP® and CARE principles,^{47,48} biospecimen stewardship, and culturally appropriate informed consent; and (3) templates for developing Tribal-specific governance agreements, such as data sharing policies, consent forms, and oversight procedures.

To ensure broader relevance and adaptability, we will solicit structured feedback from on draft materials from at least two external Tribal IDSov⁶⁰ advisors by Month 18. Their input will help identify areas requiring refinement for use in diverse Tribal contexts and ensure that materials do not unintentionally replicate colonial or extractive frameworks. Based on this feedback, we will revise and finalize all toolkit components by Month 24.

By the end of the R61 phase we will present the finalized toolkit at a minimum of two dissemination events, such as workshops, webinars, or roundtables with at least three other Tribal communities. With guidance from Oneida leadership and in alignment with Tribal data governance principles, we will also develop a dissemination strategy to ensure that the toolkit remains accessible only under conditions consistent with the values of sovereignty, reciprocity, and community benefit.



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SMART GOAL R61 Aim 4

By Month 12, we will draft initial versions of SOPs, training modules, and data governance templates. We will solicit feedback from at least two external Tribal IDSov⁶⁰ advisors by Month 18. By Month 24, we will complete the replication toolkit, including all SOPs, training resources, and governance templates. Incorporating feedback obtained during at least two dissemination events (e.g., workshops, webinars) attended by representatives from a minimum of three other Tribal communities. Specific steps in this timeline are provided in a Gantt graphic in Figure X.

APPROACH – R33 Phase

In the 3-year R33 Phase, the interdisciplinary group of PIs and Co-I will complete four project aims.

R33 Aim 1: Partnering with the CAG, assess InDX Workflow’s feasibility, acceptability, sustainability, perceived benefits, using mixed-methods approaches (surveys, interviews, focus groups) to inform workflow refinement.

The primary goal of R33 Aim 1 is to evaluate the InDX Workflow’s implementation in partnership with the Oneida CAG, focusing on four key domains: feasibility, acceptability, sustainability, and perceived benefit. We will employ mixed-methods approaches, including surveys, interviews, and focus groups, and will ensure that the workflow not only functions operationally but also aligns with Tribal values, priorities, and long-term research goals. This assessment will yield comprehensive insights into community perspectives, ensuring the project addresses local needs and preferences.

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R33 Aim 1 Approach

In Year 1, we will co-develop all evaluation instruments in close collaboration with the CAG. These tools will include structured surveys to assess operational feasibility, cultural and clinical acceptability, sustainability of the workflow within existing Tribal systems, and the perceived benefits to individuals and the community. In parallel, we will design semi-structured interview and focus group guides to gather more nuanced qualitative data from diverse stakeholders. Assessment tools will measure feasibility (e.g., ease of implementation, resource adequacy), acceptability (e.g., comfort, trust, alignment with cultural protocols), and perceived benefits (e.g.,

Individual or community health value, governance empowerment). Pilot testing of all tools will occur before formal implementation to ensure clarity, cultural appropriateness, and alignment with Tribal priorities.

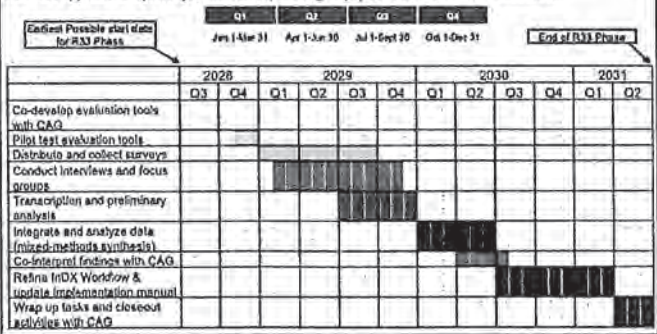
In Year 2, we will implement data collection using the finalized tools. Stakeholders asked to provide insights will include Tribal leaders, clinic staff, research team members, and community members who participated in or were eligible for the biomarker collection and data governance processes. Each participant will be reimbursed for time/effort. Focus groups will specifically include participants who may hold collective insights (e.g., clinic staff, advisory council members), while one-on-one interviews will be used to gather perspectives from individuals who may prefer privacy or hold unique roles (e.g., elders, leadership).

Surveys will be distributed electronically and in paper format as needed, with a goal of achieving at least 80% participation from identified stakeholder groups. Qualitative data will be collected through in-depth interviews and focus groups to explore nuanced experiences with the workflow, identify perceived barriers and facilitators, and gather suggestions for refinement. Focus groups and interviews will be conducted by a trained facilitators, co-led by PI Waubanesum, and will be scheduled flexibly to support participation. Each focus group or key informant interview will last approximately 90 minutes; all interviews will be audio-taped, and later transcribed and coded. In addition to the audio recording, the moderator/co-moderator's notes will be used to reflect tone and processes of each group or interview and to note characteristics of the groups' conversation such as emotions, participation, and non-verbal responses. The interviews will be conducted in settings chosen by the community partners. Debriefings will be conducted at the end of each group or interview.

In Year 3, we will analyze and integrate findings using a convergent mixed-methods design. This combination of quantitative and qualitative methods will allow us to explore perceptions of trust, transparency, governance, workflow integration, and any unintended consequences or concerns. Using QSR International's NVivo software, the team will use content analysis methodology to identify and analyze emergent themes cutting across the identified content domains. Quantitative and qualitative results will be integrated to identify where findings align, diverge, or complement one another, ensuring a holistic understanding of how the InDX Workflow performs in practice. The CAG will play a central role in interpreting the findings and co-developing actionable recommendations. Based on these findings, the project team will finalize updates to the InDX Workflow and produce a revised implementation manual that clearly documents what was changed, why, and how refinements align with community feedback and evaluation data. By the end of Year 3, we anticipate finalizing



Figure X. Gantt Chart describing planned activities for R33 Aim 1 – Partnering with the CAG, assess InDX Workflow's feasibility, acceptability, sustainability, perceived benefits, using mixed-methods approaches (surveys, interviews, focus groups) to inform workflow refinement.



SMART Goal R33 Aim 1

By month 6 of the R33 phase, we will have co-developed and piloted mixed-methods evaluation tools (surveys, interview/focus group guides) in collaboration with the Community Advisory Group (CAG). By the end of Year 2 of the R33 phase, we will have completed data collection with at least 80% of targeted stakeholders, including clinic staff, community members, and Tribal leadership and started our data analysis. By the end of Year 3, we will have integrated findings across qualitative and quantitative methods, co-interpret results with the CAG, and finalized InDX Workflow refinements. These will be documented in an updated implementation manual. Figure X provides a detailed Gantt figure with steps and milestones.

R33 Aim 2: Evaluate analytic validity and reliability of plasma biomarker data generated through the InDX Workflow compared to results from academic and commercial laboratories.

The objective of R33 Aim 2 is to rigorously evaluate whether plasma biomarker data generated through the InDX Workflow meet analytic standards of validity and reliability when compared to reference laboratories. This will test our hypothesis that a community-based workflow, operated within a Tribal setting, can produce biomarker data comparable in quality to those generated by academic and commercial laboratories. The assessment will focus on a standard panel of Alzheimer's disease and related dementia (AD/DRD) biomarkers, including pTau217, Aβ42/40, neurofilament light chain (NFL), and glial fibrillary acidic protein (GFAP).

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R33 Aim 2 Approach

During the first year, we will finalize standard operating procedures for parallel processing and sample distribution across the two laboratory sites: the InDX Workflow lab based within the Oneida Comprehensive Health Division and the Wisconsin Alzheimer's Disease Research Center (ADRC) fluid biomarker lab as an academic comparator. A pilot batch of 50 de-identified plasma samples will be processed and analyzed in parallel across these settings. We will follow a 9-step protocol⁶⁸ to guide our head-to-head comparison of assays. This initial comparison will allow us to perform a gap analysis to identify potential variances and to refine our procedures related to specimen handling, assay performance, data harmonization, and reporting. Any discrepancies identified will be used to strengthen protocols and ensure comparability before expanding to a larger evaluation cohort.

In year two, we will conduct a full-scale comparative analysis of 150 plasma samples, processed and analyzed independently by each laboratory using their respective validated protocols. Half of the samples will be collected at the Wisconsin ADRC and half at the Oneida Comprehensive Health Division. Shipped samples will be blinded upon receipt at the respective sites, allowing us to preserve objectivity in assay interpretation. The resulting biomarker values from the InDX Workflow will be statistically compared to those from the academic and commercial labs to assess the degree of concordance. We will examine the strength of agreement using standard comparative methods such as correlation and regression analyses, along with agreement metrics like intra-class correlation coefficients and Bland-Altman methods. In parallel, we will assess intra-assay and inter-assay reliability within the InDX Workflow lab by reprocessing a subset of samples to evaluate internal consistency and reproducibility.

Sample size analysis: Our hypothesis testing framework will focus on ICC as a measure of concordance of the pTau217 over Aβ42/40 ratio between the two sites. We will consider a Two One-Sided Tests (TOST) procedure to assess if the pTau217, Aβ42, and Aβ40 values are equivalent or show signs of consistent bias between the sites. We will also assess within site consistency at the Oneida Comprehensive Health Division. The TOST and within site consistency measures will be treated as exploratory and to aid in assessing the lab procedures. For the comparative analysis, we will test $H_0: ICC \leq 0.75$ vs $H_A: ICC > 0.75$, and thus we power based on achieving this threshold. Using the ICC.sample.size package⁶⁷ in R⁶⁸ and for a one-sided $\alpha = 0.025$ test, a sample of 150 people provides 90% power to reject H_0 with an assumed underlying ICC = 0.81. Similarly, for N = 150, we have 85% power to reject H_0 for an assumed underlying ICC = 0.80. These power calculations are chosen such that 0.75 is ruled out as a possible value based on the lower bound of a 95% confidence interval.

Throughout this process, any differences in results between sites will be carefully reviewed in collaboration with laboratory leads and technical advisors (PI Zetterberg, and collaborators Blohowiak and Wilson). We will examine whether discrepancies are due to methodological differences, pre-analytic variables such as sample handling or storage, or systemic sources of variability. The Oneida Community Advisory Group (CAG) will remain engaged throughout the interpretation phase to ensure transparency and cultural accountability in how results are shared and acted upon.

Over the course of year three, we will synthesize and interpret findings to determine whether the InDX Workflow produces biomarker results that meet acceptable standards for research and potential clinical application. Tribal and academic partners will collaborate, using these results to refine laboratory SOPs, update quality assurance protocols, and document any system modifications needed to strengthen analytic performance.

If the findings support sufficient analytic reliability and validity, we will begin planning for an update to the Oneida Comprehensive Health Department's CLIA certification; specifically, we will pursue the addition of the FDA-approved pTau217/Aβ1-42 blood test for Alzheimer's disease. Although the OCHD lab holds an active CLIA certificate, the inclusion of this new test requires formal steps to ensure regulatory compliance and high-quality performance. First, the laboratory team will confirm that the existing CLIA certificate supports the complexity level of the intended assay—most likely classified as a moderate- or high-complexity test. If an upgrade in

Commented [KC25]: I'm using a significance level of 0.025 because it maintains the same cut-off that we would use for a 2-sided hypothesis test, but this doesn't give us the option to reject the null hypothesis because our ICC was too low.

Commented [KC26]: I choose 90% power because that represents that 1 out of every 10 grants submitted where the power analysis is correct, we will not detect a hypothesis that we should have rejected. This feels a lot safer than 1 in 5.

For 80% power and a true ICC of 0.8, we could get away with 126 samples. However, that also means we are willing to make a (type 2) mistake in 1 out of every 5 grants.

Commented [KC27R26]: This is one of those times that I prefer to deviate from the status quo because 80% power was chosen arbitrarily as an example and people thought it was meaningful.

Commented [KC28R26]: It is also my hope that these estimates for the ICC is too low. But the danger of assuming that it is a higher value (like 0.9) is that we would only need 12 samples for 90% power to reject the null hypothesis. For 12 people if our ICC = 0.89 (instead of 0.9), then our power drops from 90% to under 32%.

Commented [CG29]: we could add a comparison to clinical lab values for the ptau217/abeta42 test.

Commented [CG30]: @Debbie and @Carrie B.: Reader (GE) suggested: "I would state earlier in the proposal the type of CLIA certificate currently held by the lab at OCHD, if indeed you plan to proceed with billable diagnostic testing. Is the OCHD lab currently approved for waived only or non-waived (moderately and highly) testing? Currently, ptau217/AB42 is a highly complex test. If the lab is currently not approved for highly complex testing, that issue should be addressed (or begin to be addressed) at an earlier point in the plan (e.g., first 2 years) as that would be part of the establishment of the workflow (also - having the correct CLIA certificate may be needed to establish billing with Medicare). I think that there are personnel requirements for non-waived labs, such as having a laboratory director who is an MD (DO) certified in laboratory medicine or anatomic pathology. Okay, just saw from end of proposal that Danforth has been the lab's director. From a quick google search (so this deserves more thorough investigation), an RN who has been continuously working as a lab director of a highly complex lab may be grandfathered in (rules were updated in 2024) to continue in that role. Not sure if she could be grandfathered in if the lab currently has a waived CLIA certificate or has only been performing moderately complex tests."

Commented [CG31]: need to state OCHD's current complexity level designation

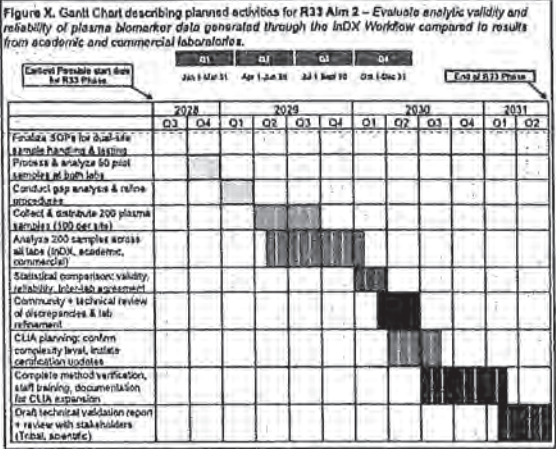
certification is required, we will coordinate with the appropriate state and federal CLIA regulatory bodies to submit a revised application. Once the appropriate certification level is confirmed, the lab will complete method verification to ensure that the assay performs reliably within the local context. This process will include evaluation of accuracy, precision, reportable range, reference intervals, and reproducibility, following Clinical and Laboratory Standards Institute (CLSI) guidelines and manufacturer recommendations. All personnel responsible for conducting the assay will undergo formal training and complete initial competency assessments. Ongoing staff competencies will be evaluated annually, in accordance with CLIA requirements. In parallel, the lab will update its official CLIA test menu and submit the new assay for review to the relevant oversight agency.

This comprehensive approach ensures that the addition of the biomarker assays including the FDA approved Alzheimer's blood test will meet all regulatory, clinical, and quality standards while supporting Tribal health system capacity and sovereignty in implementing cutting-edge diagnostic tools. Overall, the InDX Workflow would be positioned to be culturally responsive, community-controlled and scientifically rigorous—capable of generating trustworthy, reproducible data that can inform both Tribal health decision-making and broader Alzheimer's research initiatives.

Finally, InDX PIs and program staff will summarize validation and certification steps in a technical validation report that documents assay performance, cross-lab comparability, and recommended refinements. The report will be reviewed with both Tribal leadership and scientific stakeholders to inform future implementation and dissemination.

SMART Goal R33 Aim 2

By the end of Year 1, we will finalize SOPs and complete a pilot comparison of 50 plasma samples across the InDX, academic, and commercial laboratories. By the end of Year 2, we will process and analyze 200 matched plasma samples across all three labs, and complete statistical comparisons to evaluate analytic validity and reliability. By the end of Year 3, we will refine the InDX Workflow protocols based on findings, produce a technical validation report, and present results to Tribal leadership and academic stakeholders to guide next-phase implementation and potential CLIA readiness. Figure X provides our step-by-step plan and timeline.



Commented [CG32]: Reader GE suggests: that we outline the CLIA specifications.

R33 Aim 3: Implement and pilot an InDX data and biospecimen management system for biospecimen collection, processing, storage, disposal and reporting that upholds sovereignty principles and Tribal data governance law.

The goal of R33 Aim 3 is to operationalize and test a data and biospecimen management system that is not only technically sound but fully aligned with the Oneida Nation's governance frameworks, sovereignty principles, and ethical commitments to its citizens. This aim builds directly on the protocol development completed in the R61 phase, translating governance agreements into daily practice through structured systems, transparent processes, and culturally grounded oversight.

Commented [CG33]: Tagged for Kyle and Cary

R33 Aim 3 Approach

During Year 1, we will finalize the system architecture in collaboration with the Oneida Community Advisory Group (CAG), Oneida Nation legal advisors, and the laboratory and clinical teams. This will include establishing the secure physical and digital infrastructure for biospecimen tracking and data management. Key components will include a sample labeling and chain-of-custody system, role-based access controls, protocols for consent documentation, and secure data storage solutions that are either fully Tribe-managed or governed through formal agreements with academic partners. The system will include clear procedures for biospecimen storage, usage, and culturally respectful disposal, as well as reporting mechanisms to ensure participants and Tribal leadership remain informed of how materials are being used.

Commented [CG34]: GE asks: "what type of laboratory information is already in place?"

In Year 2, we will implement the management system alongside the active use of the InDX Workflow in clinical and research settings. All data and specimens collected through the workflow will be managed under the new governance protocols. We will closely monitor implementation in real time, including logging chain-of-custody data, tracking system errors or breaches, and recording time and labor requirements for maintenance. During this phase, we will also begin populating a Tribe-governed registry of biospecimens and associated metadata, supported by capacity-building for Tribal staff in areas such as data stewardship, software use, and reporting processes. Feedback from stakeholders, including clinical and laboratory personnel, will be collected at regular intervals to identify any gaps in the system or procedures that need refinement.

By Year 3, we will pilot-test the entire management system across multiple use cases, including new biospecimen collections, requests for data access, and sample disposal scenarios. These pilot scenarios will be developed in coordination with the CAG and may include mock research requests or internal Tribal health use cases. System functionality will be evaluated based on predefined performance indicators such as accuracy of sample tracking, adherence to access protocols, turnaround times, and user satisfaction. In parallel, we will audit compliance with the Data and Biospecimen Management Plan (DBMP) developed during the R61 phase to ensure the implemented system remains consistent with Tribal law and ethical commitments. Results from the pilot will be used to make final modifications and to prepare a system implementation guide and governance manual for long-term use. This documentation will include not only technical SOPs but also guidance for onboarding future users, resolving governance conflicts, and evolving the system in response to changes in Tribal policy or technology.

This aim ensures that Indigenous Data Sovereignty and biospecimen governance are not abstract concepts, but operationalized through a system that is respectful, secure, and usable—reinforcing the Oneida Nation's authority over its data and biological materials while enabling high-quality research that aligns with community values.

SMART Goal R33 Aim 3

Figure X lists our step-by-step approach for Aim 3 of the R33 phase of the project. By the end of Year 1, we will finalize the technical and governance architecture for the InDX data and biospecimen management system in collaboration with the Oneida Nation and key stakeholders. By the end of Year 2, we will implement the system in conjunction with active biospecimen collection and begin populating the Tribe-governed registry. By the end of Year 3, we will have completed pilot testing of the system across multiple use cases, refine processes based on results, and produce a finalized implementation manual and governance guide approved by Tribal leadership.



R33 Aim 4: Refine and disseminate the InDX Toolkit based on pilot findings, supporting its adaptation in at least one additional Tribal community, and track success by measuring adoption and community feedback.

In our final aim of the R33 phase, we will refine the InDX Toolkit based on pilot findings and disseminate it to support broader adoption. Adaptation efforts will include customization to reflect the unique contexts of at least one additional Tribal community. Training materials and technical support will enhance capacity building to ensure sustained and ethical use of the toolkit.

The purpose of R33 Aim 4 is to refine the InDX Toolkit based on findings from earlier implementation phases and to actively support its use and adaptation by at least one additional Tribal community. This effort centers on responsible dissemination that respects Tribal sovereignty, acknowledges local variation in governance and infrastructure, and prioritizes community-led decision-making. The Toolkit will include practical resources such as standard operating procedures (SOPs), implementation guides, training modules, and governance templates, all rooted in ethical research practice and IDSov⁵⁰ principles.

R33 Aim 4 Approach

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In Year 1, we will synthesize evaluation findings from the R33 Aims 1–3 to identify areas where the Toolkit needs refinement. This will include incorporating lessons learned from the Oneida implementation regarding biospecimen tracking, data governance, participant engagement, workflow fidelity, and cultural and regulatory compliance. Working with the Community Advisory Group (CAG) and technical experts, we will revise all Toolkit components to reflect these findings. Updated materials will include revised SOPs, new case studies, and expanded guidance on aligning toolkit use with Tribal law and local governance structures. Simultaneously, we will identify and build relationships with at least two additional Tribal communities who express interest in learning about the InDX Workflow and Toolkit.

In Year 2, we will initiate structured consultations with external Tribal partners to understand their unique contexts, priorities, and readiness for implementation. We will conduct collaborative adaptation planning with at least one Tribal community, customizing key components of the Toolkit to meet their specific legal, cultural, and organizational needs. During this period, we will also offer technical assistance and co-led trainings to support early-stage adoption and capacity-building, while documenting questions, challenges, and adaptations that arise. Feedback gathered during these partnerships will be used to iteratively refine Toolkit materials and ensure their usability across diverse Tribal health systems.

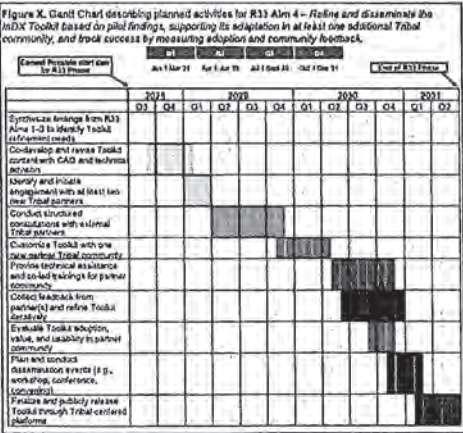
By Year 3, we will evaluate adoption and early use of the Toolkit by partner communities. This will include collecting structured feedback through brief surveys, interviews, or listening sessions with Tribal representatives, health system staff, and potential end users. We will assess both implementation outcomes (e.g., which Toolkit components were adopted or adapted) and perceived value (e.g., relevance, usability, cultural alignment). At least two dissemination events—such as workshops, virtual convenings, or conference presentations—will be held, featuring lessons learned from both the Oneida experience and the partner community. These events will include at least three Tribal communities and will be co-led by community investigators and Toolkit users. The final version of the InDX Toolkit will be publicly released through platforms that center Tribal ownership and access, such as Indigenous data governance networks or Tribal IRB consortia, and will include clear attribution of co-authorship to Tribal contributors.

Through this process, R33 Aim 4 ensures the Toolkit is not only scientifically and operationally sound but also community-tested, adaptable, and guided by feedback from those it is intended to serve. The work will establish a foundation for broader dissemination in future grant phases or initiatives, led in full partnership with Tribal communities.

SMART Goal R33 Aim 4

By the end of Year 1, we will revise and expand the InDX Toolkit based on findings from pilot implementation. By the end of Year 2 of the R33 phase, we will have engaged with at least two external Tribal communities to explore adaptation and supported customized implementation planning with at least one partner site. By the end of Year 3, we will complete dissemination of the refined Toolkit through at least two events reaching three or more Tribal communities and collect structured adoption and feedback data from at least one community to assess usability, cultural fit, and perceived value.

Figure X provides a Gantt chart describing our steps and timeline.



RIGOR

The InDX project prioritizes rigor through a multi-level, interdisciplinary design grounded in evidence-based methods, IDSov,⁵⁰ and community-led governance. R61 aims 1-3 are supported by strong preliminary data, and all have included clearly defined SMART goals, and are based on established research frameworks, including community-based participatory research (CBPR) and Indigenous data governance principles (e.g., OCAP®, IDSov, and CARE). R61 activities are structured to ensure procedural standardization and reproducibility, including validated biomarker assays, protocol-driven community engagement, and documented workflows. The implementation of the InDX Workflow will follow a rigorous, mixed-methods evaluation plan (R33 Aim 1), integrating qualitative (e.g., focus groups, interviews) and quantitative (e.g., survey, biomarker assay

comparison) data collection to triangulate findings and ensure reliability and validity. Analytic rigor will be maintained through comparative testing of plasma biomarkers against academic and commercial standards (R33 Aim 2), while data governance protocols will undergo iterative co-design, pilot testing, and formal approval to ensure operational and ethical robustness (R33 Aim 3). The final InDX Toolkit (R33 Aim 4) will reflect a transparent and tested model, refined through continuous feedback loops and external Tribal advisor review. This comprehensive approach ensures that InDX is not only culturally grounded and community-led, but also scientifically rigorous and generalizable across Tribal contexts.

FEASIBILITY

The feasibility of the InDX project is strongly supported by a decade-long, trust-based partnership between the University of Wisconsin research team and the Oneida Nation. PIs Waubanasum and Gleason have an established track record of conducting community-engaged research, including prior successful formation and sustained operation of the Oneida Nation Alzheimer's Disease Community Advisory Board (CAB). This prior experience directly informs R61 Aim 1, which involves establishing a new Community Advisory Group (CAG) to guide all aspects of the project. On the technical side, Co-PI Zetterberg and Co-I Wilson bring internationally recognized expertise in fluid-based biomarker assay development and have successfully established and operated the Wisconsin ADRC's biomarker lab, analyzing over 10,000 samples since 2022. Site PI Danforth leads a CLIA-certified laboratory at the Oneida Comprehensive Health Division (OCHD), with the administrative infrastructure, billing systems, and regulatory compliance needed to support local biomarker testing. The project's design includes realistic timelines, achievable milestones (e.g., hiring and training staff, piloting assays), and defined deliverables aligned with community feedback and Tribal governance processes. Together, the expertise of the interdisciplinary team, existing infrastructure, and community relationships provide a solid foundation to ensure the successful implementation and scalability of the InDX Workflow.

This application responds directly to **PAR-25-218**, which calls for R61/R33-phase infrastructure development to foster **interdisciplinary aging research** benefiting the broader scientific community. The InDX Workflow project embodies these goals by establishing **culturally anchored, sustainable infrastructure co-led by the Oneida Nation**, integrating biomedical biomarkers, community leadership, data sovereignty, and Indigenous governance with the aim of broad scalability and impact.

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Determine next steps regarding the CY-2026 Oneida Business Committee meeting, reporting, and...

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|--|-------------------------------------|
| ☐ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☒ Not Applicable | ☐ Other: <i>Describe</i> | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, BCC Supervisor

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: October 13, 2025

RE: CY-2026 OBC Standing Meeting and Reporting Schedules

Purpose:

The attached schedules are being presented to the Business Committee in accordance with the Oneida Business Committee Meetings Law:

§ 117.6-1. Annual Schedule. The Oneida Nation Secretary shall present, on or around October of each year, a proposed schedule for regular meetings of the Oneida Business Committee for approval by the Oneida Business Committee.

§ 117.6-2. Reporting Schedule. The Oneida Nation Secretary shall present, on or around October of each year, a proposed schedule for presentation of reports by entities at regular meetings of the Oneida Business Committee for approval by the Oneida Business Committee.

Considerations:

§ 105.12-3 of the Boards, Committees, and Commissions law requires entities to provide quarterly reports to the Oneida Business Committee in accordance with the quarterly reporting schedule. It also requires their quarterly reports to be approved by official entity action before they are submitted. Due to the inactive status of the Environmental Resource Board and Oneida Personnel Commission we are requesting they be removed from the quarterly reporting schedule until their status is updated.

Requested Action(s):

Approve the CY-2026 Oneida Business Committee regular meeting and reporting schedules.

Approve request to remove the Environmental Resource Board and Oneida Personnel Commission from the quarterly reporting schedule until further notice.

Accept the standing meeting schedules as information.

Regular OBC Meeting Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Executive Session	Meeting Day	Meeting Date
1	1/6/2026	1/9/2026	1/13/2026	Wednesday	1/14/2026
2	1/20/2026	1/23/2026	1/27/2026	Wednesday	1/28/2026
3	2/3/2026	2/6/2026	2/10/2026	Wednesday	2/11/2026
4	2/17/2026	2/20/2026	2/24/2026	Wednesday	2/25/2026
5	3/3/2026	3/6/2026	3/10/2026	Wednesday	3/11/2026
6	3/17/2026	3/20/2026	3/24/2026	Wednesday	3/25/2026
7	3/31/2026	4/3/2026	4/7/2026	Wednesday	4/8/2026
8	4/14/2026	4/17/2026	4/21/2026	Wednesday	4/22/2026
9	5/5/2026	5/8/2026	5/12/2026	Wednesday	5/13/2026
10	5/19/2026	5/21/2026*	5/26/2026	Wednesday	5/27/2026
11	6/2/2026	6/5/2026	6/9/2026	Wednesday	6/10/2026
12	6/16/2026	6/19/2026	6/23/2026	Wednesday	6/24/2026
13	6/30/2026	7/2/2026*	7/7/2026	Wednesday	7/8/2026
14	7/14/2026	7/17/2026	7/21/2026	Wednesday	7/22/2026
15	8/4/2026	8/7/2026	8/11/2026	Wednesday	8/12/2026
16	8/18/2026	8/21/2026	8/25/2026	Wednesday	8/26/2026
17	9/1/2026	9/4/2026	9/8/2026	Wednesday	9/9/2026
18	9/15/2026	9/18/2026	9/22/2026	Wednesday	9/23/2026
19	10/6/2026	10/9/2026	10/13/2026	Wednesday	10/14/2026
20	10/20/2026	10/23/2026	10/27/2026	Wednesday	10/28/2026
21	11/3/2026	11/6/2026	11/12/2026	Thursday	11/12/2026*
22	12/1/2026	12/4/2026	12/8/2026	Wednesday	12/9/2026

* = Date may be adjusted due to holiday

Audit Committee Meeting Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Meeting Day	Meeting Date
1	12/30/2025	1/2/2026	Wednesday	1/7/2026
2	1/27/2026	1/30/2026	Wednesday	2/4/2026
3	2/24/2026	2/27/2026	Wednesday	3/4/2026
4	3/24/2026	3/27/2026	Wednesday	4/1/2026
5	4/28/2026	5/1/2026	Wednesday	5/6/2026
6	5/26/2026	5/29/2026	Wednesday	6/3/2026
7	6/23/2026	6/26/2026	Wednesday	7/1/2026
8	7/28/2026	7/31/2026	Wednesday	8/5/2026
9	8/25/2026	8/28/2026	Wednesday	9/2/2026
10	9/29/2026	10/2/2026	Wednesday	10/7/2026
11	10/27/2026	10/30/2026	Wednesday	11/4/2026
12	11/24/2026	11/27/2026	Wednesday	12/2/2026

* = Date may be adjusted due to holiday

OBC Work Session Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Meeting Day	Meeting Date
1	1/29/2026	2/2/2026	Thursday	2/5/2026
2	2/26/2026	3/2/2026	Thursday	3/5/2026
3	3/26/2026	3/30/2026	Thursday	4/2/2026
4	4/30/2026	5/4/2026	Thursday	5/7/2026
5	5/28/2026	6/1/2026	Thursday	6/4/2026
6	6/25/2026	6/29/2026	Thursday	7/2/2026
7	7/30/2026	8/3/2026	Thursday	8/6/2026
8	8/27/2026	8/31/2026	Thursday	9/3/2026
9	9/24/2026	9/28/2026	Thursday	10/1/2026
10	10/29/2026	11/2/2026	Thursday	11/5/2026
11	11/25/2026*	11/30/2026	Thursday	12/3/2026

* = Date may be adjusted due to holiday

Note: January's work session is canceled due to the dates falling on holidays.

Regular Finance Committee Meeting Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Meeting Day	Meeting Date
1	12/31/2025		Thursday	1/8/2026
2	1/14/2026		Thursday	1/22/2026
3	2/4/2026		Thursday	2/12/2026
4	2/18/2026		Thursday	2/26/2026
5	3/4/2026		Thursday	3/12/2026
6	3/18/2026		Thursday	3/26/2026
7	4/1/2026		Thursday	4/9/2026
8	4/15/2026		Thursday	4/23/2026
9	5/6/2026		Thursday	5/14/2026
10	5/20/2026		Thursday	5/28/2026
11	6/3/2026		Thursday	6/11/2026
12	6/17/2026		Thursday	6/25/2026
13	7/1/2026		Thursday	7/9/2026
14	7/15/2026		Thursday	7/23/2026
15	8/5/2026		Thursday	8/13/2026
16	8/19/2026		Thursday	8/27/2026
17	9/2/2026		Thursday	9/10/2026
18	9/16/2026		Thursday	9/24/2026
19	9/30/2026		Thursday	10/8/2026
20	10/14/2026		Thursday	10/22/2026
21	11/4/2026		Thursday	11/12/2026
22	11/18/2026		Thursday	11/26/2026*
23	12/2/2026		Thursday	12/10/2026
24	12/16/2026		Thursday	12/24/2026*

* = Date may be adjusted due to holiday

Note: Schedule may be subject to change.

Regular LOC Meeting Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Meeting Day	Meeting Date
1	12/31/2025	1/2/2026	Wednesday	1/7/2026
2	1/14/2026	1/16/2026	Wednesday	1/21/2026
3	1/28/2026	1/30/2026	Wednesday	2/4/2026
4	2/11/2026	2/13/2026	Wednesday	2/18/2026
5	2/25/2026	2/27/2026	Wednesday	3/4/2026
6	3/11/2026	3/13/2026	Wednesday	3/18/2026
7	3/25/2026	3/27/2026	Wednesday	4/1/2026
8	4/8/2026	4/10/2026	Wednesday	4/15/2026
9	4/29/2026	5/1/2026	Wednesday	5/6/2026
10	5/13/2026	5/15/2026	Wednesday	5/20/2026
11	5/27/2026	5/29/2026	Wednesday	6/3/2026
12	6/10/2026	6/12/2026	Wednesday	6/17/2026
13	6/24/2026	6/26/2026	Wednesday	7/1/2026
14	7/8/2026	7/10/2026	Wednesday	7/15/2026
15	7/29/2026	7/31/2026	Wednesday	8/5/2026
16	8/12/2026	8/14/2026	Wednesday	8/19/2026
17	8/26/2026	8/28/2026	Wednesday	9/2/2026
18	9/9/2026	9/11/2026	Wednesday	9/16/2026
19	9/30/2026	10/2/2026	Wednesday	10/7/2026
20	10/14/2026	10/16/2026	Wednesday	10/21/2026
21	10/28/2026	10/30/2026	Wednesday	11/4/2026
22	11/10/2026*	11/13/2026	Wednesday	11/18/2026
23	11/25/2026	11/27/2026	Wednesday	12/2/2026
24	12/9/2026	12/11/2026	Wednesday	12/16/2026

*= Date may be adjusted due to holiday

Nation Building Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Meeting Day	Meeting Date
1	3/12/2026	3/16/2026	Thursday	3/19/2026
2	6/11/2026	6/15/2026	Thursday	6/18/2026
3	9/10/2026	9/14/2026	Thursday	9/17/2026
4	12/10/2026	12/14/2026	Thursday	12/17/2026

*= Date may be adjusted due to holiday

OBC Officers' Session Schedule – CY 2026

# of Mtgs	Deadline Dates	Packet Publish Dates	Meeting Day	Meeting Date
1	12/30/2025	1/2/2026	Wednesday	1/7/2026
2	1/27/2026	1/30/2026	Wednesday	2/4/2026
3	2/24/2026	2/27/2026	Wednesday	3/4/2026
4	3/24/2026	3/27/2026	Wednesday	4/1/2026
5	4/28/2026	5/1/2026	Wednesday	5/6/2026
6	5/26/2026	5/29/2026	Wednesday	6/3/2026
7	6/23/2026	6/26/2026	Wednesday	7/1/2026
8	7/28/2026	7/31/2026	Wednesday	8/5/2026
9	8/25/2026	8/28/2026	Wednesday	9/2/2026
10	9/29/2026	10/2/2026	Wednesday	10/7/2026
11	10/27/2026	10/30/2026	Wednesday	11/4/2026
12	11/24/2026	11/27/2026	Wednesday	12/2/2026

* = Date may be adjusted due to holiday

BCC's and OBC Standing Committees 2026 Reporting Schedule

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

FY-26 Q1 Report (Oct '25-Dec '25)		FY-26 Q2 Report (Jan '26-Mar '26)		FY-26 Q3 Report (Apr '26-Jun '26)		FY-26 Q4 Report (Jul '26-Sep '26)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Feb 3	Feb 11	May 5	May 13	Aug 4	Aug 12	Nov 3	Nov 12
Entity Name						Tentative Time	
Anna John Resident Centered Care Community Board						8:30 a.m.	
Oneida Community Library Board							
Oneida Environmental Resource Board							
Oneida Nation Arts Board							
Oneida Nation Veterans Affairs Committee							
Oneida Personnel Commission							
Oneida Public Safety & Security Commission							
Pardon & Forgiveness Screening Committee							
Southeastern Oneida Tribal Services Advisory Board						8:30 a.m.	
Oneida Election Board							
Oneida Gaming Commission							
Oneida Land Claims Commission							
Oneida Land Commission							
Oneida Nation Commission on Aging							
Oneida Nation School Board							
Oneida Trust Enrollment Committee						On Call	
Finance Committee							
Legislative Operating Committee							
Audit Committee ¹							
Onłyote?a·ká ni?i Project Plan Workgroup Standing Committee							

¹ Audit Committee's report is submitted to Executive Session

CEO-Nation Services – Operational Reports
2026 Reporting Schedule – Open Session

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

FY-26 Q1 Report (Oct '25-Dec '25)		FY-26 Q2 Report (Jan '26-Mar '26)		FY-26 Q3 Report (Apr '26-Jun '26)		FY-26 Q4 Report (Jul '26-Sep '26)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Jan 20	Jan 28	April 14	April 22	Jul 14	Jul 22	Oct 20	Oct 28
Division/Department						Tentative Time	
Big Bear Media						8:30 a.m.	
Comprehensive Health							
Comprehensive Housing							
Public Works Division							
Digital Technology Services							
Education & Training							
Environmental, Land & Agriculture							
Grants							
Human Services							
Tribal Action Plan							

OBC Direct Reports 2026 Reporting Schedule

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

Open Session

FY-26 Q1 Report (Oct '25-Dec '25)		FY-26 Q2 Report (Jan '26-Mar '26)		FY-26 Q3 Report (Apr '26-Jun '26)		FY-26 Q4 Report (Jul '26-Sep '26)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Feb 3	Feb 11	May 5	May 13	Aug 4	Aug 12	Nov 3	Nov 12
OBC Direct Report						Tentative Time	
Emergency Management Director						10:00 a.m.	

Executive Session

FY-26 Q1 Report (Oct '25-Dec '25)		FY-26 Q2 Report (Jan '26-Mar '26)		FY-26 Q3 Report (Apr '26-Jun '26)		FY-26 Q4 Report (Jul '26-Sep '26)	
Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date
Feb 3	Feb 10	May 5	May 12	Aug 4	Aug 11	Nov 3	Nov 12
OBC Direct Report						Tentative Time	
Gaming General Manager						8:30 a.m.	
CEO-Retail Operations						9:00 a.m.	
Executive Human Resources Director						9:30 a.m.	
Government Administration Director						10:00 a.m.	

Executive Session

<i>Reporting at regular OBC meetings in Executive Session</i>	
Direct Report Area	Frequency
Chief Counsel	1 st regular mtg. each month
CEO-Nation Services	1 st regular mtg. even months ¹
Intergovernmental Affairs Director	2 nd regular mtg. each month
Chief Financial Officer	2 nd regular mtg. even months ¹
Treasurer's Report	2 nd regular mtg. each month

¹ February, April, June, August, October, December

Tribally Chartered Entities 2026 Reporting Schedule

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

Open Session

FY-26 Q1 Report (Oct '25-Dec '25)		FY-26 Q2 Report (Jan '26-Mar '26)		FY-26 Q3 Report (Apr '26-Jun '26)		FY-26 Q4 Report (Jul '26-Sep '26)	
Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date	Submission Deadline	OBC Meeting Date
Feb 17	Feb 25	May 19	May 27	Aug 18	Aug 26	Dec 1	Dec 9
Entity Name						Tentative Time	
Bay Bancorporation, Inc.						11:30 a.m.	
Oneida ESC Group, LLC.							
Oneida Golf Enterprise							
Oneida Youth Leadership Institute							

Executive Session

FY-26 Q1 Report (Oct '25-Dec '25)		FY-26 Q2 Report (Jan '26-Mar '26)		FY-26 Q3 Report (Apr '26-Jun '26)		FY-26 Q4 Report (Jul '26-Sep '26)	
Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date	Submission Deadline	OBC Exec. Sess. Date
Feb 17	Feb 24	May 19	May 26	Aug 18	Aug 25	Dec 1	Dec 8
Entity Name						Tentative Time	
Bay Bancorporation, Inc.						1:30 p.m.	
Oneida ESC Group, LLC.						2:00 p.m.	
Oneida Golf Enterprise						2:30 p.m.	
Oneida Youth Leadership Institute ¹						3:00 p.m.	
Analyses of Tribally Chartered Entities						3:30 p.m.	

¹ Per Oneida Youth Leadership Institute Charter IX.B. Financial Reports. The Board shall submit annual and semi-annual financial reports to the OBC.

Approve the OBC SOP entitled Corporate Loan Procedures

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☐

Accept as information; OR

Approve the Corporate Loan Standard Operating Procedure

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☒

Other: Tribal Corporations

5. Additional attendees needed for this request:

RaLinda Ninham-Lamberies, Chief Financial Officer

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:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

Primary Requestor: Rae Skenandore, Sr. Analyst

MEMORANDUM

To: Oneida Business Committee
From: RaLinda Ninham-Lamberies, CFO
Date: October 15, 2025
Subject: Corporate Loan Standard Operating Procedure

On February 28th, 2024, the Oneida Business Committee approved ED24-002 For The Use of Economic Development, Diversification and Community Development Funds for a Loan of \$830,000 for Oneida Golf Enterprise to purchase new golf carts and to forward the discussion regarding future loan policy to the BC Work session. Finance presented a draft Standard Operating Procedure that was returned for revisions. Attached is the final draft of the Corporate Loan Standard Operating Procedure for Business Committee consideration and approval.

SOP NUMBER:	TITLE: Corporate Loan Procedures	ORIGINATION DATE:
DIVISION: Oneida Business Committee	APPROVED BY:	DATE:
DEPARTMENT:	APPROVED BY:	DATE:
AUTHOR:		
PAGE NO: 1 of 2		

1. PURPOSE & POLICY

- 1.1. The purpose of this Standard Operating Procedure (SOP) is to establish a process for Oneida Tribal Corporations to request a loan from the Nation.
- 1.2. It is the policy of the Nation that these for-profit entities to be managed separately in accordance with good corporate governance and their respective charter, by-laws and operating agreement. However, the Nation recognizes that some of our business ventures will need on going financial support in the form of a loan to maintain or grow operations.
- 1.3. This S.O.P. is intended to cover the needs of the corporate entities when the entities are unable to plan or strategize for the need.

2. DEFINITIONS

- 2.1. Business loan means short or long-term financing to pay for business expenses such as equipment purchases, operating expenses, and improvements.
- 2.2. Loan Terms define how much must be repaid, how often the payments must be made and the interest rate of the loan.

3. WORK STANDARDS/PROCEDURES

3.1. Work Standards

- 3.1.1. All for profit corporate businesses are expected to practice good financial management. Requesting a loan from the Nation should only be done after all other alternatives have been exhausted or not doing so would create a dire business or financial situation.
- 3.1.2. Only requests approved by the corporation's board or managing member may be submitted.

3.1.3. The Chief Financial Officer (CF)) shall exercise oversight over the loan fund process.

3.1.3.1. Recommended loan terms shall be based on the Secured Overnight Financing Rate (SOFR) and shall not exceed the life cycle of any asset being purchased with the requested loan funds.

3.1.4. All requests shall be funded through the Economic Development, Diversity and Community Development Fund. If this fund is exhausted, the Chief Financial Officer shall recommend an alternative.

3.2. PROCEDURES

3.2.1. Tribally chartered entities shall:

3.2.1.1. Submit a request to the Chief Financial Officer in writing and include the following:

3.2.1.1.1. Cover memo from the individual making the request.

3.2.1.1.2. Amount of funding needed.

3.2.1.1.3. Other sources of funding considered.

3.2.1.1.4. Description of why the funds are needed and the expected outcome if denied.

3.2.1.1.5. The date of when the funds are needed.

3.2.1.1.6. Appropriate back up documentation to the request may include:

3.2.1.1.6.1. Board approval.

3.2.1.1.6.2. Business plan, cash flow and financial statements.

3.2.1.1.6.3. Bids or quotes for equipment or improvements.

3.2.2. The Chief Financial Officer shall:

3.2.2.1. Review all corporate requests.

3.2.2.2. Meet with the requestor to discuss funding options.

3.2.2.3. Submit a resolution for the Business Committee to approve/deny the CFO's recommended action.

3.2.2.4. The CFO will notify the corporation of the Business Committee's decision and if approved submit a copy of the resolution to Central Accounting for processing.

3.2.2.5. Loan fund repayment will be reported out on the ownership report in the monthly Treasurer's report.

4. REFERENCES

5. FORMS

6. FLOW CHART

Schedule a special Business Committee meeting on December 19, 2025, at 10:00 a.m. regarding the...

Business Committee Agenda Request

1. Meeting Date Requested: 10/21/25

2. Session:

☐ Open ☒ Executive – must qualify under §107.4-1.
Justification: Audit Law

3. Requested Motion:

☐ Accept as information; OR

Motion to hold a Special Business Committee meeting on December 19, 2025 at 10:00 am to have Wipfli present the Year End Financial Statements and the GTC presentation.

4. Areas potentially impacted or affected by this request:

☐ Finance	☐ Programs/Services
☐ Law Office	☐ DTS
☐ Gaming/Retail	☐ Boards, Committees, or Commissions
☐ Other: <i>Describe</i>	

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: <i>Describe</i> | |

8. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: (Name, Title/Entity)

[Handwritten Signature]
[Handwritten Title: Interim Audit Manager]

MEMORANDUM

TO: Lisa Liggins, Tribal Secretary

FROM: Loucinda Conway, Internal Audit Manager *LC*

DATE: October 14, 2025

SUBJECT: Request for Special BC meeting to Review Financial Statements and GTC Presentation

Internal Audit is requesting a Special Business Committee (BC) meeting be scheduled for **Friday, December 19, 2025 at 10:00 AM**. The purpose of this meeting is for Wipfli to present the **Year-End Financial Statements** and the **GTC presentation** in executive session.

Recommended Invites:**Gaming Representatives:**

- Louise Cornelius, Oneida Casino Hotel CEO
- Chad Fuss, Executive Finance Casino Hotel AGM
- Misty Jordan, Gaming Controller
- Mark A Powless, Gaming Commission Chair

Non-Gaming Representatives:

- Mark W Powless, General Manager
- Ralinda Ninham-Lamberies, Chief Financial Officer
- Jennifer Anderson, Accounting Director
- Loucinda Conway, Internal Audit Manager
- James Skenandore, Audit Committee Community member

External Auditors:

- Brian Anderson, Wipfli Partner
- Barnaby Allen, Wipfli CPA

These reports require BC approval prior to the presentation at the **July Semi-Annual GTC meeting**. After approved, the reports will be finalized and made available to the membership.

cc: Sarah Miller, Assistant CFO

Accept the Big Bear Media FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- | | |
|---|--------------------------|
| Mark W. Powless, General Manager | ☐ |
| Michelle Danforth-Anderson, Big Bear Media | ☐ |
| Debra Danforth, Comprehensive Health | ☐ |
| Lisa Rauschenbach, Comprehensive Housing | ☐ |
| Shannon Stone, DPW | |
| Jason Doxtator, DTS | |
| Eric McLester, Environmental, Land, Agriculture (ELA) | |
| Tina Jorgensen, Human Services Dept (HSD) | |

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 Quarter 4 Report

GENERAL MANGER / BIG BEAR MEDIA (PRINT/MAIL/TOURISM/KALI)

Status report of Outcomes/Goals

- 1. Culture Park Visitor Center plans 97% complete.

Outcome/Goal # 1

Operational Sustainability BBM: Print Operation, Mail Center, Tourism & Kalihwisaks

STAFF: PRINT 5.5 MAIL 3 TOURISM 2.50 KALI 2
(DIRECTOR/ADMIN ASSISTS ALL AREAS)

FY2025 \$722,403 (925 jobs)

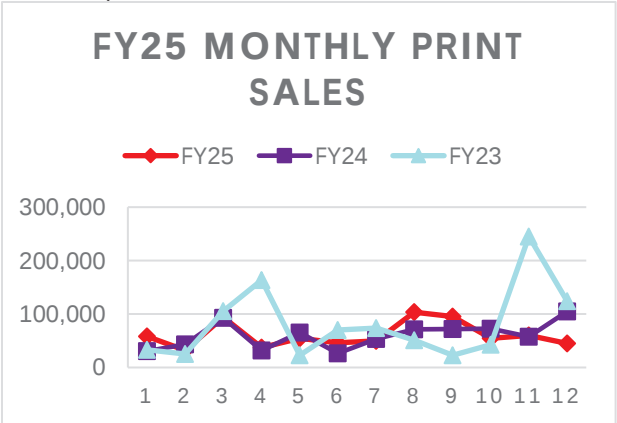
FY2024 \$722,713 (1,012 jobs printed)

FY2023 \$980,010 (958 jobs printed)

FY2022 \$712,722

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:
Printing for educational materials paid for with grants increase. However, overall printing has slight decrease with cost savings.

GOAL CHALLENGES: Limited staff to develop additional materials.



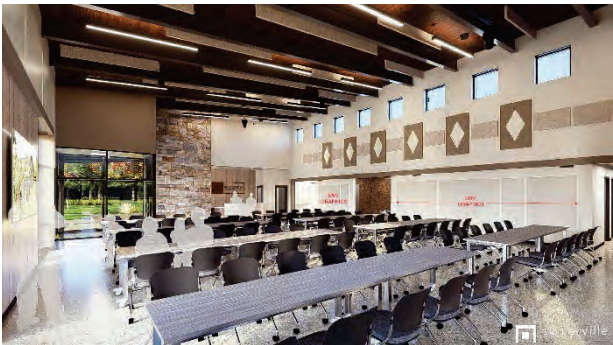
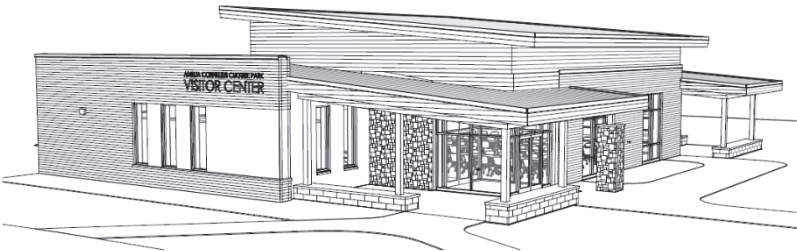
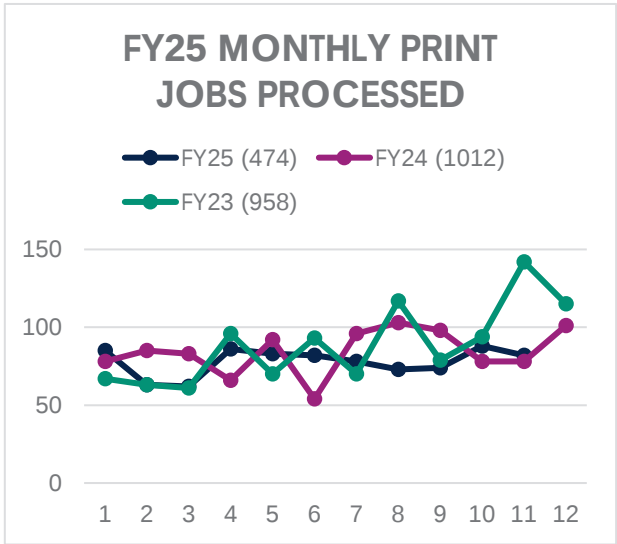
Outcome/Goal # 2

Advancing On^yote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

\$2.6M obligation for the Amelia Cornelius Culture Park / Veterans Memorial

- The Culture Park area has visitor center design plans that are 97% complete. Oneida culture has been infused into the design.



- **Lee Gordon & Pearl McLester Log Home** next step when time permits: engineering plan for rehabilitation plans, create official CIP for tracking the unexpected project.
- **World Champion Women's Professional Pool Tournament** – Tourism provided assistance with staff, promotion and signage. Event had excellent television coverage, attendance and Oneida Nation on front landing page of Amazon Prime Sports. Naomi Williams, Mohawk Nation out of Canada appreciated all the support.



Tourism hosted 46 tours totaling 858 visitors. The accessible paths allow students and any physically impacted individuals to tour with ease.

FY25 (10) dance performances attendance 1,130 persons.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL :

Our area will be continuing with the culture park development and work towards the development of educational materials about Oneida.

GOAL CHALLENGES: Continued challenges of staff ratio vs project plans.

Outcome/Goal # 3 Advance Forward using Technology

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- New interactive product called Simple PDF was researched in place of ISSUU. Currently, working with DTS on a security review.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continue to try to expand media content that connects the Oneida community in a positive way.

GOAL CHALLENGES:
Number one challenge is having enough staff time to prioritize new initiatives.

Contact Info

CONTACT: Michelle Danforth Anderson
TITLE: Marketing & Tourism Director
PHONE NUMBER: 920.496.5624
E-MAIL: mdanfor8@oneidanation.org
MAIN WEBSITE: ExploreOneida.com FB: Oneida Tourism



Accept the Comprehensive Health Division FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Mark W. Powless, General Manager	☐
Michelle Danforth-Anderson, Big Bear Media	☐
Debra Danforth, Comprehensive Health	☐
Lisa Rauschenbach, Comprehensive Housing	☐
Shannon Stone, DPW	
Jason Doxtator, DTS	
Eric McLester, Environmental, Land, Agriculture (ELA)	
Tina Jorgensen, Human Services Dept (HSD)	

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th Quarter Report

ONEIDA COMPREHENSIVE HEALTH DIVISION (OCHD)

Status report of Outcomes/Goals

Outcome/Goal # 1

Strengthening a Comprehensive Provision of Care – Strategic Direction 1

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Continuity of Operations Plan (COOP): Representatives from each division department are now engaged in planning and focusing on critical services, dependencies, and recovery workflows. An emphasis is placed on the importance of prioritizing services and conducting regular testing and assessments. Currently in step 5 of 9 'Score Service Impacts.'

Addition of **Gabby James, PA** to the Family Practice team. James, PA graduated from the University of Wisconsin-Madison program. The Division has a partnership with the Native American Center for Health Professions (NACHP) program and James, PA completed a rotation at Oneida Community Health Center. This collaboration is an avenue of recruitment. Behavioral Health additions of **Andrea Hanamann, PC-TL** – Psychotherapist and **Christine Garstka, PsyD** – Clinical Psychologist.

Accreditation Association for Ambulatory Health Care completed site visit over a 2-day period September 23-24, 2025, with Dr. Dennis Schultz – Chair and Jennifer Johnson-Joefield

RN, OCHCC, CPHQ. Accreditation reflects our organization's dedication to high-quality patient health care. As an accredited facility, we become part of an elite force of over 6000+ organizations throughout the country, including Guam and Puerto Rico that prioritize quality for patients and staff. Accreditation is a distinguishing accomplishment that enables us to promote and assure the provision of quality care within the community we serve. Our official results are pending. The surveyors were highly impressed with the organization and processes. Wrap-up session identified organization is above and beyond with numerous departments and credentials. Division anticipates potentially 3 minor corrections. Staff proactively completed these anticipated corrections.

The AAAHC Certificate of Accreditation demonstrates an organization's commitment to providing safe, high-quality services to its patients—every day of the 1,095-day accreditation cycle (3-year cycle). AAAHC Accreditation is recognized by third-party payors, medical professional associations, liability insurance companies, state and federal agencies, and the public.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continuity of Operations Plan: Continue development following the 'OCHD COOP Project Roadmap' with goal of step 7 in FY26-1st quarter.

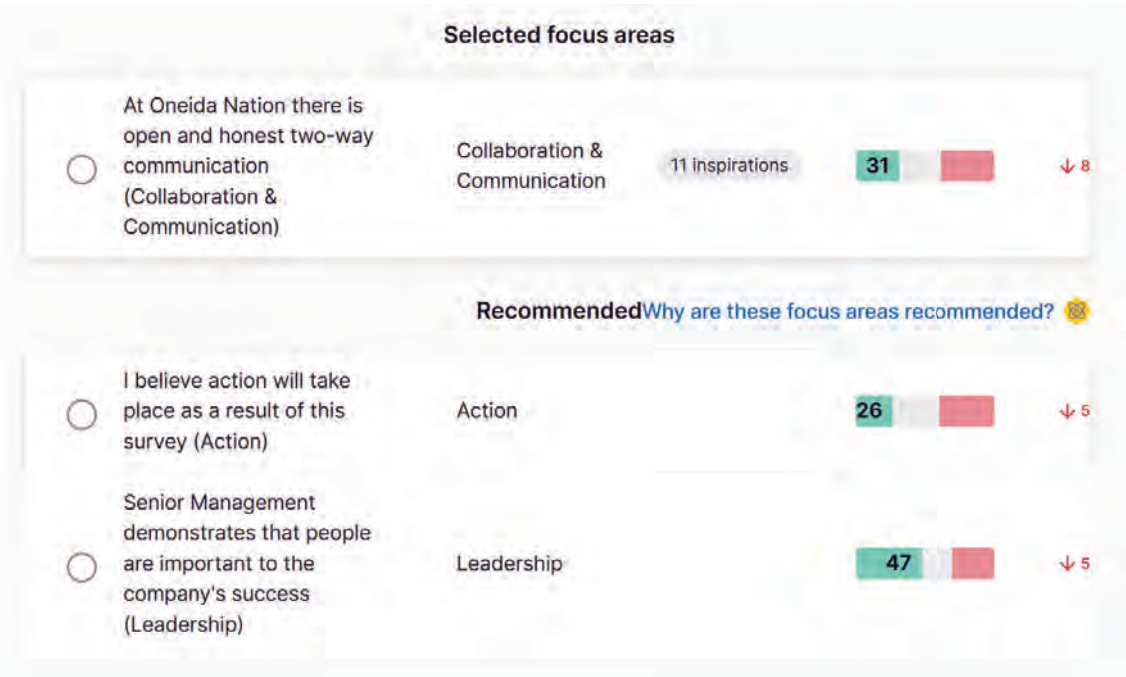
Expected addition of additional **Physician Assistant** Family Practice/Urgent Care **and an Internal Medicine Physician** with anticipated start date of December 2025 to the Medical Clinic. Expect addition of **Doctor of Optometry** to the Optical Clinic that is an Oneida Nation member and Oneida Higher Education graduate. Addition of two **Psychotherapists** representing an increased Indigenous representation in Mental Health staffing with one being an Oneida Nation member and Higher Education graduate. Continued goal to post and recruit key positions of: **Assistant Medical Director, Assistant Dental Director, Assistant Behavioral Health Director, Director of Rehabilitation Services.**

Accreditation Association of Ambulatory Health Care (AAAHC) visit discussed consultative comments. The Division is currently reviewing recommendations from AAAHC.

Outcome/Goal # 2

Engaging & Developing an Inclusive and Empowered Workforce – Strategic Direction 3

MEASUREMENT: **Culture Amp Focus Areas**



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Culture Amp: Division and department leadership participated in the Culture Amp Masterclass ‘Turning Feedback into Action’ on August 28, 2025 and ‘Generating Ideas for Action & Beyond’ on September 26, 2025.

Team Leadership Training: Continued leadership and team training for Division departments and staff in collaboration with Universal Consulting Solutions and Tracy Cordova.

HRD Intern Program Pilot: Successful collaboration of Human Resources Department, Higher Education, and Comprehensive Health for the summer HRD Intern program. This targeted pilot program allowed four Oneida Nation members and Higher Education students to apply knowledge from their degree-seeking programs of Exercise Science, Doctor of Pharmacy, Nursing, and Marketing/Business Administration.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Education Team: Program development to expand educational and work study placements to the high school students for upper classman. Currently, this is designated with our current standard operating procedure. Anticipate minimal modification to target desired age ranges. Potential for offering career exploration and opportunities in areas of Division need.

Culture Amp Report: Development of one to two department level ‘recommended inspirations’ as suggested initiatives. Culture Amp identified through results and utilization of platform. Areas with the most potential for positive change as two-way communication, people important to company’s success, and action as result of survey.

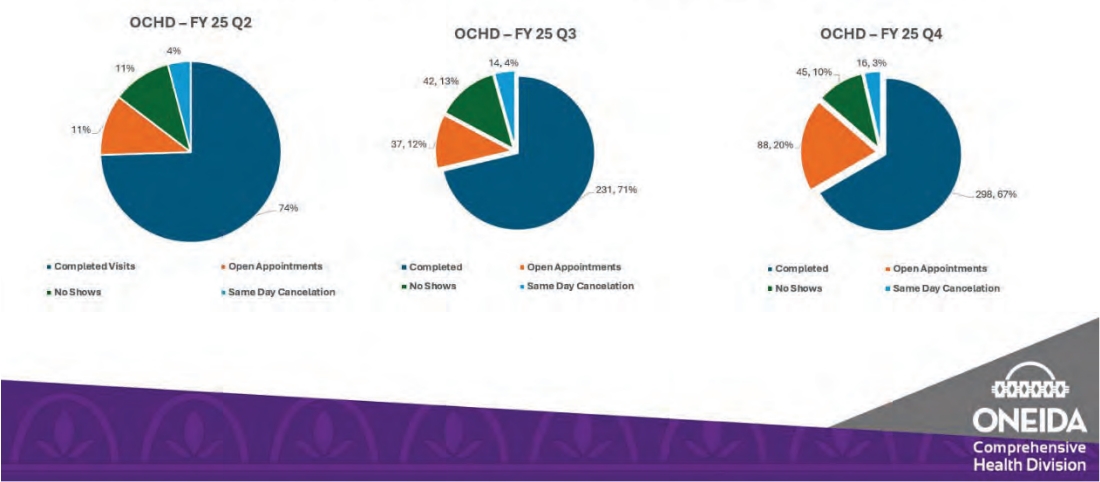
Outcome/Goal # 3

Advancing Customer Focused Experience – Strategic Direction 4

MEASUREMENT:

Monday Extended Hours Data (7:00 - 8:00 am, 4:30 - 6:00 pm) – Quarter 4, 2025

Aggregate Data- Q4 (Addition of OBH)



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Gender Affirming Care work team completed Gender Affirming Care Training on July 28, 2025 with presenter Nicole Kurth of the University of Wisconsin – Green Bay Pride Center along with community panel to share experiences with Oneida Comprehensive Health Division. Nursing Medical staff completed training with presenter Dr. Cory Carline ‘Gender Affirming Care 101: Honoring Identify, Resisting Harm.’ Social Determinants of Health and Division demographic surveys more inclusive for population data. Purchase Referred Care approved two referrals for gender affirming care services.

Wound Clinic work group identified current utilization and financial impacts of wound care services for the past 3-years. Current Division resources identified with multiple Wound Care Certified (WCC) nurses at Anna John Resident Centered Care Community. The Division has multiple disciplines that may contribute to a comprehensive wound care team.

Clinical Pharmacist Betsy Hoida, PharmD started on July 13, 2025. This position plays a key role in managing chronic diseases, optimizing medication therapy, and improving patient outcomes. Collaborate with healthcare teams to adjust treatments, educate patients, and ensure safe effective medication use. This will enhance care quality and support preventative health efforts. She is a member of the Diabetes Team and currently working with Nurse Practitioner assisting in medication management.

Extended Hours: Offered for three quarters of service starting January 2025. Division continues to analyze quarterly data to assess utilization of Monday extended hours.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Gender Affirming Care expanded phase 1 work group to phase 2 to increase representation to include front line employees. Continued development of division wide foundational training. Continued identification of gender affirming care resources in northeast Wisconsin. Anticipate meeting with community member to enhance understanding of current pathways for gender affirming care and needs assessment within the Division.

Wound Care: Evaluate state-of-the-art rural wound care program and draft proposal for a multi-department wound care services. Establish community need and Include cost-benefit estimates, potential staffing, resources, location, services offered. Include data-based goals and potential workflows across departments including home health, AJRCC, and medical clinic. Assess technology availability including telehealth and virtual consultation service available at University of Wisconsin-Madison. Develop and propose a projected timeline.

Clinical Pharmacist: Increase participation in direct patient care, medication management projects, and expansion to other providers.

Extended Hours: Goals for less than 10% of appointments offered during extended hours to be 'open' in the Medical Clinic, Optical Clinic, and Dental Clinic. Goal 15% of Monday Pharmacy transactions occur during extended hours operations.

Contact Info

CONTACT: Debra J. Danforth, RN, BSN
TITLE: Division Director
PHONE NUMBER: 920.869.2711
E-MAIL: ddanfort@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/resources/health>





Kunhi-Yo “I’m Healthy” Conference, Oneida Hotel – August 29, 2025. 377 registrations



Safety Town, Clifford Webster Recreation Center, August 4th – 8th, 2025, 54 participants

Accept the Comprehensive Housing Division FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Mark W. Powless, General Manager

▼
- Michelle Danforth-Anderson, Big Bear Media

▼
- Debra Danforth, Comprehensive Health

▼
- Lisa Rauschenbach, Comprehensive Housing

▼
- Shannon Stone, DPW
- Jason Doxtator, DTS
- Eric McLester, Environmental, Land, Agriculture (ELA)
- Tina Jorgensen, Human Services Dept (HSD)

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th quarter report

COMPREHENSIVE HOUSING DIVISION

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal é 1

Improving the quality of and maximizing the most efficient use of current rental stock by:

MEASUREMENT: Re-investment in both federal and general rental units with an emphasis on health ú safety. Continued progress on completing a complete scope of work and annual inspection on all 447 units. Implementing Inventory Module system for enhanced tracking, better monitoring of supplies and materials for increased project planning

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The following inspections, work orders and service calls have been completed in the fourth quarter.

- 78 Annual Inspections.
- 24 Electrical service calls completed.
- 350 Work Orders.
- 21 HVAC service calls completed.
- 37 Plumbing service calls completed.
- 37 Vacancies with 11 turned over.
- The Occupancy rate is 92ó.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

An Inspection Task force team was developed and is meeting regularly to work on improving the processes that are affiliated on how CHD completes and addresses workload for: Annual Inspections, Move In/Move Out Inspections and Total Scope of Work Inspections.

Outcome/Goal é 2

Working to provide an appropriate mix of all affordable housing types to tribal members as defined through a Housing Needs Assessment by:

MEASUREMENT: Creating a 3–5-year Development Plan. Researching, evaluating, and applying when needed for appropriate funding opportunities to coincide with Housing Needs Assessment. Collaborating with various areas such as Finance, Land Commission & GTC to identify solutions to the national housing crisis that affects our Nation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

With FY25 coming to a close, CHD is proud to provide tribal members with new affordable housing options. In Q4, CHD hosted a new inventory reveal to the community with hopes to share new inventory into the General Rental Program. These 12 multi-family units, located on Red Willow Parkway, have 2 and 3-bedroom options: one unit being completely ADA accessible. These units will be offered through the General Rental Program very shortly. The Residential Sales Area has also been advertising 12 Home Building Opportunity (HBO) parcels to potential tribal members looking to build homes. October 30-31, 2025, applications will be accepted. On November 3, 2025, a Lottery Drawing will be held for those HBO lots via Facebook Live at 10am.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

CHD will continue to work towards providing affordable housing for Oneida membership.

Outcome/Goal é 3

Empower tenants, lessees & tribal members to live healthier more sustainable lives by:

MEASUREMENT: Providing assistance through education & creating awareness surrounding living conditions. Creating training programs that allow tribal members the opportunity to grow. Being a socially responsible landlord by holding tribal members accountable in scenarios that are inhibiting the health and safety of not only themselves but their community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

With the hiring of second Tenant Support Specialist Patricia Ward, CHD's focus on health and safety will be amplified and widened from the Residential Rentals & Outreach area. With less gaps in services, and improved access to resources, the number of families engaging with our Tenant Support Specialist has increased providing needed interventions and alternative resources being offered. CHD's Outreach area is focused on establishing formal standards of operating procedures and plans to embed trauma informed care across those systems. Creating training programs that allow tribal members the opportunity to grow while providing awareness

surrounding living conditions will only help improve CHD to empower tenants, lessees, and tribal members to live healthier lives.

The Resident Services Area has conducted seven Roundtable Discussions with tenants and staff. All attendees receive a rental discount off one month's rent. The handbook is designed to be a resource for tenants with pages of information related to Potential Household Hazards ú Cleaning Tips, Crime ú Fire Safety, and Rent Conditions of Occupancy.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

CHD will continue to look for ways to promote healthy and safe living standards for the community.

Contact Info

CONTACT: Lisa Rauschenbach

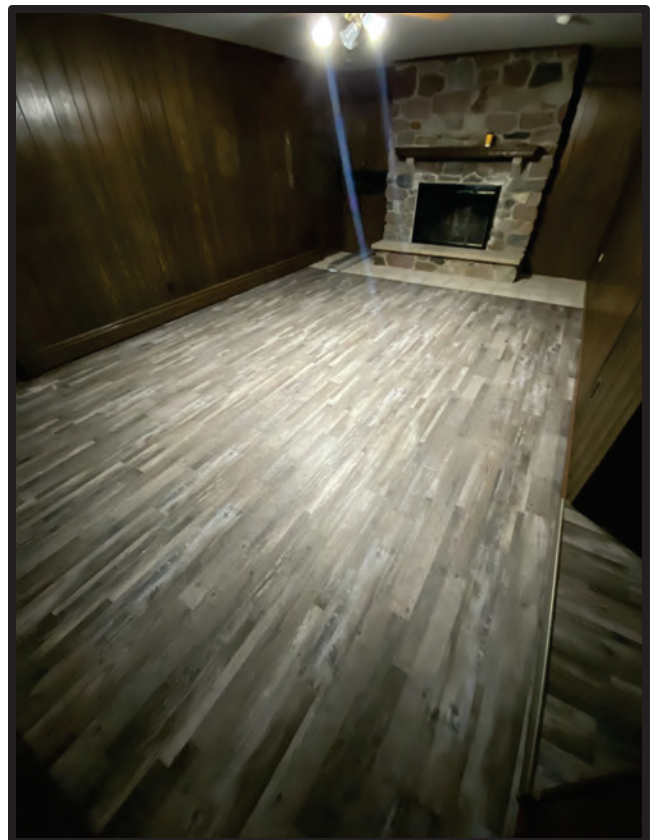
TITLE: Division Director

PHONE NUMBER: 920-869-6174

E-MAIL: lrausche@oneida-nation.org

MAIN WEBSITE: <https://oneida-nation.gov/resources/housing/> Photos (optional):





Accept the Division of Public Works FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Mark W. Powless, General Manager

▼
- Michelle Danforth-Anderson, Big Bear Media

▼
- Debra Danforth, Comprehensive Health

▼
- Lisa Rauschenbach, Comprehensive Housing

▼
- Shannon Stone, DPW
- Jason Doxtator, DTS
- Eric McLester, Environmental, Land, Agriculture (ELA)
- Tina Jorgensen, Human Services Dept (HSD)

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th Quarter Report

DIVISION OF PUBLIC WORK

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

UPDATING & EXPANDING TECHNOLOGY:

Technology will be brought current, systems will be connected/ data shared, technology will align with functional need



MEASUREMENT:

1. Adoption rate of staff – By implementing better technology we expect an efficiency benefit to staff as well as improved data capture which should encourage technology adoption.
2. Improved data outputs – An increase in the available reports and more accurate data.
3. Reduced administration – Incorporating automation and artificial intelligence to assist with tasks such as scheduling, and communication should significantly reduce administration.
4. Improved attraction and retention – Using the right tools will attract younger employees that expect to use modern technology in their work. Efficient and easy systems will encourage retention as well.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Public Works sent out two major requests for proposal (RFP) during the third quarter. The first RFP was a fleet management RFP to inquire about fleet leasing, repair services, gas cards, and technology services. Finance returned the RFP requesting more data. The Treasurer suggested that a strategy balancing fleet leasing and direct purchasing of vehicles might work better. The CFO requested more information on ROI. This data is not available in the current finance system, however, the DPW administration team has located several boxes of maintenance data which they are entering into spreadsheets for analysis to show the impact of vehicle age on cost.

The CFO also suggested the fleet should be reduced in size to reduce cost. The Automotive Manager and Fleet Manager have been directed to develop standards to ensure the fleet is appropriately sized for the Nation's needs. This is to be completed by the end of FY26 Q2. The Fleet Manager will install GPS units on all compatible fleet vehicles, also by the end of FY26 Q2, to fully understand the needs and use of our fleet. This will help with FY27 planning and fleet sizing.

The second RFP is to replace the current facilities management software. The current software is many years out of date, uses work arounds to function properly, and has some parts that are broken. The RFP was sent out to seven vendors which have been systematically reduced through a process of interviews. We have just completed the final interview with the last two competitors, Archibus and Planon, and will meet with the selection team to choose the winner of the RFP.

This project is critical as it will help with automating the work request process by ensuring proper routing of work request based on asset owners and work requested. This is currently a manual process. It will allow for better tracking of labor and building maintenance costs by connecting to existing enterprise software. Improved project management features will allow for more efficient management of projects and planned maintenance. The facilities management software will impact every area of the Nation.

Public Works has also looked at updating GIS data with drone technology to capture Orthographic and Lidar images. Orthographic images are like photographs taken of an object from a single, straight-on perspective, typically front, top, and side views and communicate the exact dimensions and details of an object. The Lidar images are laser assisted images that provide precision measurements of the ground (topography), things in the ground (culverts), and things above the ground (tree canopies).

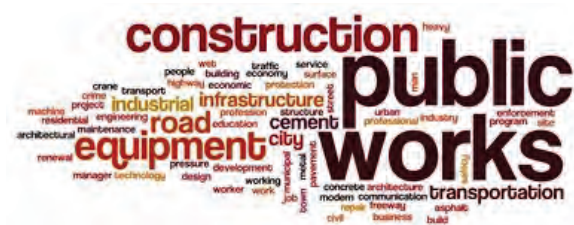
Combining these images allows us to determine the height, health, and age of our wooded areas and understand the impact on wildlife in those areas. We can also determine where stormwater is likely to form, flow, and pool. Which is important to manage erosion, keep our waters clean free of pollutants, and minimize flood risks.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Identify current technology needs and outcomes. (Completed)
2. Coordinate with DTS and stakeholders to validate needs and establish phases and timelines to implement needed technologies. (Ongoing)
3. Establish implementation plan.
4. Measure outcomes for the various technology changes.

Outcome/Goal # 2

ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY

MEASUREMENT:

1. Customers Relations Improved – The number of customer complaints will be reduced as customers have a better understanding of services we provide. Metric - Customer response (Ongoing)
2. More efficient operation – Internal and external customers will work with us as partners as we increase trust and transparency. Metric - Engagement

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Public Works has updated many of our pages on the Nation's website. One of the newest pages is the Energy Team page which has been reorganized to make it easier to find information important to the reader by using tabs. Now the reader can easily find out about the Tribal Residential Energy Program, MTERA, or current resolutions with a single click.

Another page that has had major renovations is the Utilities Page. Also using tabs, we have made it much easier to find the specific service a community member might be looking for. Members can quickly find information about the Nation's water quality by choosing Water Quality Reports. If they want to know about recycling or other waste management events they can select Harter's Customers. There is also a resource tab for Septic Customers and one Utility Customers can select to pay their bills. We have also added many pictures and illustrations to make the page more appealing to the readers.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Add a web page to support Parish Hall Rentals. (Ongoing)
2. Continue to segment information on pages to make it easier for customers to navigate. (Ongoing)
3. Create an inventory of services and customers of the services. (Ongoing)
4. Communicate the services using appropriate communication channels and methods. (Ongoing)
5. Provide consistent services and quality of service to all customers. (Ongoing)
6. Promote partnership and teamwork as core values of Public Works. (Ongoing)

Outcome/Goal # 3

ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES

MEASUREMENT:

1. Positions are filled. Metric: Number of filled vs unfilled positions. (Ongoing)
2. Staff are qualified and can support vacancies. Metric: Development plans are in place. (Ongoing)
3. Departments will be able to address future needs due to changes and retirements. Metric: Strategic Plans and Succession Plans are in place. (Ongoing)
4. Staff are engaged and committed to their personal development. Metric: Tie employee development to their compensation. (Ongoing)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

FY2025 has been challenging with a reduced hiring cap and cost savings measures being put in place. Public Works has seen a lot of our most senior employees retire. At the beginning of the year, we had the oldest average age employees but with retirements have fallen to second place behind Housing. As mentioned in previous reports, we anticipate seeing Public Works becoming younger through natural attrition as older employees retire and younger employees are hired.

This impacts our strategies as we plan for succession and design positions to meet future needs. One example is people have been moving away from college as the cost of higher education continues to increase. This makes apprenticeship programs, and other on the job development opportunities more attractive to employment candidates.

Public Work's already offers full apprenticeship opportunities in the traditional trades such as electricians and plumbers. We would like to create even more non-traditional apprenticeships in the future to grow our workforce and create advancement opportunities as aligned with Oneida's core values. As a step in that direction, Public Work's Automotive department will bring on two high school interns in FY26 to introduce them to automotive careers.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

1. Continue to look at our vision of the future for each area and how Public Works will prepare for that future.
2. Provide position specific development opportunities including development for future advancement opportunities.
3. Provide soft skills and leadership development opportunities for all employees that promote Oneida's Core values and positive work culture.
4. Provide technical training for new technologies as they are implemented.

Contact Info

CONTACT: Shannon Stone

TITLE: Public Works Director

PHONE NUMBER: (920) 869-1059 Ext. 2019

E-MAIL: sstone@OneidaNation.org

MAIN WEBSITE: <https://oneida-nsn.gov/resources/dpw/>

Photos (optional):



Shannon Stone, Division Director – Public Work

Accept the Digital Technology Services FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Mark W. Powless, General Manager

Michelle Danforth-Anderson, Big Bear Media

Debra Danforth, Comprehensive Health

Lisa Rauschenbach, Comprehensive Housing

Shannon Stone, DPW

Jason Doxtator, DTS

Eric McLester, Environmental, Land, Agriculture (ELA)

Tina Jorgensen, Human Services Dept (HSD)
- ▼

▼

▼

▼

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th quarter report

DIGITAL TECHNOLOGY SERVICES

Status report of Outcomes/Goals

Strategy 1 – Operational Excellence

DTS Goal – Improved Information Technology Service Management (ITSM)

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Increased Effectiveness Scores. ***N/A to 10.0***
 - N/A = Not in Place | Not Effective = 0.0-4.9 | Somewhat Ineffective = 5.0-5.9 | Somewhat Effective= 6.0-6.9 | Effective=7.0-10.0
- **Baseline**: Average Score of 6 processes, 6.61
- **Target**: Average Score; 7.0
- **Data Source**: ITRG Management and Governance Framework Assessment (*note, based on COBIT 5 Framework.)

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Metrics: In review of the metrics for this strategy, DTS exceeded the target score of 7.0 and achieved a 7.18 based on our ITRG Management and Governance assessment. As mentioned, the ITRG Management & Governance framework assessment was completed and will be assessed and implemented for FY2026. Implemented DTS Workplace expectations as part of Core Expectations and the FY2024-2025 Evaluation period. Started the Digital Technology Steering Committee, starting with project prioritization meetings for FY26. Logically realigned DTS organizational structure to provide proper leadership for DTS personnel. Official realignment within HR and Financial realignment will occur when HR and Finance are ready to make the changes. Data Management workshop was completed to help set a strategic direction for data which will help to form an AI direction and roadmap.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Develop and update the DTS Strategy documents and communicate out. New metrics will be provided. Will be working to further mature the technology steering committee to include additional components such as strategy, budget, and information security components.

Strategy 2 Organizational Support

DTS Goal – Prudent Financial Stewardship

MEASUREMENT:

- **Key Performance Indicator (KPI)**: Percentage of projects started with an approved business case
- **Baseline**: 60%
- **Target**: 90%
- **Data Source**: PPM Tool

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Metrics: DTS did not achieve this metric nor was it measured. The IT PMO is still maturing its processes and as part of the intake processes this will need to be addressed to ensure business cases are worked on for new IT projects in conjunction with our customer base.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

New strategies, goals, and metrics to be developed in the coming weeks that better align with the Oneida Nation technology demands and needs. An ERP Strategy and Roadmap workshop to be scheduled for mid to late January/February to align senior leadership behind an all-encompassing enterprise resource planning strategy. Next steps for the Tribal Platforms project include roll out of the new Community Portal and GWA-AP Integration, January time frame. Project Management Officer (PMO) Team to begin reviewing Project Portfolio Management (PPM) software to help with project listings, prioritization, project management process, intake, charter, and more.

03 Innovation & Individual Organizational Support

DTS Goal – Improved communications with business unit technology needs.

MEASUREMENT:

- **Key Performance Indicator (KPI)**: IT Satisfaction and Value; Net Promoter Scores
- **Baseline**: IT Satisfaction - 73%, IT Value - 59%
- **Target**: IT Satisfaction - 80%, IT Value - 80%
- **Data Source**: CIO Business Vision Survey

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Metrics: DTS did not meet the target objective of 80% for IT Satisfaction and Value. For FY2025, IT Satisfaction:76% and IT Value:75%. In assessment of this metric the baseline metrics were off, they should have been IT Satisfaction: 82% and IT Value: 82% based on the previous CIO Business Vision assessment conducted on 05/18/2023. With adjusted baseline metric, it indicates a decline of 6% and 7%. Of note, the current CIO Business Vision assessment (FY2025) was inclusive of more of the Nation's business units, senior leaders, and had a higher respondent rate versus the previous assessment. For this assessment, surveyed 27 areas versus 12 in previous, 87.5% response rate this go round versus 63% in previous assessment. I believe our FY2025 CIO Business Vision assessment is a better baseline, same assessment will go out for FY2026. Surveillance for the Nation (S4N):Judicial Building, Oneida Farm, Three Sisters Park, E/EE Oneida One-Stop, and Transit surveillance system implementations completed. New Pharmacy system (Liberty) went live and is on a new system. Improved communications with Oneida Retail Enterprise. Had meetings with ORE CEO to better understand ORE technology needs and begin a next steps prioritization listing. Communications towers are built and undergoing testing and pilot with select users before official marketing campaign by Nsight begins.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Based on the updated CIO Business Vision survey, DTS will establish updated metrics to achieve and incorporate into an updated DTS strategy. Working on completion of an operational agreement with Nsight for fiber to the home project. AI strategy/roadmap workshop scheduled for December 2025. Continue working with ORE to help improve processes that have technology components specifically inventory and loyalty app, Paytronix.

Contact Info

CONTACT: Jason Doxtator

TITLE: Chief Information Officer

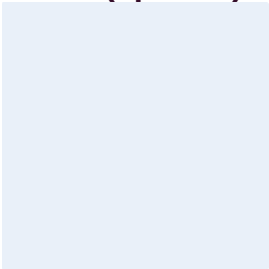
PHONE NUMBER: 920-496-7379

E-MAIL: jdoxtat1@oneidanation.org

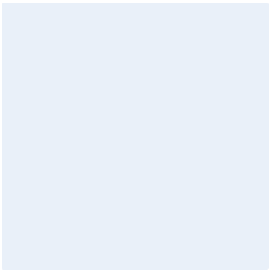
MAIN WEBSITE: [Oneida Nation | Digital Technology Services \(DTS\) \(oneida-nsn.gov\)](https://oneida-nation.gov/dts)

[TECHNOLOGY RESOURCES - HOME](#)

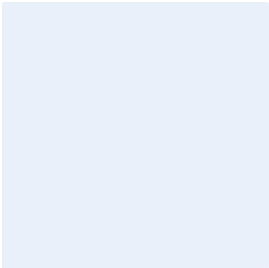
Photos (optional):



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Accept the Education and Training FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☒

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☐

Other:

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Michelle Danforth-Anderson, Big Bear Media

Debra Danforth, Comprehensive Health

Lisa Rauschenbach, Comprehensive Housing

Shannon Stone, DPW

Jason Doxtator, DTS

Eric McLester, Environmental, Land, Agriculture (ELA)

Tina Jorgensen, Human Services Dept (HSD)

6. Supporting Documents:

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

7. Budget Information:

- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th quarter report

EDUCATION AND TRAINING AREA

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Early Childhood Goal: Support kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains.

Programs Working on Outcome:

- Child Care
- Head Start/Early Head Start

MEASUREMENT:

Child Care

Number of staff training "interactions" in the area of Teaching Strategies Gold curriculum implementation.

Head Start

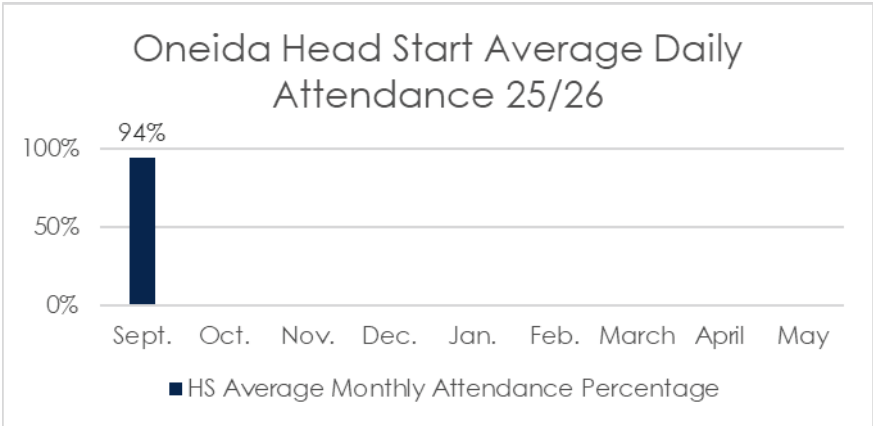
All Head Start/Early Head Start children's progress are tracked in an early education teaching database. Classrooms use Teaching Strategies Gold and Childplus software to track classroom and parental interactions.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Child Care

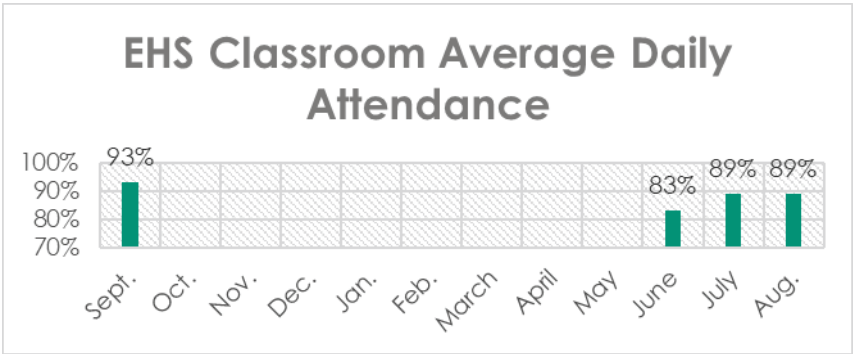
Tanya Skenandore from Head Start has been coming over during the recent months offering individualized support/lessons to employees. August 18- 20 and September 26, instruction from Teaching Strategies took place, plus structured literacy instruction from CESA 7.

Head Start

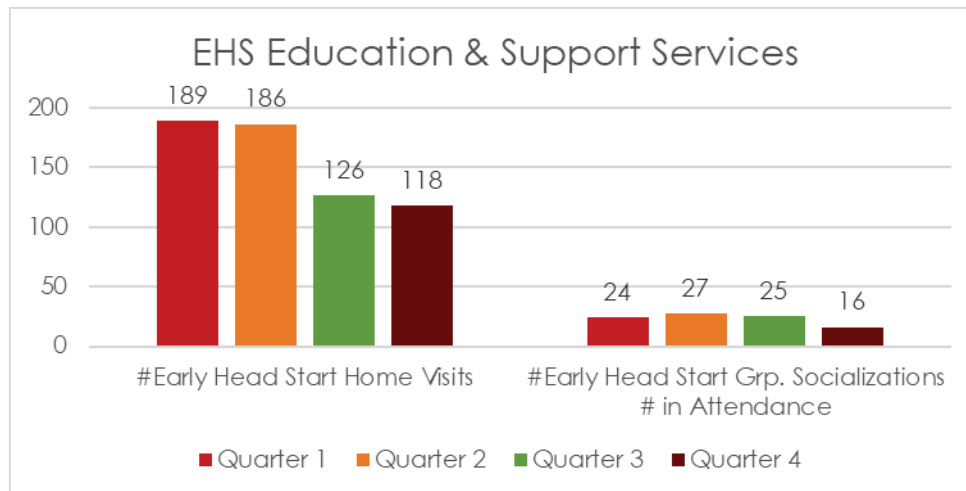


We have started to collect students developmental progress and are evaluating the patterns each students show to collect the child’s developmental data needed.

Attendance is a factor of focus this school year as we seek to have an average daily attendance of Head Start and Early Head Start students over the target goal of 90% adequately.



EHS has a full classroom of 8 students to start the new school year. EHS provides services year around and in the graph shows the attendance for each summer month. Thus far, the school year average attendance is 93%, which is a good start and over our 90% goal.



EHS home visiting program delivered 118 home visits during the fourth quarter to 39 student and families and provided 16 group socialization experiences. Services slowed down during the summer months.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Child Care

Child Care employees will develop the ability to implement both digital and physical curriculum for the children.

Head Start

Head Start/Early Head Start will work with our Education T & TA Specialist to continue training in literacy, math and cognitive domains. Collaboration with Oneida Behavioral Health will continue for the social-emotional domain. Attendance will also be monitored as there is a high parallel with families to try to get our students to school as much as possible.

Outcome/Goal # 2

Implement Individual Education Plans (IEP's) for children with educational disabilities.

Programs Working on Outcome:

- Early Intervention
- Head Start/Early Head Start

MEASUREMENT:

Early Intervention

97% of preschoolers who complete Head Start and FACE make successful IEP transitions to Tribal or Public Special Education Programs.

Head Start/Early Head Start

During the fourth quarter Head Start had zero referrals for Early Interventions or Behavioral Health. To close the school year, we had 8 students on IEPs at Three Sisters and 13 students on IEPs at NHC. All these children are receiving speech and/or language services. 5% also receive OT, 1% also receive EC.

For the fourth quarter, EHS has 1 child that was on IFSP with Brown County Birth to 3, one child is on IFSP working with Oneida Early Intervention Birth to 3, and 4 children in the referral process.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Early Intervention

Students entering kindergarten this year had all their files sent out to their schools as requested. Currently the children who completed Head Start, FACE, Child Care or community therapy are having their files sent to their respective schools as either the parent/guardian or school request IEPs for the 2025-26 school year.

Head Start/Early Head Start

HS/EHS continues to work collaboratively with Oneida Early Intervention to refer children with suspected educational delays/disabilities for evaluation. Working collaboratively with Oneida Behavioral Health for consulting purposes.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Early Intervention

In May 2026 Early Intervention will contact parent/guardians to find out where to send student files for kindergarten students. This should be completed by June 15, 2026. This will improve outcomes for Special Education students as the receiving school will have time to complete all paperwork requirements and implement IEP changes if necessary.

Head Start/Early Head Start

Oneida Early Intervention will continue to provide speech, occupational and physical therapy services to enrolled HS/EHS students with delays/disabilities or they will refer them out to local school districts if the needs of the child exceed what they can offer. Continued identification and assessment of children suspected of having delays or disabilities will occur. HS/EHS staff will individualize lesson planning for student on an IEP/IFSP. Oneida Behavioral Health will make it a priority to come into the classrooms weekly for student observations and behavioral assessing.

Outcome/Goal # 3

Student eligible for Youth Enrichment Services (Y.E.S.) in elementary, middle, and high school are on track to graduate and Higher Education will provide financial assistance to eligible tribal members attending accredited colleges in the United States.

Programs Working on Outcome:

- Youth Enrichment Services
- Higher Education

MEASUREMENT:

Youth Enrichment Services

100% of the YES student graduate from high school.

Key Performance Indicator 1 – Attendance, grade point average, percent of grade change, freshman students on track to move to the next grade level/graduate. The YES Program is revising the outcomes and performance indicators to better align with the Oneida Reads initiative. Outcome measures will include the beginning, middle and end of the year standardized testing measurements. There may be additional changes when the new Area Manager is on-boarded.

Higher Education

Number of clients served based on data from Power 8 and Cognos Analytics data bases.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Youth Enrichment Services

The YES staff returned from layoff on August 18th. Three of the YES staff members worked during the eight (8) week layoff period and provided literacy support to approximately 20 students. Beginning of the year activities included staff participating in the beginning of the school year celebrations at their schools as well as the registration events. YES staff also registered new students. The September student count for the program includes 682 students with complete paperwork and an additional 152 students with incomplete registrations forms. The student registration is:

Youth Enrichment Services Program Schools	YES Student Total	Kindergarten – Grade 2	Incomplete Registration
King Elementary School	66	28	17
MacArthur Elementary School	13	5	5
Lombardi Middle School	77	NA	29
Southwest High School	121	NA	44
Hillcrest Elementary School	62	14	9
Seymour Rock Ledge	99	36	10
Seymour Middle School	70	NA	13
Seymour High School	94	NA	11
West De Pere Middle School	14	NA	3
West De Pere High School	41	NA	6
Total	657	83	147

Higher Education

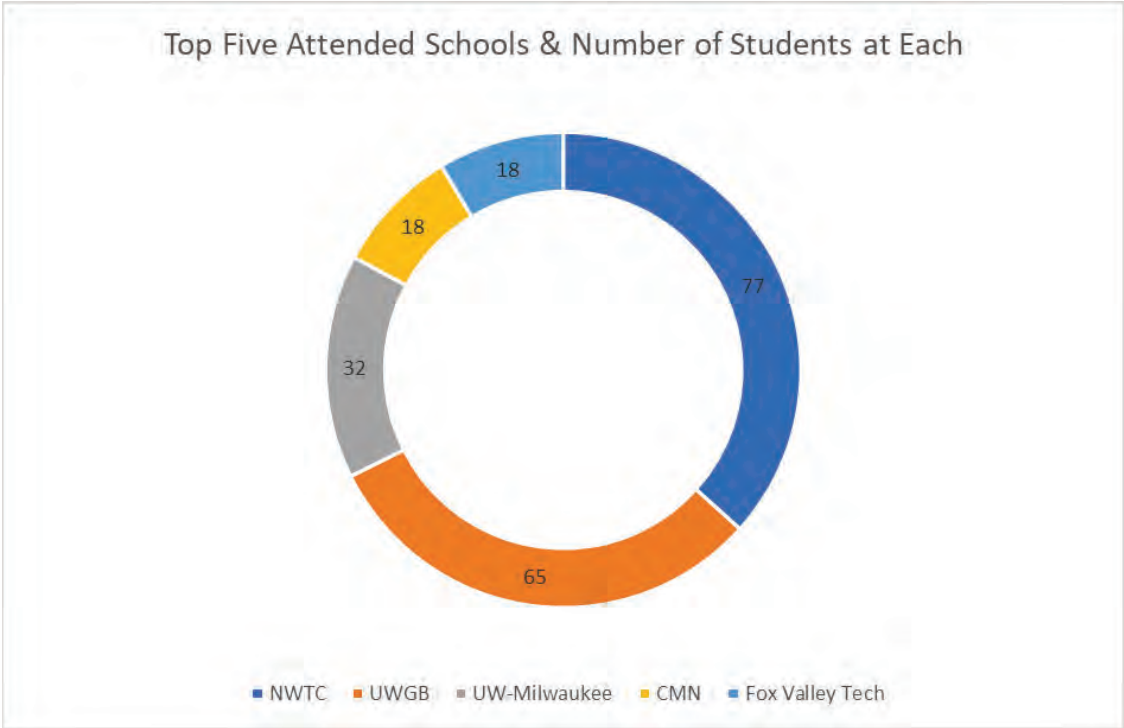
Number of students funded for 4th quarter – 494, total funding amount \$3,302,990.

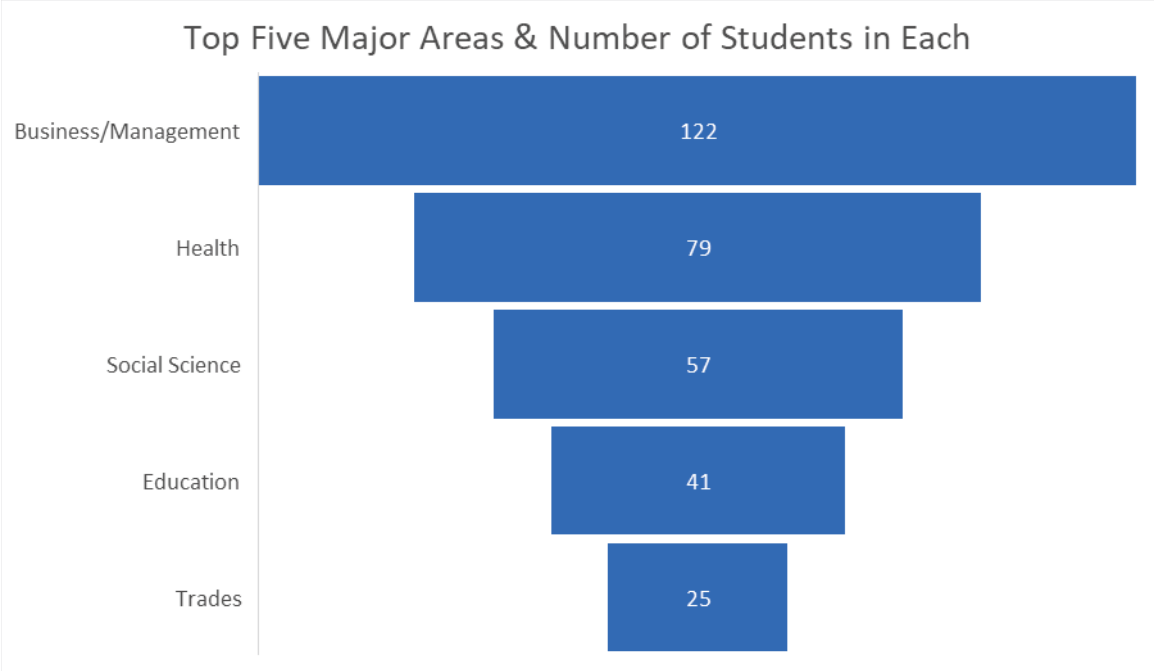
Students receiving the Higher Education Grant for Quarter four are at the following academic levels:

Freshmen	144
Sophomores	94
Juniors	74
Seniors	68
Graduate	67
Doctoral	47

Students are completing the following degrees:

Certificates	10
Technical Diplomas	23
Associate Degrees	108
Bachelor’s Degrees	239
Master’s Degrees	66
Doctoral Degrees	48





Eleven students were funded for the College Comeback Program during 4th quarter totaling \$25,593.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Youth Enrichment Services

The YES staff are in the process of identifying which students need assistance, arranging for Social Services Groups where needed and reaching out to Language Revitalization for Oneida Language groups. Staff are also establishing schedules for before/after-school academic support. In collaboration with Language Revitalization, Seymour Middle and High School will have an after-school Oneida Language Club and Oneida Language will also be offered at Seymour’s Rock Ledge Elementary School. YES staff collaborated with the Recreation Department’s County H staff to provide academic support, twice a week, to students participating in their after-school homework help sessions. The Specialist from West De Pere Middle School will be providing after-school academic assistance at Lombardi Middle School because the Lombardi Middle School Specialist position is vacant. The new YES Specialists and two of the YES Advocates will be participating in the next cohort of LETRS training, with training starting in October.

Higher Education

The Higher Education Department will continue to promote the importance and achievability of higher education by visiting area high schools and offering community events such as college fairs and financial aid workshops.

We hope to continue offering the College Comeback option to help students get back in good standing with the Higher Education Grant and move forward with their educational goals.

Outcome/Goal # 4

Provide culturally sensitive vocational rehabilitation services to Native Americans with disabilities who reside on or near the Oneida Reservation leading to gainful employment consistent with the strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice to building individual self-sufficiency.

Program Working on Outcome:

- Vocational Rehabilitation Services

MEASUREMENT:

This fiscal year our goal was to receive 50 applications and have 20 participants gain employment.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Eligibility Determinations: of the 99 applications, 67 individuals were determined eligible for services. Successful outcomes: Among those served, 20 participants achieved successful employment outcomes, meeting our target of 20.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Once Oneida Vocational Rehabilitation Services is officially integrated into the ONESS 477 program, we anticipate a significant increase in both applications and successful outcomes. This growth is expected due to each case manager gaining direct access to a full range of economic support services, allowing for more comprehensive and coordinated service delivery to individuals with disabilities.

Contact Info

CONTACT:	Enter Main Contact Name
TITLE:	Enter Main Contact Title
PHONE NUMBER:	Enter Main Phone Number
E-MAIL:	Enter Main E-Mail Address
MAIN WEBSITE:	Enter website address

Photos (optional):

Early Head Start families harvesting corn, beans, and squash crops





HS/EHS Family School Kick Off Event

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Mark W. Powless, General Manager

Michelle Danforth-Anderson, Big Bear Media

Debra Danforth, Comprehensive Health

Lisa Rauschenbach, Comprehensive Housing

Shannon Stone, DPW

Jason Doxtator, DTS

Eric McLester, Environmental, Land, Agriculture (ELA)

Tina Jorgensen, Human Services Dept (HSD)
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6. Supporting Documents:

- | | | |
|---|--|---|
| ☐ Bylaws | ☐ Fiscal Impact Statement | ☐ Presentation |
| ☐ Contract Document(s) | ☐ Law | ☒ Report |
| ☐ Correspondence | ☐ Legal Review | ☐ Resolution |
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- | | |
|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th Quarter Report

ENVIRONMENTAL, LAND & AG DIVISION

Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Continuous review and improvement of current programming while also creating new programming based on community demand, to provide services to more of the community.

MEASUREMENT: Promoting positive community relations



L -The Oneida Bird Monitoring Program Community Appreciation Day was held on Saturday September 13th. This was to recognize all the hard work community volunteers put in to making the monitoring program such a success.

R- Environmental Area staff harvest pumpkins to donate to pantry on 9/11/25.
Environmental Area staff planted their own garden this spring on a 6-acre ag field.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

This season Environmental grew and maintained a garden with the purpose of donating fresh produce to Oneida Pantry to distribute to community. This pilot project yielded a total donation of 1125 pounds of pumpkins, zucchini and squashes. FB Communication Post numbers in Q4 for ELA Facebook continue to grow, with 65 posts in Q4, with a reach of 7000-

9000 people each month. The Oneida Bird Monitoring Program Community Appreciation Day was held on Saturday September 13th. Tony Kuchma represented Oneida Environmental and spoke to approximately 30 people in attendance on the importance of restoring habitat for bird species conservation. On September 16th Tony Kuchma was on a panel discussion hosted by Audubon Great Lakes and NEW Bird Alliance. Tony spoke about the Oneida Nations approach to restoring habitat and the partnerships that help monitor and manage restored habitats. Hundreds of people engaged with Invasive Species Program outreach at Oneida Farmer's Market.

Mending the Disconnect with Food program continued to expand and deepen its impact this quarter, strengthening community connection through hands-on learning, shared meals, and the return of traditional foodways. Families participating with the community garden became increasingly confident in caring for hens, learning daily routines, recognizing animal needs, and understanding the reciprocal relationship between care and nourishment. Gardeners maintained both individual and shared plots throughout the season despite heavy rains and difficult soil conditions, demonstrating teamwork and commitment. A Gardener Focus Group held on August 13th helped assess barriers, share successes, and plan for 2026 improvements, including raised-bed expansion, soil health upgrades and building more consistency and shared responsibility in the garden. As the growing season winds down, participants gathered for a garden bonfire visioning session on September 26th to share reflections and hopes for the future. Participants expressed hopes for better growing land and a stronger ability to feed their families year-round. The final activities for this year include a seed saving workshop and preparing the garden to rest for winter. Partnerships continued to flourish, including with the Oneida Cannery for the following food preservation workshops: a Strawberry Workshop teaching jam-making, freeze-drying, and tea preparation and a cucumber pickling workshop. Mending the Disconnect also partnered with Oneida Adventures to put on a Two-Part Journey with Wild Rice (August 26–27): Participants harvested wild rice traditionally and cooked three cultural recipes (with Community Member Cherie Elm) connecting land, water, and nourishment. In addition, Mending the Disconnect also partnered with Wello at OCHC. Wello gifted produce (from their "Farmacy" food truck) to the community and 'Mending the Disconnect' provided opportunities for participants to experience fresh pressed juice (utilizing the produce provided) as a "food is medicine" initiative. Collaboration with Wello during the Farmacy Food Truck Event on September 19 reached approximately 50 community members through fresh juice demonstrations and education on reducing ultra-processed foods. Several Food is Medicine workshops were offered throughout the quarter, including: a juicing workshop in July, a part 2 workshop titled "Eat This Not That", and a workshop titled, "Oneida Foods: The Original Medicines" (July 30).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The Env team is planning revisions of vegetable varieties in the garden for 2026 and adding 4 acres of wild bergamot planting for medicinal harvesting. We will continue to work to increase information getting out to the membership regarding ELA through Facebook and quarterly divisional newsletters. Participated with the GM's film project on Oneida Water Quality. Continued work on bird monitoring partnerships.

'Mending the Disconnect with Food' has postponed their 'Eat to Live' Series until January. The series will feature a total of 7 classes and empower participants to step away from ultra-processed foods and return to the foundational basics, lost over the past 50 years. The series blends education with hands on experience in the kitchen and will be a lead into the 2026 Community Garden growing season. The 7 topics include the following: 1) Intro to course and getting back to the dinner table; 2) Food is Medicine, 3) The benefits/joy of cooking; 4) Meal planning; 5) Meal Prepping; 6) Cooking with Confidence and 7) Bringing it all back to the table (with emphasis on Indigenous Diet). 'Mending the Disconnect with food will continue to offer the Community Gardening Project (spring through fall) as well as it's "Food is Medicine" series. Upcoming "food is medicine" series workshops October through December include: "tea workshop with Bonnie McKiernan, a workshop titled, "Eat to beat Disease" and a workshop titled "Mending the Disconnect with Food" (yes the name of their program). 'Mending the Disconnect with Food' is partnering with "Kahulahele Farmstead" in October to provide a chicken butchering workshop. 'Mending the Disconnect with Food' applied for and was awarded a technical assistance grant (through First Nations Development Institute) and will use the funding in 2026 to provide a comprehensive wild ricing experience including: making of tools, harvesting, processing and cooking of wild rice.

Outcome/Goal # 2

Expand and enhance best practices to improve the health of the Reservation's environment and the community.

MEASUREMENT:



Extended growth walleye was stocked in Oneida Lakes in September

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Environmental Health Program issued 40 food handler safety certificates, performed inspections at 24 Food Service establishments, performed 19 follow-up inspections, processed 23 Food Service establishment license renewals, issued/ inspected 27 temporary food service establishments, issued 6 pet licenses, performed 2 health and safety inspections for OCH Division, and inspected 1 tattoo establishment and renewal. The Nonpoint Program maintained 88 acres of buffers. Planted 1.5 acres of cover crops to reduce erosion. Extended 9 acres of buffers from 35' to 50' to improve water quality. The Oneida Nation Farms expanded beef operation by 52 acres, adding fenced in pasture, and 3 watering facilities to help improve the quality of forage available, avoid supplemental feed, deter overgrazing, thus reducing 20-30 pounds of phosphorus per year by converting row crops to pasture: improving soil health and water quality. Other Nonpoint program work included a 2,061-foot grassed waterway, two 4" supporting drainage tiles to accommodate the extra water capacity from the neighboring tiles that has caused erosion within the existing drainage. 4,360 feet of shaped critical area plantings were also installed along with 3 stream crossing. Invasives program treated 25.4 acres of invasive sweet white clover in Trout Creek Headwater wetland and prairie area; 41.6 acres treated for invasives species. A total of 3,556 walleyes were stocked in Oneida lakes in September and 1800 Black Crappie stocked.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Increase 10-20 acres of buffers every year by going from 35 feet to 50 feet. Three stream maintenance projects to be completed this fall or winter when ground is either dry or frozen. Future wetland restoration on Fernando Drive will be started in the fall/winter of 2025 by converting a pond into a wetland to filter the water before entering back into the stream. A combination of shaped critical area plantings, a two-stage waterway, and 3 crossings will be constructed in the fall of 2025. Two pump houses will be constructed to house electric & water supply controls for the Oneida Nation Farms Buffalo herd. In 2026 the Oneida Nation Farm will expand their bison grazing acres by 140 acres.

Outcome/Goal # 3

Exercising Sovereignty

MEASUREMENT:



Consultation with new WDNR Secretary Karen Hyun and her staff, Oneida leadership and staff

Land Management is taking an aggressive pursuit of new land purchases.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Continued partnerships with NEW Water, Outagamie County, Ducks Unlimited, NRCS, UW-Madison, & Tilth Agronomy to help increase the implementation of best management practices on agriculture lands within the reservation. Hosted Region 5 RTOC meeting in August. 21 NEPAs completed. 10 AAIs completed. 2 Emergency Management Meetings. 1 Construction Site Stormwater Inspection and 8 compliance activities. 5 UST compliance visits and 5 inspections.

Land Management had 9 new acquisitions for a total of 121 acres, which brought the tribes total land holdings to 29,069 acres or 44% of the reservation. There are 8 accepted offers closing in the 1st Quarter of FY26 for an additional 43 acres with 6 more in negotiations and 9 new properties being looked at. There was 104 acres that went into trust at 1600 S. Pinetree that had been in process since 2006.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continuing current partnerships and hopefully new partnerships, to help increase the implementation of best management practices on agriculture lands within the reservation. Continued inspections for food related establishments and temporary events. NEPAs, Phase 1s, Construction Site Stormwater compliance and inspections, Underground Storage Tanks compliance and inspections and Brownfields remediation will continue to take place

Contact Info

CONTACT: Eric McLester

TITLE: ELA Division Director

PHONE NUMBER: 920-869-4590

E-MAIL: emclest2@oneidanation.org

MAIN WEBSITE: Oneida Nation | Environmental Land & Agriculture Division

Accept the Grants FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

- Mark W. Powless, General Manager

Michelle Danforth-Anderson, Big Bear Media

Debra Danforth, Comprehensive Health

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Jason Doxtator, DTS

Eric McLester, Environmental, Land, Agriculture (ELA)

Tina Jorgensen, Human Services Dept (HSD)
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6. Supporting Documents:

- | | | |
|---|--|---|
| ☐ Bylaws | ☐ Fiscal Impact Statement | ☐ Presentation |
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7. Budget Information:

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|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th quarter report

GRANTS OFFICE – GENERAL MANAGER

Status report of Outcomes/Goals

Outcome/Goal # 1

Enhance tribal services/programs with external grant funding of at least \$5 million per year.

MEASUREMENT: Metric used to measure is our excel spreadsheet of funded, denied, and pending grants which shows we are far exceeding our goal of \$5 million per the year, as we are quadruple that goal already by this second quarter!

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Our goal continues to be over our goal of \$5 million per year, however this past year we have assisted in bringing in over \$20 million.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The community has benefits from a wide array of new and/or expanded programming or services throughout the Nation. With the hiring of another Grants Specialist, the Grants Office will continue to do our jobs to the best of our abilities with the utmost integrity. We have proven to be greatly beneficial to the Oneida Nation for many years. The Grants Offices 'current staff - Cheryl/35 years; Marsha/30 years; Anna/almost 1 year. We have a possible retirement within 6 months.

Outcome/Goal # 2

To increase Oneida Nation staff knowledge by providing grants training to programs/departments in need.

MEASUREMENT: The measurement for this goal will be a completed training module for program staff to gain knowledge in all aspects of grant writing: research, planning, developing narrative, and budgets with limited assistance. This will allow Grants Office staff to focus our assistance on newly hired/transferred program staff with no experience in grant writing and grants administration.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

With the training of the new Grants staff person, the loss of an employee due to retirement, time to work on the on-line training modules/documents has been delayed. We have our approved Progression Plan in place that will provide for a process to fill our positions as we

retire within the next few years, however we need to get a qualified person that does not require a lot of training into a vacant Grant Specialist position.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Growing number of knowledgeable program staff with on-line training that focuses on the on-line grant application process for submissions and reporting. Multiple on-line systems are used and are continually being updated. Training program staff to these systems can take time and be confusing. With only 3 staff this continues to be on hold and worked on when time allows.

Outcome/Goal # 3

Provide administrative services to programs as they work through their grant programs, including modification, extensions, and progress report.

MEASUREMENT: A tracking system that best fits our needs in being researched. This will help with grant reporting and administrative activities throughout the grant process from start to finish, including research and a deadline notification system.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

The Grants Office and Accounting should be the only programs to oversee online granting systems. A full process, flow chart, and SOPs are near completion to be sent out to Supervisors soon. Limited staff has hindered this as well.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Working with programs on the administrative part of a grant can take a large part of our worktime, however these activities are connected with online systems in which the Grants Office may have the only access to. We work closely with grant programs to assure our grants stay in compliance along with our regular workloads.

Contact Info

CONTACT: Cheryl Stevens
TITLE: Grants Manager
PHONE NUMBER: 920-496-7331
E-MAIL: cstevens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/>

Photos (optional):**By Garth Webster**

On Thursday and Friday, August 14 & 15, 2025, Oneida Aging & Disability Services hosted an event in the Anna John Resident Centered Care Community parking lot with the goal of preventing elder abuse.

Oneida Nation Elder Abuse and Exploitation Defense Project provided by the AOA Elder Justice & Adult Protective Services – Elder Justice Innovation grant program in the amount of \$92,812.

Accept the Human Services Division FY-2025 4th quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

- ☐ Finance
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5. Additional attendees needed for this request:

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Lisa Rauschenbach, Comprehensive Housing

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Jason Doxtator, DTS

Eric McLester, Environmental, Land, Agriculture (ELA)

Tina Jorgensen, Human Services Dept (HSD)
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6. Supporting Documents:

- | | | |
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|---|--|
| ☐ Budgeted – Tribal Contribution | ☐ Budgeted – Grant Funded |
| ☐ Unbudgeted | ☒ Not Applicable |
| ☐ Other: Describe | |

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

FY-2025 4th quarter report

HUMAN SERVICES DIVISION

Human Services Division includes the following departments:

Aging & Disability Services, Child Support, Cultural Heritage (Traditional Healing, Advising, Archiving, Arts, THPO, & Museum), Economic Support & Community Education Center, Family Fitness & Outdoor Adventure, Family Services, Food Distribution & Emergency Food Pantry, Public Transit, Recreation, Southeastern Oneida Tribal Services (SEOTS), and Veteran Services

Outcome/Goal # 1

Fostering Employee Engagement

MEASUREMENT:

Provide monthly employee recognition throughout the Division.

Improve flexibility with telecommuting.

Provide more training for employees.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

A telecommuting pilot was conducted resulting in more flexibility with telecommuting.

Departments must have their own department specific expectations prior to implementing.

There were 145 nominations for recognition this quarter. For the year, there were 670 nominations and 169 unduplicated employees that were nominated out of 179 employees we had employed in HSD this year.

As a result of the Employee Engagement Survey results, the Human Services Departments are determining action plans for improving open and honest two-way communication.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Support team wellness using evidence-based models that work for other companies.
- Provide fun opportunities for employees.
- Ensure employee alignment through hiring and work shadow opportunities.
- Provide incentives with active involvement/engagement.

Outcome/Goal # 2

Developing Strong Leaders

MEASUREMENT:

Continue iLead Leadership Development program.
Provide a new program designed to introduce employees to a leadership role.
Create and implement a Division new employee orientation.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

One iLead Leadership Development program has helped XX supervisors, managers, and directors this fiscal year.

The Human Services Onboarding/New Employee Orientation will be implement in January 2026.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Provide consistent, meaningful onboarding & training.
- Improve leadership development.

Outcome/Goal # 3

Empowering Community Engagement

MEASUREMENT:

Coordinate a 2nd Annual Division Resource Fair. (cancelled due to cost savings)
Four quarterly Division newsletters mailed to the community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Human Services Division provided the Summer Edition Newsletter and is working on the Fall Newsletter. The newsletters are not being mailed to households due to cost savings. However, you can find the newsletters on our webpage: <https://oneida-nsn.gov/divisions/human-services/hsd-newsletter>.

This quarter, all departments in Human Services participated in FB / YouTube Live to provide the community with program/service information.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Market & outreach our services to increase community knowledge of what we provide.
- Promote collaboration with a communication plan & shared event.

Contact Info

CONTACT: Tina Jorgensen, MS, RDN
TITLE: Human Services Division Director

PHONE NUMBER: 920-490-3904

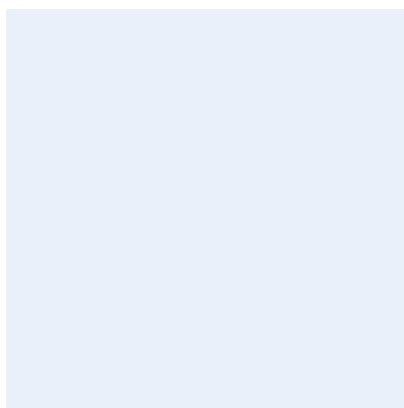
E-MAIL: tjorgens@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/divisions/human-services/>

Photos (optional):



Enter caption for photo above.



Accept the Tribal Action Plan FY-2025 4th quarter memorandum

Business Committee Agenda Request

1. Meeting Date Requested: 10/22/25

2. Session:

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

3. Requested Motion:

☒ Accept as information; OR

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8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services office

CEO-Nation Services
909 Packerland Dr.
Green Bay, WI 54303
920-496-7000



To: Oneida Business Committee

From: Mark W. Powless, CEO-Nation Services

Date: October 14, 2025

Re: 4th Quarter Reports

Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2025.10.14 15:59:12 -05'00'

Please be advised of the following update regarding 4th quarter report submissions:

1. TAP Program

The TAP Program will also not be submitting a 4th quarter report. Effective this quarter, the TAP Program has transitioned from the oversight of CEO-Nation Services to Behavioral Health Services. As such, reporting responsibilities will now fall under the purview of the Behavioral Health department.

Should you have any questions or require further clarification, please feel free to reach out.