

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