ONEIDA NATION

2026 Annual Report

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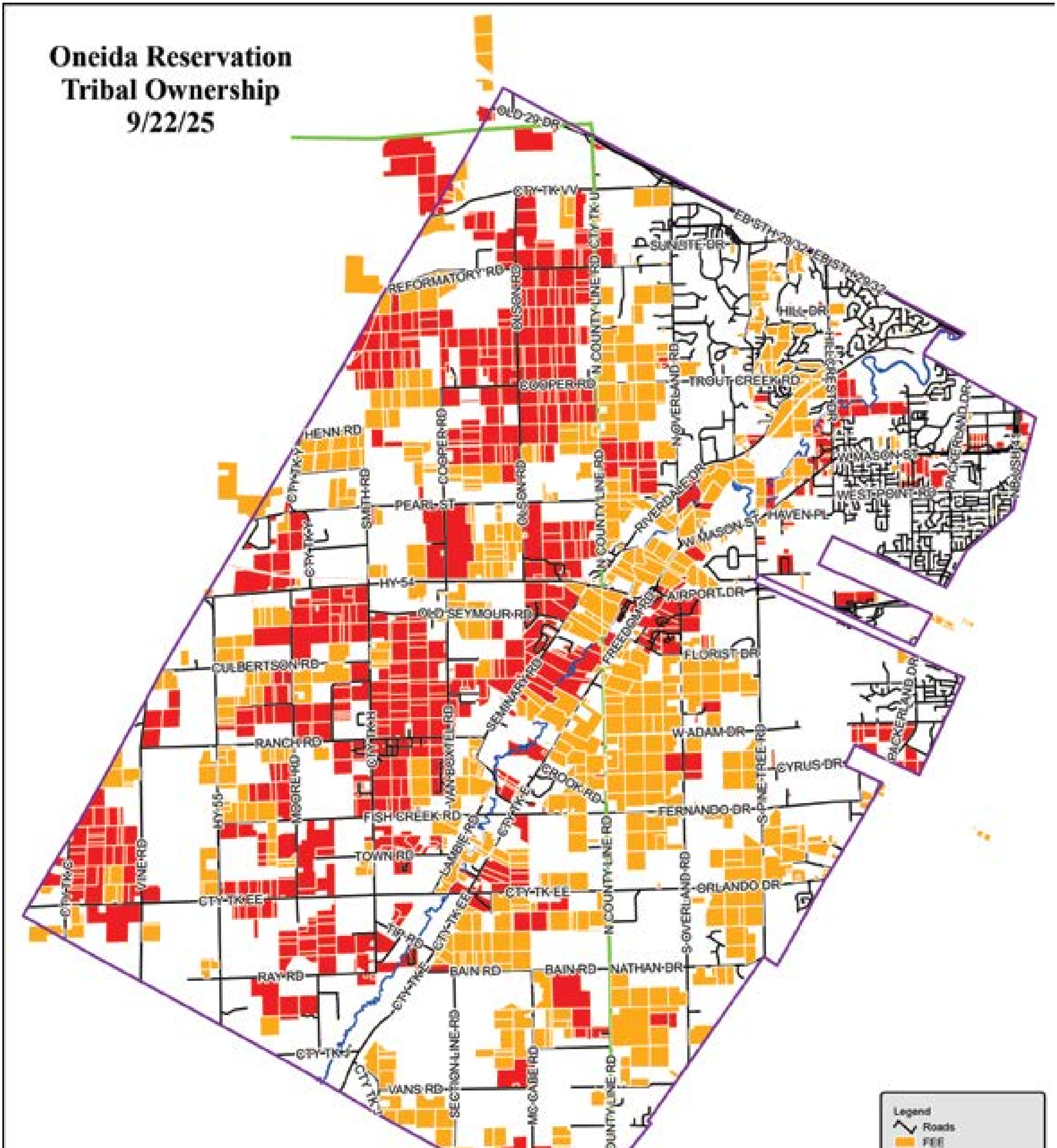
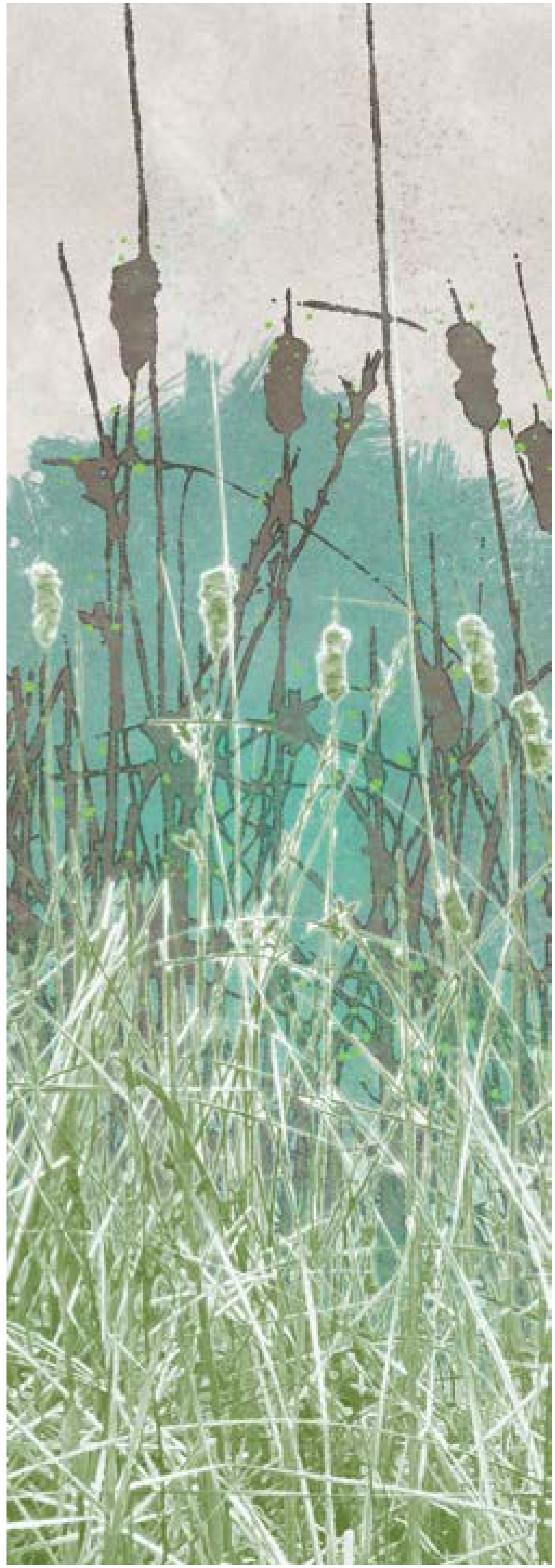
Oneida Reservation Tribal Ownership 9/22/25



Contents



Shekoli swakweku,

Oneida Nation's vision - A nation of strong families built on Tsiˀ niyukwalihó tʌ and a strong economy, and our mission statement - To strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty – both encompass who we are as ukewehe and what Oneida Nation truly stands for.

The 2025 Annual Report to General Tribal Council is a way to showcase and highlight the work being completed throughout the last six months, by our programs, and services. The report also provides insight into who assists in ensuring that everything done, is for the betterment and protection of our Nation and community.

Oneida Nation enterprises are the financial foundation for our community and generate revenues to maintain our culture and quality of life. The Oneida Casino and Hotel, Baybank, Oneida Engineering Science and Construction, and the Oneida Retail Division are just some of our revenue generators, that help sustain almost 3000 employees locally. Oneida has had a goal for financial self-sufficiency for decades and with the introduction of Indian Gaming and Oneida's business developments, the goals are being met.

I would like to commend all areas and the employees, who keep things moving daily, knowing that without the support of our employees, the nation would not be able to provide all it does to our growing community.

On behalf of the Oneida Nation and the Business Committee – may you continue to have a good mind, a good heart and a strong fire.

yawʌˀkó· Be well and treat one another well.
saˀnikuhlatsa·niht (you have a strong mind)

Tehassi Tasi Hill, Chairman
Oneida Nation

STRATEGIC PLANNING AND NATION BUILDING: PROGRESS UPDATE (OCTOBER 2025)

Our Ongoing Purpose

Since 2023, the Oneida Business Committee (OBC) has continued to strengthen the Nation's approach to governance, leadership, and long-term planning through the principles of Nation Building. What began as a foundational effort has now evolved into a coordinated, ongoing process that connects our long-term initiatives to meaningful action.

The Nation Building process is grounded in the five core principles developed by the Native Nations Institute (NNI) at the Udall Center for Studies in Public Policy, The University of Arizona: Practical Self-Determination, Capable Governing Institutions, Cultural Match, Strategic Orientation, and Public-Spirited Leadership. These principles shape how we make decisions, collaborate across teams, and strengthen the systems that support our Nation's future. They remind us that effective governance must be strategic, culturally grounded, and self-determined, reflecting who we are as Oneida people.

This work continues to be a collective effort, engaging Oneida Business Committee Members, Direct Reports, Subject Matter Experts, and Executive Assistants. Each person's participation has contributed to shaping a stronger, more cohesive path forward for the Nation.

Highlights of Our Progress

Over the past year, the Nation Building and strategic planning efforts have deepened across every area of engagement. Together, these milestones reflect both progress and learning as we continue to strengthen our systems and practices.

Key Highlights Include:

- •Continued integration of Nation Building across all long-term initiatives
- Teams established for 10 of the 11 long-term initiatives (one temporarily on pause)
- Implementation meetings underway across multiple teams
- SMART goals refined for clarity and accountability
- Tools developed to support planning and tracking (Readiness Tool, SMART Goal Worksheet, Implementation Roadmap, Draft-to-Plan Transition Tool)
- Ongoing leadership coaching and retreats for transformational growth
- Quarterly Nation Building Coordination meetings for shared alignment
- Collaboration is underway with the Communication Team to strengthen messaging, branding, and visibility of Nation Building.

These collective efforts are building internal capacity, not only to implement our 11 longterm initiatives, but also to sustain progress through improved collaboration, leadership, and governance.

Nation Building in Action

The Nation Building framework provides structure and consistency across our initiatives. Each initiative team advances through six implementation phases - Explore, Draft, Plan, Build, Launch, and Close, ensuring that every initiative progresses intentionally and with accountability.

Ten of the eleven long-term initiatives are currently active. The Create Oneida Language & Culture Law initiative remains on pause while leadership identifies the best timing and approach for re-engagement.

The following figure illustrates the Nation Building project methodology, which provides a clear roadmap for each initiative's development from concept to implementation.

Together, these initiatives continue to move through the Nation Building process, advancing steadily through the structured phases of Explore, Draft, Plan, Build, Launch, and Close. This methodology ensures that every initiative advances systematically, with clear milestones, shared accountability, and alignment to the Nation Building principles.

Long-Term Initiative Updates

Each initiative continues to progress through different phases of the Nation Building process. While some are further along in implementation, others are focusing on reengagement, refining next steps, or establishing stronger consistency in meeting schedules. Below is a summary of current activity across the eleven initiatives:

- **Feasibility Assessment** – The team held its kickoff meeting and has since been re-engaging through regular sessions to continue advancing this work.
- **Create Continuous Improvement Plan for Governance Systems** – The team continues to focus on strategies for transparency and accountability.
- **Initiate Next Round of Constitutional Amendments** – The team continues to focus on defining a clear path forward, with recent discussions reflecting strong
- engagement and thoughtful consideration.
- **Create Oneida Language & Culture Law** – This initiative remains on pause while leadership identifies the best timing and approach for re-engagement.
- **Carry Out "I Am Oneida" Project Plan** – The group agreed to convene annually or as needed to align with ongoing priorities.
- **Enhanced Mental Health** – The initiative name has been streamlined (formerly "Enhanced Mental Health and Well-Being"). The group continues to focus on expanding mental health resources and community support.
- **Create a System of Commerce** – Following the initial kickoff, the team is preparing for its next scheduled session to refine the framework for supporting tribal entrepreneurship and economic growth.
- **Strengthen Capacity for Technology** – This group has convened several times and continues to make progress on

its change-management and technology integration plans.
- **Foster Innovative Solutions to Community Challenges** – The continues to strengthen collaboration to improve community response systems.
- **Invest in Energy Infrastructure** – This team remains one of the most active, meeting regularly and advancing development of a sustainable energy plan.
- **Research Center** – This initiative is steadily progressing, with the framework and operational structure beginning to take shape.

Building Capacity Through Leadership

Leadership development remains an essential part of the Nation Building process. During quarterly Nation Building meetings where individual teams share initiative updates, teachings and resources are incorporated to strengthen Public-Spirited Leadership, one of the five Nation Building principles.

Topics such as Growth Mindset, the Four Stages of Team Development, DISC, 12 Driving Forces, and the Transformational Leadership Mindset have been introduced to support collaboration, self-awareness, and adaptability. For example, the DISC model was shared to help teams better understand one another's communication styles and enhance effectiveness when working together.

These teachings serve as additional resources to reinforce core leadership principles and support teams as they navigate change with clarity, mutual respect, and shared purpose. By continuing to invest in leadership development at every level, we help ensure that Nation Building remains grounded in strategic action, cultural alignment, and meaningful personal growth.

Refining the Process

The Nation Building Coordination Team continues to refine tools, templates, and communication methods to make the process more accessible, consistent, and sustainable. Over the past year, the team has prioritized readiness, ensuring that each group enters the planning and implementation phases with clear goals, strong leadership support, and the structures they need to move forward effectively.

Through this collective learning, we've reaffirmed that Nation Building is not linear, it's adaptive. Teams advance at different paces depending on readiness, resources, and timing. This flexibility is essential to maintaining engagement while honoring the integrity of the process. The work has evolved into a living framework that prioritizes alignment, accountability, and the Nation's long-term success.

What's Next

The coming year will focus on deepening implementation and ensuring long-term sustainability.

Next Steps:

- Supporting teams as they finalize and launch project plans
- Establishing consistent Nation Building progress reporting and dashboards
- Expanding leadership development opportunities
- Increasing visibility of Nation Building progress across the organization and community

These next steps will ensure that Nation Building continues to evolve as both a process and a mindset. guiding how we govern, plan, and lead as Oneida people.

Closing Reflection

The progress made through Nation Building and strategic planning represents more than organizational development; it reflects a movement toward unity, purpose, and sovereignty.

What began as a single workshop has grown into a Nation approach to leadership and governance. Each conversation, plan, and milestone has helped lay the foundation for stronger systems, deeper collaboration, and generational impact.

While some teams are just beginning and others are deep into implementation, all share the same vision: to build a strong, self-determined Nation guided by values, purpose, and visionary leadership.

SECTION A: CARRY OVER ITEMS FROM 2025 GTC DIRECTIVES REPORT

GTC Meeting	Topic	Previous Status	Current Status
02-20-17 *Special*	Health Care Board Petitions Items 1&2	In Progress	In-Progress

The Health Board was created by the General Tribal Council on February 20, 2017.

> …to approve the petition from Mike Debraska for items #1 and 2 and to include the Behavioral Health, Community Health Center, Anna John Resident Centered Care, and Employee Health Nursing[.]
> …to direct the Business Committee to dissolve the current Business Committee appointed Health Board.
> …that the Health Board be elected positions[.]
> The language from the petition is as follows:
>
> 1. A Health Care Board be created to oversee the Oneida Health Care Center and its staff, along with the Anna John Residential Communicate Care Center (AJRCCC); and
> 2. GTC select and appoint all Health Care Board members, set their stipends, approve their by-laws and resolutions, and that this Health Care Board reports only to General Tribal Council to prevent politics of the health care system of who receives treatment by any single or multiple board, committee or commission[.]

GTC tabled the remaining six items from that petition for 120 days. The tabled items were placed on the August 14, 2017, special GTC meeting agenda where it was again tabled for 60 days. The remaining items were then placed on the October 8, 2017, special GTC meeting agenda. There were three calls to take the item from the table and move them to another agenda. No action was taken, and the remaining petition items were considered completed.

The OBC identified at the March 22, 2017, regular OBC meeting that no action could be taken regarding the first two (2) petition items adopted by GTC until the petition itself was completed. This delay was occurring because the matter was still active before GTC when the remainder of the petition was tabled by GTC at the February 2017 meeting.

The OBC adopted resolution # BC-10-11-17-B, Dissolution of Oneida Health Board in Accordance with the General Tribal Council Directive of February 20, 2017. This left the creation of an elected Health Care Board to be completed.

The OBC reported at the 2019 annual GTC meeting that "the OBC is in the process of determining how to best to approach the implementation as there were issues to address (see page 26 of the legal analysis regarding this petition)."

The OBC reported at the 2020 annual meeting that the Health Board has not been created as the OCHC has been finalizing their application review for accreditation with the Accreditation Association for Ambulatory Health Care (AAAHC). This was completed and accreditation as awarded on November 25, 2019.

The next significant update came at the 2025 annual GTC meeting where it was reported that this directive is to determine the appropriate make-up and responsibilities of a health board over two (2) different health related functions. Amendments to this directive may be required and action by GTC to amend or repeal this directive would be in order and require a two-thirds vote in accordance with the Ten-Day Notice Policy. It is possible that some actions may not be in order depending on conflict with the Public Health Accreditation Board (PHAB) certification for OCHC, licensing requirements for personnel and operations at OCHC, along with AJRCCC, or requirements that may arise out of the Indian Health Service self-governance contract or fiduciary responsibilities regarding insurance payments. The OBC consulted with the Legislative Reference Office (LRO) and determined that the Health Board bylaws were not placed on the 2020-2023 nor the 2023-2026 active files list. In early 2024, responsibilities for bylaws were transferred from the Legislative Operating Committee (LOC) to the Oneida Law Office (OLO). The OLO will be reviewing the materials and are planning to provide the directed bylaws or the required amendment noted above no later than the 2026 annual GTC meeting. This report was accepted by GTC at the 2025 annual meeting.

Update: Comprehensive Health Division (CHeD) Director, in consultation with the CHeD Executive Management Team recommend that a Health Board should not be implemented noting substantial improvements within the CHeD since 2017. The team emphasizes the importance of maintaining accreditation standards, legal compliance, and operational stability. They propose alternative approaches to enhance community input without compromising governance or accreditation. Concern and risks include: accreditation impacts [AAAHC and PHAB accreditation require adherence to national standards; changes in governance must be reported, within 15 working days of significant changes and in annual reports, respectively, and may affect accreditation status], operational disruption [unclear benefits of a health board to current operations; potential need for extensive policy and procedural revisions], and financial/self-governance implications [a board with governing authority could impact the Nation's self-governance compact and negotiation capabilities with the Department of Health & Human Services – Indian Health Service]. The OCHeD Executive Management Team urges caution and recommends maintaining the current structure while enhancing community engagement through advisory mechanisms. They remain open to further dialogue and are willing to provide additional documentation to support a well-informed decision. OLO will continue to work with CHeD to formulate a full response and requested action to be presented to GTC for consideration.

GTC Meeting	Topic	Previous Status	Current Status
03-17-17 *Special*	Sanctions & Penalties	In Progress	Complete

Approved amendment to a pending main motion to defer the law for at least 60 days for GTC to have additional time to consider and have input.

After the March 17, 2019, GTC directive the LOC held six (6) additional community outreach events throughout the Reservation an in Milwaukee, and published articles in the Kalihwisaks so that the community had additional time to consider the Sanctions and Penalties law and provide input.

Based on input received during the community outreach events and work with the OBC, the LOC updated the proposed Sanctions and Penalties law and held an additional public meeting on the law on January 7, 2020. The LOC then finalized the adoption materials for the updated Sanctions and Penalties law and was planned to include this legislative matter on a GTC meeting agenda in the summer of 2020. The COVID-19 pandemic prevented this item from moving forward to the GTC. The 2023-2026 LOC has the Sanctions and Penalties law on the active files list and is working on bringing it forward to the GTC for consideration. This update was accepted by GTC with the 2025 annual report.

Update: The LOC has completed the additional due diligence on the Sanctions and Penalties law; it is on the 2026 annual GTC meeting agenda for consideration.

GTC Meeting	Topic	Previous Status	Current Status
03-25-19 *Annual*	Medicare Part B Petition: Survey Tribal Members	In Progress	In-Progress

Approved amendment to an approved main motion for the OBC to conduct a survey of all enrolled tribal members for information to include but not limited to: 1) age, 2) disability, 3) renal disease, and 4) income ranges on page 102 of the 2019 annual meeting packet; that Finance bring back any other information that will allow for an informed decision; and that this be brought back within eight (8) months.

The OBC assigned this task to the Governmental Services Division (Director to complete. Due to turnover in the area, this project remained in the "in progress" status for the 2020 annual report. At that time, the Governmental Services Division Director position was vacant and posted. Once filled, the plan was for work on this directive will resume. This report was accepted by GTC.

The OBC reported in the 2023 semi-annual report that the current Governmental Services Division Director was onboarded in March 2020 and this outstanding item was not transitioned to them and that due to this and the COVID-19 pandemic the completion of this directive has been delayed. This report was accepted by GTC.

The OBC reported in the 2024 annual report that Aging & Disabilities Services will be implementing a survey beginning November 2023 to include the information that was directed by GTC. This report was accepted by GTC.

The OBC reported in the 2025 annual report that Aging & Disabilities Services implemented the directed survey questions beginning in November 2023 and finishing in 2024. As of the writing of this report, the department is compiling the 666 responses received. Once the findings are finalized, they will be presented to the OBC to determine next steps in order to comply with the directive. This report was accepted by GTC.

Update: On June 25, 2025, the Medicare Part B Report dated May 6, 2025, was accepted by the OBC; action was taken to direct the financial review be completed as both parts are required per the GTC directive. The OBC anticipates the item will be ready for consideration by GTC in 2026.

GTC Meeting	Topic	Previous Status	Current Status
07-01-24	Accountability System for Exept Employees	In Progress	In-Progress

Motion passed to direct the OBC to develop a system to hold exempt employees accountable for their time.

The OBC reported in the 2025 annual report that this item was assigned to the Executive HR Director to complete. The prior Executive HR Director's last day of work with the Nation was January 31, 2025; this task was provided to the current Executive HR Director for completion. This report was accepted by the GTC at the 2025 annual GTC meeting.

UPDATE: The Executive HR Director is currently reviewing and prioritizing all past, ongoing, and new assignments, while providing monthly progress updates to the OBC Officers. In alignment with the OBC's position regarding council accountability, HR has prioritized the development of clear time and attendance expectations for council members. They will begin assessing the broader workforce and provided a draft framework for OBC consideration by the end of FY-2026.

GTC Meeting	Topic	Previous Status	Current Status
07-01-24	Update 2033 Land Acquisition Plan that prioritizes residential housing	In Progress	In-Progress

Motion passed to direct the Land Commission to bring back a revised 2033 land acquisition plan that prioritizes residential housing and to bring to the General Tribal Council at the semi-annual meeting in 2025.

Update: Since the last GTC meeting, we've made progress on several initiatives. We've gathered data and reports, and there are potential acquisitions that are not yet finalized and require updates from staff. Additionally, we understand there may be staff-led acquisition initiatives that we are not fully aware of. From a preliminary assessment, there are numerous opportunities within the Nation for housing using existing sites and locations. While we could purchase additional home-building sites or existing homes, timeliness will depend heavily on the capacity and performance of current Nation departments and resources. As a Land Commission, acquiring 5, 10, or even 15 homes would be straightforward. The real question is whether staff has the capacity to integrate these homes into the housing rotation for Nation members in a timely manner. We would like to ensure Commissioners and staff have the opportunity to provide input, share feedback, and review any report submitted to the GTC. Our goal is to achieve consensus on the report before it moves forward.

GTC Meeting	Topic	Previous Status	Current Status
09-08-24	Utilize CIP Discussion to Plan & Fund CIPs, Prioritizing High School & Recreation Complex	In Progress	Complete

Motion passed to direct the OBC to utilize this discussion in making planning and funding decisions when a Capital Improvement Project is brought forward for approval GTC and to prioritize the High School and Recreation Complex

The OBC reported in the 2025 annual report that the discussion will be utilized in the formation of the FY-2026 Budget; this report was accepted by GTC.

UPDATE: The FY-2026 Budget has been finalized and will be considered at the special GTC meeting scheduled on December 8, 2025. The Recreation Complex has funding identified; incremental savings for the next project is part of the FY-2026 Budget.

GTC Meeting	Topic	Previous Status	Current Status
10-23-24	Attach Education Credentials to OBC Wages	In Progress	Complete

Motion passed that education credentials be attached to the OBC wages and that be brought back to GTC for final approval.

In the 2025 annual report, the OBC reported that at the November 13, 2024, regular OBC meeting, the OBC took action to direct Chief Counsel and the Executive HR Director to prepare a proposal to attach educational credentials to OBC wages, that the proposal be submitted to the OBC for review no later than March 31, 2025, that the proposal be finalized for consideration no later than the 2025 semi-annual GTC meeting. This report was accepted by GTC.

Update: The current Executive HR Director started in their position in January 2025 and immediately began reviewing and prioritizing all past, ongoing, and new assignments, while providing monthly progress updates to the OBC Officers. The item is completed and is on the 2026 annual GTC meeting agenda for consideration.

SECTION B: GTC DIRECTIVES REPORT NOVEMBER 18, 2024-SEPTEMBER 14, 2025

GTC Meeting Date	Topic	Status
03-16-25	Opioid Settlement Funds Report	Complete

Motion passed to bring a report back to the 2025 Semi-Annual meeting in July regarding the Opioid Settlement Funds including how much they are, who is part of the group making decisions, and what is the plan for their use. Amendment to the main motion passed to also include the Opioid Settlement Funds report in the Kalihwisaks.

Update: Report was featured in the July 2025 Kalihwisaks and presented at the July 20, 2025, semi-annual GTC meeting; it was accepted by GTC at that meeting.

GTC Meeting Date	Topic	Status
03-16-25	Lay Advocacy Sessions & GTC Legal Resource Attorney	Complete

Motion passed to direct the GTC Legal Resource Center (LRC) Attorney, to work with Oneida Judiciary to schedule and conduct the two (2) GTC mandated lay advocacy sessions and for the Judiciary trainings to be held prior to October 31, 2025; for the trainings to be held in the early summer and late fall each year thereafter which shall be held on during the day or evening and weekend; and to offer mock hearings to practice their lay advocacy skills, as amended.

Amendment to the main motion passed to include directing the GTC LRC Attorney to be present at GTC meetings moving forward to represent GTC as provided in the law and job description.

Update: The GTC LRC held a Training Session at the Community Education Center (CEC) on Friday, October 31, 2025. This training was conducted in compliance with the above listed motion in addition to the 2016 amendment to the main motion by Linda Dallas to have training on a bi-annual basis that includes but is not limited to training in Judiciary laws, processes, procedures and tribal laws that apply to it (representation of matters in front of the Judiciary), to be opened to all Tribal Members. The Training was noticed to the membership via the Oneida Nation Communications on October 6, 2025, October 16, 2025, and the Oneida Nation Share Point on October 21, 2025. There were three (3) individuals in attendance for the training. The GTC Legal Resource Center Attorney has attended General Tribal Council Meetings as directed.

GTC Meeting Date	Topic	Status
06-01-25	Comprehensive Constitutional Reform	In-Progress

Motion passed to accept the referendum question [Would you support Comprehensive Constitutional Reform that reflects who we are as Onʌyoteˀa·ká (People of the Standing Stone – Oneida)?] as information and to direct the OBC to develop community meetings and other information gathering to identify need, impact, and legal and political benefits and risks for consideration by the GTC and to report out on this project at the annual GTC meeting until a determination is made to not make any changes, consider a constitutional amendment, or develop an alternate plan for constitutional reform.

Update: The OBC has included this directive as part of their strategic planning for the remainder of the 2023-2026 term. There is no significant work to report on at this time.

GTC Meeting Date	Topic	Status
06-01-25	Cultural Related Re-Entering Program	In-Progress

Motion passed to direct the OBC to bring back a plan, and fiscal analysis, which defines programming scope and implements a cultural related re-entering program to include a need-based assessment.

Update: At the June 11, 2025, regular OBC meeting action was taken to delegate this to the CEO-Nation Services. The CEO-Nations Services has begun research on the following: a previously implemented re-entry program funded by GLITC, how a Healthy Relationship Program, designed for domestic violence abusers, could be re-designed to reserve re-entry clientele, availability of grant funding for such a program, tribal member incarceration and release data, reviewing other re-entry programs to better understand range of services and levels of effectiveness, staffing models, assessing Tribal systems and processes which may need revision to service individuals with felonies, a job program for individuals with felonies.

GTC Meeting Date	Topic	Status
06-01-25	Plastic-Free Policy	Complete

Motion passed to direct the Oneida Business Committee to forward this referendum question [Should the Oneida Nation develop a plastic-free policy and practice to strengthen efforts toward caring for our environment and waters?] to the Legislative Operating Committee for further study, review, public comment, and possible drafting of a law to implement the policy if it fits the goals and needs of the Oneida Nation.

Update: At the June 11, 2025, regular OBC meeting, correspondence notifying the LOC of the noted GTC action was approved by the OBC and sent. LOC will process this submission in accordance with the Legislative Procedures Act.

GTC Meeting Date	Topic	Status
06-01-25	Elected Oneida Personnel Commission	In Progress

Motion passed to direct the OBC to amend the Oneida Personnel Commission (OPeC) bylaws to make the OPeC positions elected.

Amendment to the main motion passed to make this effective for the Oneida tri-annual election to be held in 2026.

Update: At the June 11, 2025, regular OBC meeting, correspondence was approved by the OBC which delegated this item to the OLO to complete. OLO expects the final bylaws to be presented to the OBC for approval in January 2026 in order to be in effect for the 2026 General Election.

GTC Meeting Date	Topic	Status
06-01-25	Oneida Security Department Reporting Structure	Complete

Motion passed to accept the referendum question [Should the Oneida Security Department report to the Oneida Chief of Police?] and request the LOC to complete the development of its proposal.

Update: At the June 11, 2025, regular OBC meeting, the OBC determined no additional action was needed because the OLO had already been directed via resolution # 05-14-25-B, Amendments to the Oneida Nation Law Enforcement Ordinance, to create updated bylaws for the Oneida Police Commission (OPoC). Amendments to the law included: 1) changing the name of the law to "Law Enforcement", 2) changing name of OPoC to "Oneida Public Safety and Security Commission (OPSSC)", and 3) changing the reporting structure of the Oneida Security Department to report to the OPSSC. Bylaws were approved by the OBC on August 27, 2025.

GTC Meeting Date	Topic	Status
06-01-25	Special GTC Meeting with no GTC Meeting Stipend	In-Progress

Motion passed to direct the OBC to schedule a special GTC meeting in early 2026; that the purpose of the special GTC meeting is to collect information and to provide an update on the progress of the Onʌyoteˀa·ká niˀi Project Plan; and that the special GTC meeting will have no GTC Meeting Stipend paid

Update: The Onʌyoteˀa·ká niˀi Project Plan Workgroup Standing Committee continues its responsibility to implement and manage the Onʌyoteˀa·ká niˀi Project Plan and is working with the OBC to identify an appropriate date in 2026.

GTC Meeting Date	Topic	Status
07-20-25	Oneida Business Committee Wage	In Progress

Motion passed that there be another GTC meeting where the GTC may provide their input on how the money will be used

Update: The OBC has consulted with the CEO-Nation Services and anticipates placing this item on an upcoming GTC meeting agenda in 2026.

FY 2025 ANNUAL BUSINESS COMMITTEE TRAVEL REPORT

This report is for travel that occurred from Oct 1, 2024 – March 31, 2025. The BC's travel report includes transportation, lodging, per diem and registration costs for BC members' travel.

Tehassi Hill, Chairman - FY-2025 Budget $12,000.00			
Washington , D.C.	02-26-25	Testimony	$1,427.34
Herndon, VA	03-10-25	Leadership Institute	$290.91
Washington, D.C.	03-22-25	MAST	$3,008.44
Chandler, AZ	04-06-25	2025 Tribal Self Governance Conference	$3,061.23
Washington, D.C.	06-02-25	Lobbying on Federal Budget	$1,906.99
Mashantucket, CT	06-08-25	2025 NCAI Mid-Year Conference	$2,412.76
La Jolla, CA	07-23-25	2025 DCCC Leaders Circle	$0
Washington, D.C.	09-02-25	DCCC/DSCC Events	$0
		Total	$12,107.67
		Balance	-$107.67

Brandon Yellowbird-Stevens, Vice-Chairman – FY-2025 Budget $12,000.00			
Washington, D.C.	12-09-24	White House Tribal Nations Summit	$2,407.73
San Diego, CA	03-30-25	Indian Gaming Assoc. Trade Show	$215.00
Washington, D.C.	04-07-25	2025 NRCC President Dinner	$2,308.46
Rancho Mirage, CA	04-29-25	Tribal Issues Conference (DCCC)	$2,871.89
Washington, D.C. **JH	05-02-25	Native Farm Bill Coalition Fly In	$2,806.89
Washington, D.C.	06-02-25	Lobby Federal Budget	$2,416.83
Washington, D.C.	07-20-25	NRSA Dinner Govt-to-Govt Roundtable	$1,528.35
**Travel was done by Councilman Jonas Hill was taken out of Corresponding BC Member Budget			
		Total	$14,558.12
		Balance	-$2,558.12

Lawrence Barton, Treasurer – FY- 2025 Budget $12,000.00			
Las Vegas, NV	12-09-24	NCAI	$2,407.73
Las Vegas, NV **JH	03-30-25	RES 2025	$1,534.07
Las Vegas, NV	03-30-25	RES 2025	$3,040.15
Chandler, AZ	04-06-25	2025 Self Governance Conference	$2,886.19
New Orleans, LA	04-26-25	43rd Annual NAFOA Conference	$3,207.43
Portland, OR	09-20-25	NAFOA Confernece	$2,683.43
**Travel was done by Councilman Jonas Hill was taken out of Corresponding BC Member Budget			
		Total	$16,057.80
		Balance	-$4,057.80

LISA LIGGINS, SECRETARY - FY- 2025 BUDGET $12,000.00			
Green Bay, WI	10-17-25	Rally Harris and Walz	$17.35
Madison, WI	12-17-25	State-Tribal Relations	$267.05
Key Biscayne, FL **JH	02-27-25	NRCC	$3,207.48
Madison, WI	03-11-25	Committee on Government Operations	$288.41
Madison, WI	03-27-25	AB 99 Bill Signing	$311.00
Madison, WI	04-10-25	Science on Tap Carpenters Lecture	$290.64
Madison, WI	04-16-25	Hearing-Senate Committee	$259.50
Wisconsin, WI	05-28-25	Assembly Democrat Campaign	$423.48
Reno, NV	09-14-25	Tribal Net	$2,895.84
**Travel was done by Councilman Jonas Hill was taken out of Corresponding BC Member Budget			
		Total	$7,960.75
		Balance	$4,039.25

Marlon Skenandore - FY- 2025 Budget $10,000.00			
Las Vegas, NV	10-27-24	NCAI	$3,937.74
WI Dells, WI	02-26-25	Teen Summit	$211.50
		Total	$4,149.24
		Balance	$5,850.76

Jameson Wilson - FY- 2025 Budget $10,000.00			
Las Vegas, NV	10-26-24	NCAI Annual Conference	$3,007.72
Las Vegas, NV	03-09-25	RES 2025	$2,665.88
Madison, WI	03-17-25	2025 State of the Tribes	$380.50
Chandler, AZ	04-06-25	2025 Tribal Self Governance Conference	$0
Chicago, IL	04-29-25	Region 5 EPA Operation	$760.94
Washington, D.C.	06-02-25	Lobbying Federal Budget	$0
Mashantucket, CT	06-08-25	2025 NCAI Conference	$2,099.87
Tucson, AZ	07-15-25	Native Nations Institute Emerging Leaders	$0
Welch, MN	07-21-25	MAST Summer Meeting	$949.72
		Total	$9,864.63
		Balance	$135.37

Jonas Hill - FY- 2025 Budget $10,000.00			
Red Cliff, WI	10-01-25	DNR, Tourism WHEDA, DSPS	$710.25
Box Elder, SD	10-08-25	Tribal Nations Resiliience Conference	$2,252.52
Las Vegas, NV **KM&LB	03-09-25	RES	$0
Red Cliff, WI	11-19-25	Consultation DNR	$165.99
Washington, D.C.	01-17-25	Presidential Inauguration	$5,489.86
Key Biscayne, FL **LL	02-27-25	NRCC	$0
Madison, WI	03-17-25	State of the Tribes	$489.61
Washington, D.C. **BS	05-05-25	Native Farm Bill Coalition Fly In	$0
Washington, D.C.	06-02-25	Lobbying Federal Budget	$0
Lac Du Flambeau, WI	06-16-25	2025 NATOW Conference	$238.75
**Travel was done by Councilman Jonas Hill was taken out of Corresponding BC Member Budget			
		Total	$9,346.98
		Balance	$653.02

Kirby Metoxen - FY- 2025 Budget $10,000.00			
Red Cliff, WI	10-01-24	DNR Tourism	$947.60
Lac Courte Oreilles, WI	10-09-24	Native American Tourism	$523.75
Laveen, AZ	10-24-24	Native American Boarding School	$1,170.24
Marksville, LA	10-27-24	26th Annual American Indigenous Tourism	$1,963.41
La Crosse, WI	03-09-25	WI Governor's Conference	$226.26
Las Vegas, NV **JH	03-09-25	RES	$2,500.00
Madison, WI	03-17-25	State of the Tribes	$144.96
Carson City, NV	04-08-25	2025 AINTA	$382.37
Baraboo, WI	04-14-25	DHS & DCF Consultation Mtg	$486.56
Hayward, WI	07-15-25	Native American Tourism	$219.00
Santa Fe, NM	08-13-25	Santa Fe Indian Market	$3,546.96
**Travel was done by Councilman Jonas Hill was taken out of Corresponding BC Member Budget			
		Total	$12,111.13
		Balance	-$2,111.13

Jennifer Webster - FY- 2024 Budget $10,000.00			
Minn, MN	10-02-25	Bemidji Area Director Interviews	$962.96
Washington, D.C.	11-18-24	HHS Secretaries Tribal Advisory	$41.53
Washington, D.C.	12-15-24	Self-Governance Mtg (IHS-TSGAC)	$49.00
Washington, D.C.	02-24-25	STAC Tribal Advisory	$0
Arlington, VA	03-17-25	Governance Tribal Advisory SGAC/TSGAC	$0
Orlando, FL	03-30-25	National Indian Child Welfare Conference	$0
Chandler, AZ	04-06-25	2025 Tribal Self Governance Conference	$0
Washington, D.C.	04-21-25	27th HHS Annual Budget Consultation	$0
Blommington, MN	05-05-25	Invite Bemidji Great Lakes Tribal Health	$0
Anadarko, OK	06-02-25	ACF Tribal Advisory Committee Tri-Annual	$1,208.84
Bad River, WI	07-17-25	Bad River Health and Wellness Center	$445.00
Washington, D.C.	07-22-25	Self-Governance Tribal Advisory (HIS-TSGAC)	$121.99
Milwaukee, WI	07-28-25	2025 Women Are Sacred Conference	$1,083.88
Mille Lacs, MN	08-24-25	Administration for Children (AFC) Consultation+	$722.40
Phoenix, AZ	09-08-25	National Indian Health Board Conference	$0
Madison, WI	09-15-25	WI Child Support 50 Years & Beyond Celebration	$473.00
		Total	$5,108.60
		Balance	$4,891.40

PURPOSE

The Oneida Law Office provides legal services on behalf of the Oneida Nation through legal representation of General Tribal Council, the nation's elected representatives, the Business Committee, and all entities of the organization, as well as assist in government-to-government relations and external legal issues.

BUDGET — $2,183,079

Funding Sources for FY-2025	
Tribal Contribution:	100%
Grants:	0
Other Sources:	0

Budget for FY-2025: $2,183,079
Expenditures for FY-2024:. $2,192,995
Variance $9,916

Variance Explanation

The variance reflects the unplanned, unbudgeted procurement of Probate from Land Management which includes increased expenses in additional personnel and requires publishing of notices in various location local and nationwide.

EMPLOYEES — 10

Oneida	Non-Oneida
6	4

WHO WE SERVE

The Oneida Law Office provides legal services to all aspects of the Oneida Nation's organization which includes General Tribal Council and the Oneida Business Committee and programs and gaming operations in matters such as environmental, land-into-trust litigation, government-to-government relations, health regulations, gaming issues, retail, housing, land, Indian Child Welfare and child support programs and finance, to name a few. Also, this office reviews all contracts entered into by the Oneida Nation and its programs and gaming operations.

Subrogation Cases. The Oneida Law Office monitors pending cases in which the Nation may have a subrogated interest/right of recovery for medical expenses as the result of personal injury or worker's compensation claims. These recaptured funds are returned to the Nation's health programs and used to assist other tribal members.

Indian Child Welfare Cases. The Oneida Law Office represents the interests of the Nation in Indian Child Welfare cases in many jurisdictions, including the Oneida Nation Judiciary. Many cases are in Brown and Outagamie Counties, with cases located in other counties in Wisconsin as well as several cases out of state.

Probate. The Oneida Nation's probate functions previously handled within Land Management has been transferred to this office. We process probates through the Oneida Land Commission and the Bureau of Indian Affairs. This office is also assisting the Legislative Operating Committee with the drafting and implementation of a Probate Law

Finally, this office continues to assist and advise the Nation's programs, retail and gaming operations in drafting policies, interpretations of laws, including local, state, federal and the Nation's laws and how they apply to or affect day-to-day operations.

Confidential – Attorney Client Privilege – Attorney Work Product

The Oneida Law Office is providing this litigation update to inform the general tribal council of legal cases in which the nation is involved. Please remember that litigation strategy, communications between tribal officials and the nation's attorneys, and the work product of the nation's attorneys are confidential. These considerations limit the amount of information we can disclose in public forums. Please treat the information contained in this update as confidential and do not share it with anyone outside the general tribal council.

Oneida Nation v. Oneida Indian Nation of New York*, Cancellation No. 9206411*, United States Patent and Trademark Office, Trademark Trial and Appeal Board. In 2015, the Oneida Indian Nation of New York (OIN) sent a letter to the Ladies Professional Golf Association asserting that OIN has the exclusive right to use the terms "Oneida" and "Oneida Nation" in conjunction with golf events based upon OIN's registration of trademarks for those terms. The Nation proposed a coexistence agreement under which both the Nation and OIN would have the right to use those terms, but OIN refused to consider such an agreement. The Nation then filed a petition with the United States Patent and Trademark Office's Trademark Trial and Appeal Board (TTAB) seeking cancellation of OIN's trademarks. TTAB denied a motion to dismiss filed by OIN, but granted a motion by OIN to suspend the proceedings pending the outcome of a lawsuit filed by OIN against the United States Department of Interior (DOI) regarding approval of the Nation's name-change constitutional amendment. OIN lost its lawsuit against DOI, and TTAB reinstated the trademark cancellation proceedings. In June of this year, after lengthy negotiations, the Nation and OIN entered into a coexistence agreement, and the TTAB proceedings were terminated. Under the coexistence agreement, the Nation may use the "Oneida," "Oneida Nation" and "Oneida Tribe" trademarks for all goods and services, provided that advertising and promotion of the goods and services is not exclusive to and does not specifically target the State of New York or areas within the State of New York, and the Nation may not use or register "Oneida Indian Nation" as a trademark anywhere in connection with any goods and services. Similarly, OIN may use the "Oneida" and "Oneida Indian Nation" trademarks for all goods and services, provided that advertising and promotion of the goods and services is not exclusive to and does not specifically target the State of Wisconsin or areas within the State of Wisconsin, and OIN may not use or register "Oneida Tribe" or "Oneida Nation" as a trademark anywhere in connection with any goods and services.

Oneida Nation v. AmerisourceBergen Drug Corp.*, et al.*, *Case No. 1:18-op-46034-DAP*, United States District Court for the Northern District of Ohio, Eastern Division. The Nation and other Indian tribes, states, and municipal governments sued opioid manufacturers and distributors alleging negligence, gross negligence, public nuisance, civil conspiracy, deceptive practices, fraud, unjust enrichment, and violation of the Racketeer Influenced and Corrupt Organizations Act. The Nation and other plaintiffs previously entered into settlement agreements with the manufacturers Johnson & Johnson, Teva, and Allergan; the distributors AmerisourceBergen, McKesson, and Cardinal Health; and the pharmacies Walgreens, Walmart, and CVS. The Nation is receiving payments under those agreements for opioid mitigation and abatement. Since the last litigation update, the Nation and other plaintiffs entered into additional settlement agreements with the generic manufacturers Alvogen, Amneal, Apotex, Hikma, Indivior, Mylan, Sandoz, Sun and Zydus, and with the pharmacy Kroger. Under these agreements, the Nation will receive approximately $278,000 this year for opioid abatement and mitigation, and additional payments in future years. Settlement negotiations with other defendants are pending.

Village of Hobart v. United States Department of the Interior*, et al., Case No. 23-01511 (E.D. Wis.)*. In 2010, the Village of Hobart appealed six Notices of Decision (NODs) issued by Midwest Regional Office (MRO) of the Bureau of Indian Affairs to acquire parcels of land in trust for the Nation. In 2013, the Interior Board of Indian Appeals (IBIA) consolidated Hobart's appeals and issued a decision affirming in part, vacating in part, and remanding the NODs to the MRO for further consideration. In 2017, the MRO issued another NOD to acquire the parcels in trust, and Hobart appealed. In September of 2023, the IBIA rejected all of Hobart's claims and affirmed the NOD. In November of 2023, Hobart sued the Department of the Interior, the Secretary of the Interior, the Bureau of Indian Affairs, the Midwest Regional Director, and the IBIA. The Nation moved to intervene as a defendant in the lawsuit in order to protect its interests, and the court granted the motion. Hobart filed a motion for summary judgment, and, among other things, is arguing: (1) the MRO is impermissibly biased against it because of a memorandum of understanding between the MRO and the Nation regarding the processing of fee-to-trust applications; (2) the Regional Director abused her discretion and acted arbitrarily and capriciously in rejecting objections to the trust acquisitions; (3) the fee-to-trust provision of the Indian Reorganization Act constitutes an unconstitutional delegation of legislative authority to the Secretary of the Interior; and (4) Congress lacks authority under the Constitution to authorize the Secretary of the Interior to acquire land in trust for Indian tribes. Both the United States and the Nation oppose Hobart's motion and are seeking dismissal of the lawsuit. The motion has been fully briefed, the court held oral argument on August 12, 2025, and we are awaiting the court's decision.

Village of Hobart v. Midwest Regional Director*, Bureau of Indian Affairs*, Docket No. IBIA 25-029. In September of 2024, the Great Lakes Agency of the Bureau of Indian Affairs issued a decision to acquire a small residential property in trust for a member of the Nation. Hobart appealed the decision to the Midwest Regional Director, who affirmed the decision in February of 2025. Hobart then appealed to the IBIA, and is claiming (1) the fee-to-trust provision of the Indian Reorganization Act violates numerous provisions of the Constitution, (2) the Regional Director is impermissibly biased against it because of the memorandum of agreement between the Nation and the MRO, (3) the Regional Director abused her discretion in rejecting objections to the acquisition, and (4) the BIA violated federal environmental laws and regulations. The Nation is participating in the appeal as an interested party, and both the Department of the Interior and the Nation have filed briefs in opposition to Hobart's claims. Hobart has until November 10, 2025, to file a reply brief, and the case will then be fully briefed.

***Oneida Nation v. Department of Health and Human Services**, CBCA Nos. 8180-ISDA and 8525-ISDA. The Nation submitted claims totaling approximately $7.8 million to the Indian Health Service (IHS) under the Contract Disputes Act for unpaid contract support costs related to the Nation's expenditure of third-party revenues (e.g.*, Medicaid, Medicare and private insurance payments) to provide health care services under the Nation's self-governance compact in fiscal years 2017 and 2018. IHS denied the Nation's claims, and the Nation appealed to the Civilian Board of Contract Appeals (CBCA). In August of 2025, the Nation entered into an agreement with IHS to settle the claims for $5,676,273.31. The Nation has since filed a claim for fiscal year 2019, and contemplates filing additional claims for subsequent fiscal years.

GOALS FOR FY-2026

GOAL 1

Represent the Oneida Nation in all legal matters regarding tribal sovereignty. This priority fits definitively with the government's roles and responsibilities.

GOAL 2

Represent the Oneida Nation in all legal matters protecting tribal resources. This goal is aimed not only at obtaining the maximum from our revenue generating-programs, but also in maintaining, enhancing and protecting all of the Nation's resources

GOAL 3

Provide legal advice and analysis to assist the Nation's government in developing and implementing policies and programs. This objective fits within all of the Nation's broad goals as this office provides legal assistance to the government as well as all of the Nation's programs and enterprises.

CONTACT

JO ANNE HOUSE
CHIEF COUNSEL

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Intergovernmental Affairs

PURPOSE

Legislative Affairs promotes the legal, legislative, and political agenda of the Oneida Nation at the local, state, and federal levels of government. Self-governance ensures that the nation's funding agreements and compacts with federal agencies are negotiated to our nation's benefit and protects our nation's resources through analyzing federal legislation that may impact our Nation's resources, land, and people.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Legislative Affairs
- Self Governance

BUDGET — $4,301,902

Funding Sources for FY-2024	
Tribal Contribution	88.4%
Donations	<1%
BIA Self Governance	11.5%

Budget for FY-2024. . . . . $4,301,902
Expenditures for FY-2024 . . . . $3,985,939
Variance $315,939

Variance Explanation

Legislative Affairs had a vacant position for 4 months, and Self-Governance had a vacant position for the full year.

EMPLOYEES — 6

Enrolled	Descendent
5	1

WHO WE SERVE

Intergovernmental Affairs serves the Oneida Nation tribal members, Business Committee, and organization. Also serves as a point of contact for governments and external organizations.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Maximize Funding

The Oneida Nation Office of Self-Governance secured additional federal funding for several of the Nation's programs in FY2025. The BIA programs with increased funding included: $50,017 for Johnson O'Malley education funding (YES Program, Head Start, Tribal School); $40,860 for Welfare Assistance funding for direct benefits through Oneida Economic Support; $50,000 for Natural Resources and Water Resources funding; and $403,286 for Tribal Courts funding to support Judiciary staff. We were awarded additional funding to extend the Food Distribution Program on Indian Reservations (FDPIR) Self-Determination Demonstration Project, which provides Oneida-produced beef, bison, and apples in USDA food packages. We successfully settled our Indian Health Service (IHS) Contract Support Cost claims for FY17 and FY18 and reconciled the amount for FY20 resulting in over $7 million. These funds help to offset the indirect costs and fringe incurred by Oneida's Comprehensive Health Division.

The Legislative Affairs Office worked to successfully advocate and support the State budget that included the following. Set aside of $11,000,000 of Tribal gaming revenues in fiscal year 2025-26 at the Joint Committee on Finance that is equally distributed amongst the WI Tribes (Oneida receiving $1,000,000). $60,000 one-time funding for intergovernmental training program. $259,100 annually for the Oneida Healing to Wellness Court. $175,000 for the Audubon Society for Great Lakes Restoration projects, $110,100 annually for grants to support coordination between the National Estuarine Research Reserve System (NERR) under the federal Office for Coastal Management, and the Great Lakes tribal nations.

Gaming compact amendment successfully negotiated to increase the amount of credit to $3,250,000 toward the annual gaming payment made by the Nation to the State of WI under the current gaming compact. The credit increase will bring gaming dollars back into Oneida and local community through intergovernmental agreements. For example, IGA worked with an internal team to negotiate an agreement with the Town of Oneida to replace culverts and road repair for Seminary Road, Old Seymour Road and Ranch Road.

ACCOMPLISHMENT #2

Continue to Expance Government to Government Relations.

IGA coordinated lobbying days for the Nation's elected leadership to meet with members of Congress advocating for tribal funding in the federal budget, expansion of self governance authority, and reauthorization of legislation impacting Tribes such as NAHASDA, advanced appropriations, etc.

Federal and state government agencies host government to government dialogue, known as tribal consultations, to discuss policies or actions that impact Tribes. IGA coordinates the participation of the Nation's elected leaders, develop talking points with stakeholders, and coordinates written comments. Examples of consultation includes U.S. Department of the Interior Fee to Trust regulation amendments, U.S Environmental Protection Agency definition of waters of the U.S., State of WI Department of Health Services Medicaid state plan amendments, WI Department of Administration – addressing illegal gambling, etc.

ACCOMPLISHMENT #3

Self Governance Expansion

IGA continues to work with Congress, federal agencies, tribal coalitions/organization to expand Self Governance authority within the U.S. Department of Agriculture and U.S. Department of Health & Human Services. IGA supports members of the Business Committee to serve on various federal committees to advance this initiative. The Office of Self Governance has also been participating in demonstration projects, like the FDPIR – food boxes, to document successful programming.

GOALS FOR FY-2026

GOAL 1

Strengthen Government-to-Government Relations and Advocacy

GOAL 2

Secure Sustainable Funding and Maximize Resources

GOAL 3

Protect and Expand Self Governance Sovereignty and Jurisdiction

CONTACT

MELINDA J. DANFORTH
DIRECTOR OF INTERGOVERNMENTAL AFFAIRS

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FISCAL YEAR 2025T ONEIDA NATION SPONSORSHIPS/DONATIONS ANNUAL REPORT

The Oneida Nation practices good marketing and reaches for a return on our investment by sponsoring initiatives in our community.

Spend money where it matters. Building partnerships, encouraging economic partnerships, and reciprocal contributions, either through dollars or goods and services for our community.

We contribute to causes that will understand, respect, and support the sovereignty and common values and goals of the Oneida Nation.

Sponsorships must be an investment in our operations directly and we must receive reciprocity. For example, if the nation contributes to support a youth initiative, there is an expectation for our youth to participate or receive a benefit from service.

Oneida directs contributions where they will give us a return on our investment such as:

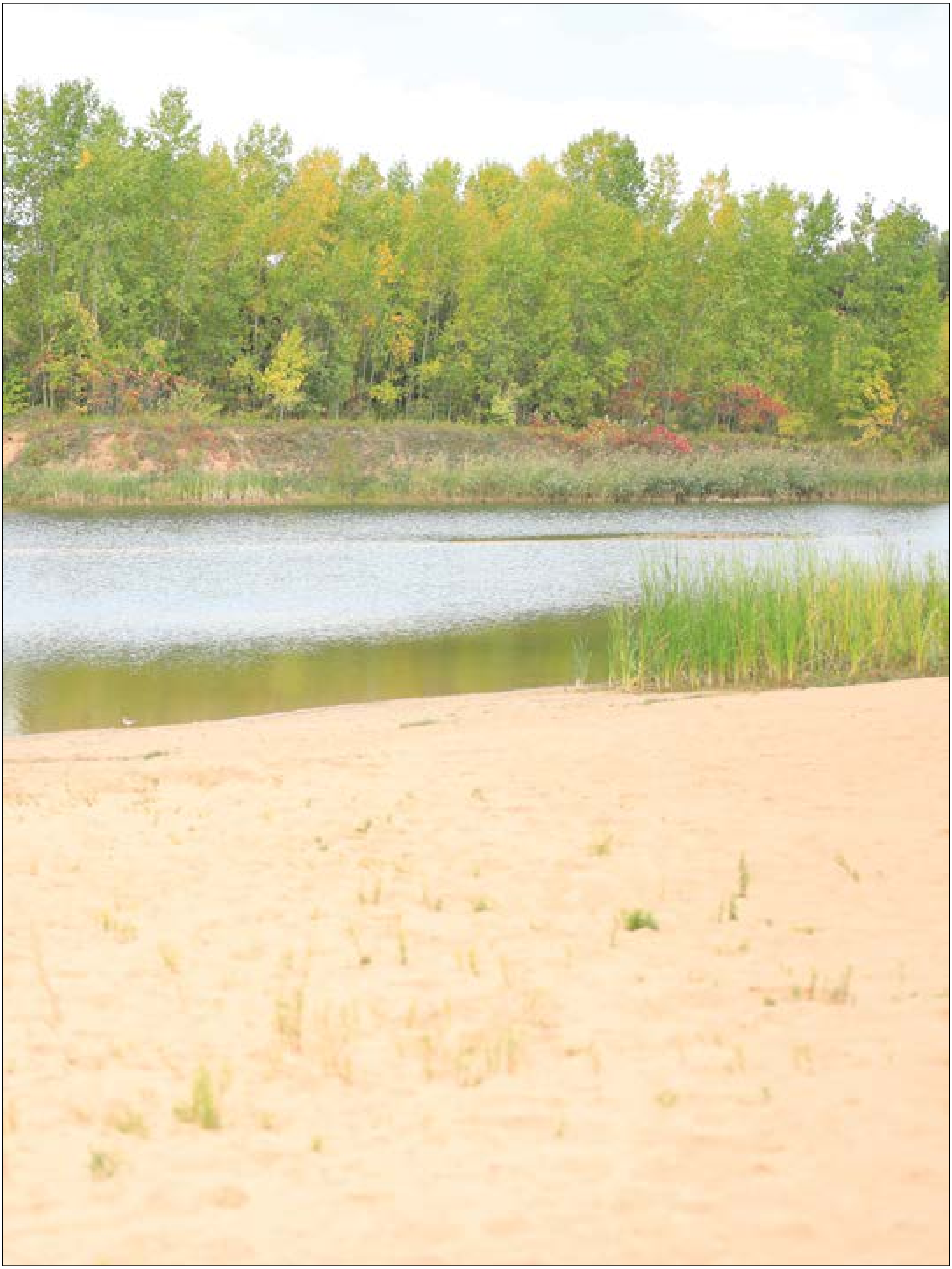
- Charitable Contributions are usually directed toward organizations that also service our population in areas that we don't have services. Youth, homeless and disadvantaged are populations that we strive to support beyond our tribal operations.
- Business partnerships are equally important as we support businesses that support our businesses and those that have high profile partnerships. Having the Oneida name in the spotlight can be a result of successful partnerships.
- The Oneida Nation Finance Committee offers opportunities through the Oneida Finance Fund (formerly known as the Community fund) to offer funds or Coca Cola products for Oneida families or local events. The funds are focused on tribal member self-enrichment, community events and/or fundraisers that benefit the community.

The spending is guided by the impact we seek on the quality of life on our reservation and the community around us. The funding noted below is from a variety of sources, not just tribal dollars.

- Oneida Retail $13,760.00
- Oneida Tourism $2,500.00
- Oneida Intergovernmental Affairs $44,100.00
- Oneida Communications $12,365.00
- Oneida Community Fire $59,326.00
- Oneida Museum $1,311.00
- Oneida BC/Gov't Admin. Office................. $78,874.00
- Oneida Nation Orchard & Tsyunhekwa $3,100.00
- Oneida Casino & Hotel $692,975.00
- **Total for FY-2025 .... $908,311.00**

Note: Oneida Finance Committee funds report out separately

Self Governance
Communication & Education
Tribal Consortium



PURPOSE

The Legislative Operating Committee's mission is to enhance the capability of the Oneida Nation to fulfill its sovereign authority to review and enact its laws in a planned and orderly manner. The legislative operating committee is supported by the legislative reference office.

LOC MEMBERS

Chairman Jameson Wilson
2023-2026 – jwilson@oneindanation.org

Vice-Chairman Kirby Metoxen
2023-2026 – kmetox@oneidanation.org

Member Jennifer Webster
2023-2026 – jwebste1@oneidanation.org

Member Marlon Skenandore
2023-2026 – mskenan1@oneidanation.org

Member Jonas Hill
2023-2026 – jhill1@oneidanation.org

BUDGET

Funding Sources for FY-2025	
Tribal Contribution	0%
Grants	0%
Other Sources	N/A

Total budget for FY-2024 . . . . $0
Total expenditures for FY-2024 . . . . $0
Variance $0

EMPLOYEES

The Legislative Reference Office is the support staff of the Legislative Operating Committee and have 3 employees. The Legislative Operating Committee also has 5 political appointees. The Legislative Reference Office has 1 enrolled and 1 descendent employee. All political appointees of the Legislative Operating Committee are enrolled members.

STIPENDS — $0 PER MEETING

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$0	1	0	0
Nov 2024	$0	2	0	0
Dec 2024	$0	2	0	0
Jan 2025	$0	1	0	0
Feb 2025	$0	2	0	0
Mar 2025	$0	2	0	0
Apr 2025	$0	2	0	0
May 2025	$0	2	0	0
June 2025	$0	1	0	0
July 2025	$0	1	0	0
Aug 2025	$0	2	0	0
Sep 2025	$0	2	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Improved relationships through communication in an effort to promote positive community relations.

When developing legislation, the LOC prioritizes collaboration with the departments or entities that have subject matter expertise on the subject of the proposed legislation. LOC has spent time evaluating how it collaborates and communicates with other departments in an effort to improve those efforts and the relationships. The LOC also holds a variety of community meetings and community work sessions to obtain community input.

ACCOMPLISHMENT #2

Improved internal processes and strategy in an effort to improve organizational changes.

The LOC completed a strategic planning session to develop a legislative strategy and measurable goals on how to implement the legislative strategy for the remainder of the term and in future terms. As part of the strategic plan, the LOC is reviewing all of its standard operating procedures to update the documents based on current and improved practices.

ACCOMPLISHMENT #3

Educated and engaged stakeholders, including youth, in an effort to promote positive community relations.

LOC prioritized holding community outreach events at a minimum of a quarterly basis. LOC has held four community meetings in which various legislative topics were opened for discussion to gather input and questions from the community. These events were held on 12/4/24, 3/19/25, 6/1/25, and 9/17/25. The LOC also held a community work session on 4/2/25 to review a law line-by-line and collect input. The LOC also had a booth at the Oneida Farmers Market on 8/14/25, 8/28/25, 9/11/25, and 9/25/25 for the purpose of sharing information on the LOC, the legislative process, and legislative items currently being worked on. LOC also visited civic classes at the Oneida Nation high school to share information on the legislative process.

ACCOMPLISHMENT #4

Implemented efficient use of technology in an effort to improve organizational changes.

As part of its strategic plan, the LOC is continuing to review ways in which they can better incorporate the use of technology into their legislative efforts. During Fiscal Year 2026 LOC plans to purchase equipment that would allow community meetings to be live streamed in an effort to better use technology to connect with the community and provide an additional opportunity for participation. LOC also began working with DTS to discuss other ways we can better incorporate technology into the work that we do, and ways to improve our webpages.

GOALS FOR FY-2026

GOAL 1

Educate and engage the community on the legislative process and Legislative Operating Committee's legislative work through community outreach.

GOAL 2

Review and implement the Legislative Operating Committee's strategic plan.

GOAL 3

Adopt or amend the legislation identified as a high priority on the Legislative Operating Committee's Active Files List prior to the end of the 2023-2026 legislative term.

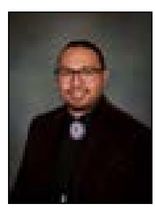
EVICTION & TERMINATION LAW AMENDMENTS UPDATE

The LOC is currently still developing comprehensive amendments to the Eviction and Termination Law. The tentatively plans to bring the proposted eviction and termination law amendments to a public meeting and public comment period this winter and encourages the community to participate in the public meeting and comment period to provide input and questions.

MEETINGS

HELD	1st and 3rd Wednesday
LOCATION	Norbert Hill Center - BC Conferfence Room N7210 Seminary Rd., Oneida, WI 54155 Microsoft Teams
TIME	9:00 a.m.

CONTACT



JAMESON WILSON
LOC CHAIRMAN

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WEBSITE: www.oneida-nsn.gov/LOC
www.oneida-nsn.gov/Register

PURPOSE

Provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects Onʌyoteʔa·ká· values, builds upon the Nation's strong foundation, and reaffirms our inherent sovereignty.

BUDGET — $590,772

Funding Sources for FY-2024	
Tribal Contribution	100%
Grants:	0%
Other Sources:	N/A

Expenditures for FY-2024 . . . . $570,466
Variance $20,306

Variance Explanation

The positive variance is due to the limitation in discretionary spending [supplies, equipment, travel, training, etc.] in accordance with resolution BC-03-26-25-E Fiscal Year 2025 Cost Savings Tools – Budget Contingency Tier 1.

WHO WE SERVE

The Legislative Reference Office serves and supports the Legislative Operating Committee, who then serve any area within the Nation's organization and the Oneida Community at-Large.

EMPLOYEES — 3

Enrolled	Descendent	Non-Oneida
1	1	1

CONTACT

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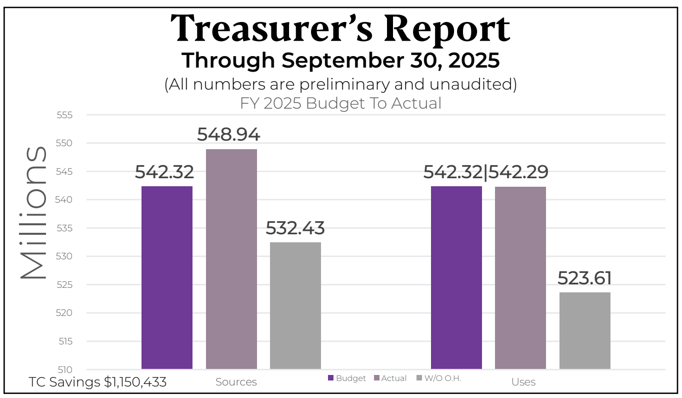

UNRESTRICTED CASH

Consolidated Cash $37,537,527
- Weekly Payroll and Taxes $3 million
- Weekly Vendor Payments $5 million
- GWA Payments $27.6 million
- Gaming Cash in Cage, Vault, Coin $15,232,086
- Self-Funded Health Insurance $11,672,473
- Gaming, Bay Bank, and Lodge Cash $8,523,232
- Grant Programs Cash $2,002,612

SUMMARY OF INVESTMENTS

Trust and Enrollment Funds $144.8 Million
- Language Revitalization (Prior Unclaimed Per Capita) $3.3 Million

Grant Funds $103.9 Million

Resolutions/Directives $125.3 Million
- Financial Sovereignty Fund $63.9 Million
- Self-Funded Insurances $22.8 Million
- PTO Liability $8.8 Million
- Gaming Compact Fees $2.4 Million

Market Valuation Increase (Not in above) $55.7 Million

Total $374 Million

External Donations with Specific Purpose $3.7 Million
- Oneida Finance Fund $3.4 Million

Funds Supporting Resolutions/Directive $112 Million
Funds For Major Projects $76.5 Million
Legal Reserve $2 Million
OLIP $2 Million
Prior Year Carryover $55.5 Million

AS OF SEPTEMBER 30, 2025

All numbers are unaudited at the time of presentation and are subject to audit adjustment until audit is approved and accepted

Tribal Assets
- $1.516 BILLION
- Increase of $61 Million
    - $32.3 M in Cash, Cash Equivalents and Investments
    - $28.8 M in Receivables, Inventories, Capital Assets

Tribal Equity
- $1.426 BILLION
- Increase of $68 Million

Cash and Cash Equivalents
- Unrestricted Cash $98.5 Million
- Obligated, Unrestricted ShortTerm Investments $191.6 Million
- Restricted Short-Term Investments $21.8 Million

Debt Outstanding Debt $0
- Supports an overall increase in Equity

Prior Year Carryover Bay Bank Core Deposits $14.4 Million

Negative variance in Investments $6,615,000

KEY FINANCIAL PERFORMANCE INDICATORS 2011 TO 2025

2011	2025
Tribal Assets $638 Million	Tribal Assets $1.516 Billion
Tribal Equity $485 Million	Tribal Equity $1.426 Billion
Debt $99.35 Million	Debt $0
Cash and Cash Equivalents	**Cash and Cash Equivalents**
Unrestricted Cash $30.7 Million	Unrestricted Cash $98.5 Million
Unrestricted Short-Term Investments $26 Million	Unrestricted Short-Term Investments $191.6 Million
Restricted Short-Term Investments $42.1 Million	Restricted Short-Term Investments $21.8 Million
Perm. Exec. Contingency $9.7 Million	Perm. Exec. Contingency $63.9 Million

GTC MANDATES

General Welfare Benefit
- $22,151,000
- 62+ General Welfare Benefit
  - $7,456,000

Minors Per Capita
- $3,713,000

Education
- $7,902,352

Headstart
- $2,277,535

OLIP
- $3,200,000

GTC Meeting Stipends
- $2,277,200

GTC Legal Resource Center
- $526,749

Oneida Emergency Food Pantry
- $527,248

TOTAL: $50,031,164

GAMING RESULTS

Positive variance $10,632,196

Oneida Hotel revenues of $16,517,673

Oneida Hotel expenditures $18,681,578

Areas with savings $10,204,728

Areas with revenue above projections $5,615,796

Net income $3,483,641
- More than 9/30/2024

RETAIL'S RESULTS

Net Income $1,216,349
- Less than 9/30/2024

Charitable Giving

DONATIONS

Funding to help provide free programs, resources and support to women & children	$3,000.00
To raise awareness for the Muwekma Ohlone Tribe to be Federal recongnized	$3,000.00
Funding to help provide essentail household items, personal care/hygiene, and cleaning supplies to those who need them most	$3,000.00
Donation/Sponsorship for Fusion Athletics Booster Club	$3,000.00
Purchase and donate toys for less fortunate children at Christmas time	$3,000.00
39th Annual WI State Conference for Alzheimers May 5-6, 2025 - Sponsorship	$3,000.00
Modern Warriors Indigenous Art Event Nov. 23, 2024	$3,000.00
Donation to Fritsch Park and MacArthur Heights Neighborhood Associations	$3,000.00
Donation for Oneida United Methodist Church	$3,000.00
Donation/Sponsorship for Red Magic Co.	$3,000.00
Donation for Soft Room for Seymour Police Department	$3,000.00
Donation for Hillcrest PTO's Family Fun Night	$3,000.00
Donation for Safe Place Parking program	$3,000.00
Donation for Feeding America Eastern WI Inc	$3,000.00
Sponsorship for the 2025 UNITY Midyear "Leadership" Conference	$3,000.00
Donation to help Oneida Veterans funerals color guard expenses	$3,000.00
Donation to help with security camera system upgrad	$3,000.00
Donation to help w/ materials needed for tiny homes	$3,000.00
Donation to One Mile Leadership Project's Operation Healing Hearts 2025	$3,000.00
Donation to United Natives Sports Gala 2025	$3,000.00
Sponsorship for WisconSibs, Inc Vegas Madness fundraising event	$3,000.00
Sponsorship for The BIG Event 9/20/25	$3,000.00
Sponsorship for Diaper Green Bay event/drive	$3,000.00
Donation to help offset expenses for the 2025 football season	$3,000.00
Donation for Oneida Assembly of God Church	$3,000.00
Donation for Waking Women Healing Institute	$3,000.00
Donation for MKE Intertribal Circle, Inc. - Spring Pow Wow	$3,000.00
Donation for National Society Sons of the American Revolution	$3,000.00
Donation for King's PTO events	$3,000.00
Funding to Purchase VFW Auxiliary Grave Markers & Flags	$3,000.00
Donation to St. Joseph Congregation church	$3,000.00
Donation to Immaculate Conception church	$3,000.00
To offset student supplies/expenses for National Tribal Trial College program	$3,000.00
To offset general operating expenses	$3,000.00
Funding for the City of Green Bay Good Neighbor Week Sept. 22-28, 2025	$3,000.00
Funds to empower families experiencing homelessness; using the funds to supplement operational costs, shelter services, case mngmt, ed programs, basic need assistance	$3,000.00
Donation request for a MKE based homeless outreach organization	$3,000.00
Donation to Holy Apostles Church	$3,000.00
Sponsorship for Be the Light Walk for Suicide Prevention	$3,000.00
Donation for Restoring Hope Gala - Oct. 12, 2025	$3,000.00
Donation for Game Changers Fundraiser & Auction for CP (aka Annual CP Auction)	$3,000.00
Donation for Wisconsin Lights of Hope Recovery Celebration & Walk, Sept. 6, 2025	$3,000.00
Funding for programming dealing w/ mental health and disabilities	$3,000.00
Donation for back to school backpack/fun event	$3,000.00
The Big Night Out, Oct. 17, 2025 - Donation	$3,000.00
Funds will specifically be designated to support Apricity's treatment and recovery programs	$3,000.00
Donation for the food pantry	$3,000.00
Donation request in support of personalized coaching program	$3,000.00
Donation to Oneida Apostolic Church	$3,000.00
Donation for parent and childcare programming	$3,000.00
Grand Total	**$150,000.00**

PURPOSE

The Finance Office provides exceptional financial management and support while safeguarding the assets and ensuring financial integrity. Finance provides the Treasurer, the Oneida Business Committee, and General Tribal Council with honest, unbiased, competent financial expertise and direction utilizing best practices and aligns the goals within the Nation's strategies.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Finance Administration
- Central Accounting
- Licensing
- Purchasing
- Risk Management
- Self-Funded Health Insurance
- Self-Funded Workers Compensation

BUDGET — $46,989,362

Funding Sources for FY-2025	
Tribal Contribution	70%
Grants	30%
Other Sources	N/A

Expenditures for FY-2025:. $46,477,583
Variance $511,779

Variance Explanation

New positions and Budget Tier 1 Contingency Plans.

EMPLOYEES — 61

Enrolled	Non-Oneida
30	31

WHO WE SERVE

Finance Administration, Central Accounting, Purchasing, Risk Management, and Licensing serve internal and external customers. This includes the Treasurer, Oneida Business Committee, General Tribal Council, divisional and non-divisional business units, the Oneida Community, and external stakeholders.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Fiscal Year 2024 external audited financial statements with an unmodified opinion.

An unmodified opinion communicates to the members and external entities the financial statements are accurate, and fairly present the financial condition as of september 30, 2024. Granting agencies look for this type of opinion in competitive grant process. Granting agencies can also have assurance we are meeting grant requirements.

ACCOMPLISHMENT #2

Completion of request for proposal for similar, organization wide goods and/or services such as mats and the Beverage Pouring rights.

Selection of a single vendor for similar organization wide goods and/or services allows the nation to leverage buying power for reduced costs, creates efficiency, and consistent product quality

ACCOMPLISHMENT #3

Review of the Independent Contractor, Conflict of Interest, Budget and Finances, Vendor Licensing, Code of Ethics, Workers Compensation Laws

Review of the laws was requested to address effectiveness of the current law.

GOALS FOR FY-2026

GOAL 1

Build internal capacity to support activity levels of the business units.

GOAL 2

Assist with Enterprise Resource Planning system evaluation and selection for accounting, purchasing, licensing, risk management.

GOAL 3

Implement budget Standard Operating Procedure to right size budgets. Beginning in 2026, any business unit that ends FY2025 with a positive variance in cost of goods sold, external, and internal expense line total that is 10% or greater will have a reduction of 5% in their FY2026 budget request.

CONTACT

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TRIBAL CONTRIBUTION SAVINGS

2025 3rd Quarter Report

BC Resolution 05-22-24-A approved guidance on regular progress reporting for the TC Savings projects. In addition, the resolution identified various reporting opportunities including to the OBC, in the monthly Treasurer's report, posting on the Members Only portion of the website, presented in the Kalihwisaks, and in the Annual and Semi-Annual Reports to the General Tribal Council. The most recent TC Savings report to the Oneida Business Committee was in the third quarter of calendar year 2025. (The fourth quarter reporting is due in January of 2026.) This progress report on the status of the various approved TC Savings projects is being presented to General Tribal Council in the Annual General Tribal Council Report.

The following projects are closed, and most are simply listed here as a reminder. They will be removed from the next quarterly report.

- Leslie Doxtator TAP Community Events was last reported on March 7, 2024. At that time, it was listed as 25% complete or $16,735 expended. The third quarter report stated all funds were expended in FY' 23-24.
- The Skenandoah Complex – Lobby Remodel #23-111 is closed and $65,736 can be unobligated.
- The Orchard Pruning project was allocated $100,000 and is closed. $10,315 can be unobligated.
- GWA Food Payment was updated with BC-06-26-24-L which extended the payment dates to March 3, 2025. An additional $266,500 was paid out. Total expenses to date are $6,960,000, leaving a balance of $52,500 that may be unobligated.

The following project was allocated $8 million and is intended to implement an Affordable Home Ownership Strategy by establishing two revolving loan programs at $4 million each.

- The first is an in-house homeownership loan to assist with Homeownership by Independent Purchase Program (HIP) and For Sale by Owner (FSBO), now known as the Affordable Home Ownership Mortgage (AHOM) program. This program had 58 applicants and was able to fund 14, expending $ 3,699,400. The program was then closed. It is assumed that the remaining $300,600 will be utilized when the program is able to reopen.
- The second revolving loan fund is the creation of a Home Building Opportunity Program in collaboration with Bay Bank. The guidelines are being created for the CFO to review in midAugust prior to opening the program.

The following projects have indicated changes that may need approval. The Project Owners are responsible to bring forward changes in scope, budget, or end dates.

- The Home Infrastructure Program was obligated $3,000,000. There are $1,259,460 in funds remaining. The BC approved Resolution #06-25-25-D Amending BC Resolution # 08-10-22-D Obligation for Oneida Nation Home Infrastructure Program Utilizing Tribal Contribution Savings. The timeline was extended until 12-31-26 or when funds have been expended.
- Upgrade 800MHZ to improve radio coverage for the Nation's

handheld radio systems for Enterprise's and OPD. The original project budget was $1,198,735. To date, $354,348 has been spent. The upgrade did not have the anticipated results and DTS is researching other solutions. The project is being rescoped with a new completion date. Additional funds are budgeted in the FY26 technology set aside (Project ID - TRBOTECH). Personnel constraints and conflicting priorities have also delayed the project.
- Change Management Initiatives Plan was allocated $1,134,256. To date $219,595 has been expended. The project is behind schedule and needs an approved extension.
- Government Infrastructure was allocated $2,214,218 for various projects. No additional funds were expended in the third quarter. Projects are behind schedule and need an approved extension.
- A. Cornelius Park & Veteran's Wall was originally allocated $ 2,682,210 and modified to $3,449,710 through BC Resolution # 03-26-25-H Obligation for Amelia Cornelius Culture Park Visitor Center Utilizing Tribal Contribution Savings. The project is behind schedule due to the need for additional funding.
- Orchard Retail Building was allocated $ 1,500,000. The MS2 cost proposal exceeded budget. Project components were removed, and the team is reevaluating the location of building. Scheduled completion is the Spring of 2027.
- OLD & TLN Expansion Project was allocated $9,685,027. No funds have been expended to date. The project is behind schedule and needs an approved extension.
- The Onyoteka Project Plan was obligated $ 150,000. The project is behind schedule and needs an approved extension to 2028.
- Oneida National Treasures Recognition for $530,000 is under budget and will be requesting an extension.

The following projects report minor issues but are still on time and on budget.

- Boundary Signage Project, CDC #19-007 for $502,900. $367,218 has been expended to date.
- CIP #15-001 Food Innovation Center was obligated $ 7,155,000. This project was renamed to the Oneida Community Cannery and is on time and on budget with a scheduled completion in the spring of 2026.
- CIP #23-005 Residential Home Sites was obligated $1,579,000. The project was delayed from original schedule due to utility connections. The construction contract was awarded within budget. The scheduled completion is the spring of 2026.
- CIP #21-111 Multi-Family Housing for $7,367,336. The scope was reduced from 24 to 12 units. The project schedule was delayed from the original schedule due to MS2. Scheduled completion is September of 2025.
- Regenerative AG Consultation was obligated $280,588. $ 200,649 has been expended to date. The project report states the remaining budget will be expended on long term farm & orchard planning.
- Public Arts and Arts Survey was allocated $155,000. The project experienced a delay due to a vacant position, but it is reported to be on time and on budget.
- Transit Garage, #04-022 for $72,000 is substantially complete and reported as on time and on budget.
- Farm Office was obligated $1,846,000 and is substantially complete and on budget.
- Early Childhood Programs were obligated $2,500,000. The report states that they are on budget with the revised 2030 end date.

Summary

- One project obligating $8 million went into two revolving loan programs.
- Six projects are closed and $128,551 may be unobligated.
- Nine projects totaling $22,861,946 in obligated funds are delayed or require extensions.
- Nine projects totaling $21,403,824 in obligated funds are on time and on budget.

PURPOSE

The vision of the Oneida Judiciary is to administer a fair, objective, independent, timely and lawful judicial branch of the Oneida government. The Oneida Judiciary is guided by the isdom of our heritage and traditions as well as the requirements of modern circumstances, laws and statutes. The mission of the Oneida Judiciary is to provide a fair, orderly, and neutral forum for the resolution of issues that may arise out of governance of the Oneida Nation and civil actions amongst its members, other people residing on the Oneida Reservation, and those doing business with Oneida Tribal entities. It is our mission to operate as an independent branch of our government entrusted by the general tribal council to protect the sovereignty of the Oneida Nation and the rights of its citizens.

BUDGET — $2,156,345

Funding Sources for FY-2025	
Tribal Contribution	87%
Grants	12%
Other - Court Service Fees	1 %

Expenditures for FY-2025 . . . . $1,702,206.
Stipends Issued for Part-Time Judges $4,865
Variance $454,139

Variance Explanation

Tier 1 cost constraints. Post budget One Time Funding grant for judge's salaries to offset tribal contribution. HTW Court start up less than full operational expenditures anticipated. State grant funds carry over.

JUDGES

Chief Judge-Court of Appeals Patricia M. Stevens-Garvey
August 27, 2026
Appellate Judge Chad Hendricks
August 27, 2026
Appellate Judge Diane House
August 27, 2026
Appellate Judge Michele Doxtator
August 25, 2029
Appellate Judge Daniel Cornelius
August 25, 2029
Appellate Judge Vacant
August 27, 2026
Chief Judge-Trial Court Layatalati Hill
August 27, 2026
Trial Court Judge John E. Powless, III
August 25, 2029
Trial Court Judge Patricia Hoeft
August 27, 2026
Family Court Judge Rodney Dequaine
October 19, 2030
Family Court Judge Jeffrey T. Haase
August 18, 2029

EMPLOYEES — 12

Four appellate judges not on staff

Enrolled	Non-Oneida
10	1

DISCIPLINARY PANEL REPORT

No disciplinary panels convened for this period.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Family Court – Through cooperation between the court, the Business Committee and the Indian Child Welfare Department, the Oneida Nation became the first tribe in Wisconsin to administer subsidized guardianship payments pursuant to the Oneida Nation's Children's Code and Wis. Stat. 48.623(8)(a).

In total for the fiscal year, the Family Court held a total of 498 court hearings for Oneida families consisting of custody and placement actions (including 3rd party legal custody petitions), children's code cases, establishment or modification of child support cases, establishment of paternity, and divorce petitions. The court granted 34 filing fee waivers to litigants to help offset the cost of filing. There were also two marriages performed at the Judiciary; one by a Family Court Judge, the other by a Trial Court Judge.

This accomplishment had impact on the membership/community by increasing resources made available to third party caregivers that provide support for the children they serve and, in turn, lead to a greater opportunity for a positive outcome.

ACCOMPLISHMENT #2

Trial Court- Reestablished partnership with Outagamie County circuit Court for the Oneida Healing to Wellness Court. Strategic plan to begin taking referrals for enrolled Tribal members that reside in Outagamie County in 2027.

The Healing to Wellness Court received 40 applications for program services. Seven (7) applicants were admitted. There were 147 status hearings held that consisted of the Healing to Wellness Court team and the participants. In addition, the Trial court received 131 civil case filings, of which 34 received a filing fee waiver. There were 176 hearings conducted throughout the year. The Peacemaking Division had 30 case intakes and held 37 peacemaking sessions. These sessions led to 19 cases diverted from formal litigation.

The healing to wellness court impacted the community by helping participants to become substance free and contributing members of the community.

ACCOMPLISHMENT #3

Court of Appeals: 1) Develop recognition for the 10-year anniversary of the new Judiciary and the Oneida Nation's sovereign expression of its laws and ordinances. 2) Update Rules of Appellate Procedure. 3) Update position qualifications for Chief Judge of the Court of Appeals. 4) Adjudicate Appellate cases filed.

1) the 10-year anniversary event plan was postponed due to Tier 1 Cost Constraints issued. 2) No update to the Rules of Appellate Procedure at this time, 3) Chief Judge of the Appellate Court should be licensed Attorney but no support was provided from the Appellate Judges, 4) Three (3 cases were filed in FY25. 22 Rulings/Decisions Issued/Deliberations were held. Total Docket Caseload was 12. At the Appellate level, cases are reviewed by a panel of 3 judges for an initial review to determine if the case has merit to proceed under the laws of the Oneida Nation. If accepted, a case then proceeds through a thorough briefing schedule between parties to a final decision by the Court. The Court of Appeals provides the highest level of Judicial service that the Oneida Nation sets forth in adopted laws.

The Chief Judge met with Attorney Gerald Hill from the Legal Resource Center to start the process of training tribal members as mandated in Judiciary 811.5-3.(n). The first training will be held on October 30, 2025 at the Community Education Center. The judges from the Judiciary agreed not to participate in the training as it would be a conflict of interest. Instead, if required, the contracted Attorney from the Judiciary would be available if called upon by Attorney Hill.

GOALS FOR FY-2026

GOAL 1

The Family Court looks to fully implement the capability to accommodate virtual hearings by Zoom and to participate in training related to Artificial Intelligence and how it affects the administration of justice.

GOAL 2

Prepare for newly elected judges, including judicial training for judicial writing, case handling and ethics. Continue to work on the Outagamie County piece of the Healing to Wellness Court.

GOAL 3

1. Update Rules of Appellate Procedure.

2. Update position qualifications for Chief Judge of Court of Appeals. These goals will be difficult to achieve since we have a vacant position. Although an election for the vacant position will be held in December 2025, the new judge will need to acquire 60 hours of training before the judge is ready to take the bench. In addition, the Appellate Court has 3 (three) judges with terms to expire in August of 2026, to include the Chief Judge.

CONTACT

RAEANN SKENANDORE
COURT ADMINISTRATOR

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PURPOSE

The GTC Legal Resource Center provides no cost legal advocacy to Oneida Nation enrolled members and Oneida Nation employees. The attorney and advocates provide legal advice and/or assistance in addition to representation before the Oneida Judiciary courts.

BUDGET — $646,495

Funding Sources for FY-2025	
Tribal Contribution	100%
Grants	0%
Other Sources	0%

Expenditures For FY-2024: $5526,749
Variance $119,746

Variance Explanation

The GTC Legal Resource Center had a positive variance. The variance is due to an open position within the department in addition, the consultant line item was not needed this fiscal cycle.

EMPLOYEES — 4

Enrolled	Non-Oneida
4	0

Attorney

Gerald L. Hill — Supervising Attorney
Wisconsin State Bar No. 1004414 — *Term Ending: July 2028*

Advocates

Tsyoslake G. House — July 2029
Billie J. Cornelius-Adkins — July 2028

Employees

Bridget A. Mendolla-Cornelius — Legal Assistant
Full Time Employee

STATISTICAL INFORMATION

The statistical information provided below reflects requests for General Legal Advice and/or Representation regarding the following: Bankruptcy, Business Concerns, Child Support, CHIPS (Child in need of Protection and Services), Client Referrals, Custody & Placement, Divorce, Elder Issues, Employment Related Concerns, Enrollment, Family, Garnishments, Grandparent Rights, 3rd Party Custody, Guardianship, Evictions, Land, Incarceration, Peacemaking, P.O.A. (Power of Attorney)Paperwork, Probate Process, Wills/Estates, Restraining Orders, Traffic (Accidents/Citations), Unemployment, Worker Compensation, and Visitation.

FY24 Stat Info	Semi-Annual QT 1 & 2 (Oct '24–Mar '25)	Annual QT 3 & 4 (Apr '25-Sept '25)	FY25 Annual Totals
Intakes	87	95	182
Office Visits	134	211	345
Incoming Calls	1,340	1,600	2,940
TOTALS	1,561	1,906	3,467

ADVOCATE (ELECTED OFFICIAL) POSITION

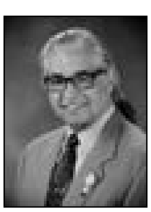
The GTC Legal Resource Center Elected Advocate position was placed on the Special Election held on Saturday, July 12, 2025, for a four (4) year term. This Elected Advocate position was and is currently held by Tsyoslake G. House who has been in this position since July 2017. Tsyoslake G. House was re-elected into the Advocate position and his current term will end on July 31, 2029.

GENERAL UPDATES

The GTC Legal Resource Center office building was struck by a vehicle in February 2025 and repairs are underway and making progress. Our office has had several intake requests for assistance with evictions issued by the Comprehensive Housing Division. Individuals have been issued evictions from their home and/or a non-renewal of lease land from the Oneida Nation. This requires homeowners to sell their homes to vacate the land. These cases are pending before the Oneida Judiciary Trial Court.

The GTC Legal Resource Center Attorney has attended all duly noticed GTC Meetings, and our office is preparing for the first training for GTC Members which has been scheduled.

CONTACT



GERALD L. HILL
SUPERVISING ATTORNEY

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WEBSITE: oneida-nsn.gov/LRCtt

PURPOSE

The Economic Strategy Coordinator is to analyze, evaluate, and report on current businesses, programs, and future business opportunities for the Oneida Nation. Along with these responsibilities, the Economic Strategy Coordinator serves as the agent of the Oneida Golf Enterprise.

BUDGET

Funding sources for FY-2025	
Tribal Contribution	100%
Grants	0%
Other Sources	0%

EMPLOYEES — 1

Enrolled	Non-Oneida
1	0

WHO WE SERVE

I serve the Oneida Nation and its tribal members.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

2025 NFL Draft Event Coordination

This created awareness to the general public that Oneida Nation impacts the Green Bay Packers and received numerous grants to the Oneida Nation.

ACCOMPLISHMENT #2

Completed the Marijuana RFP.

This would lead to the completion of GTC mandate of creation of a marijuana business plan.

GOALS FOR FY-2026

GOAL 1

THC and Marijuana Business Strategy. Please see status update in memo.

GOAL 2

Find Economic Opportunities for the New York Lands.

CONTACT

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ECONOMIC STRATEGY COORDINATOR

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PURPOSE

To design an organizational structure to support Enterprise and new Business development and establish clear governance mechanism between tribal enterprises and governmental operations. To design a strategic roadmap, and strategy, focusing on sustainable economic diversification, and business development for long-term tribal economic revenue generation and incorporating a retained earnings plan for ROI (Return on Investment) increased valuation, and earnings over time.

BUDGET

Funding sources for FY-2025	
Tribal Contribution	100%
Grants	0%
Other Sources	0%

EMPLOYEES — 1

Enrolled	Non-Oneida
1	0

WHO WE SERVE

The Oneida Nation of Wisconsin.

GOALS FOR FY-2026

GOAL 1

Conduct a current assessment of existing commercial entities, operations, and revenue streams.

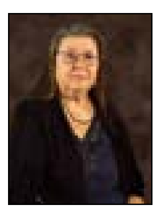
GOAL 2

Develop a holistic commerce enterprise framework/structure for ongoing Oneida Business Committee review.

GOAL 3

Establish clear governance mechanism between tribal enterprises and governmental operations.

CONTACT



DEBRA POWLESS
DIRECTOR OF COMMERCE DEVELOPMENT

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PURPOSE

The Gaming Division operates five casino locations offering slots, table games, bingo, poker, and sports betting. Our main function is to serve as the Oneida Nation's primary revenue.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Accounting Finance
- Accounting Operations
- Administration
- Bingo
- Casino promotions
- Compliance
- Custodial
- Employee Services
- Food & Beverage
- Maintenance
- Marketing
- Players Club
- Player Development
- Poker
- Shuttle
- Slots
- Sports Betting
- Table Games
- Wardrobe

BUDGET

Funding sources for FY-2024	
Tribal contribution	100%
Grants	0%
Other sources	N/A

Gaming Gross Profit for FY-2025
Budgeted $269,340,305
Actua $284,693,862

Expenditures for FY-2025
Budgeted $135,623,303
Actual. $138,970,808

Total Net Profit for FY-2025
Budgeted $133,717,002
Actual. . . . . $ 145,723,054

Variance explanation

Gaming Gross Profit exceeded expectations due to the successful implementation of our strategies. Gaming Net Profit exceeded expectations due to successful implementation of our strategies as well as the efficient utilization of our budgeted dollars. We have also realized savings in our Personnel lines due to the continue challenges of hiring employees.

EMPLOYEES — 720 *(excludes Security, Surveillance, & DTS)*

Enrolled	Non-Oneida
345	375

WHO WE SERVE

Gaming's customer base consists of gamers who range in age from 18 years (bingo) and older. The predominant age range of our slot players is 50-69 skewing 54% female to 46% male. For table games, 30-59 is the main age range with 77% male and 23% female. The primary age range for bingo is 50-69 with 72% female to 28% male players. Most of our customers live within a 50-mile radius of our gaming facilities.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Oneida Casino Hotel Brand

As of October 1, 2024, Gaming has successfully completed the Hotel to Casino Consolidation project, mandated by an OBC resolution in December 2023. This accomplishment would not have been possible without the hard work of our exceptional team. From technology to marketing, everyone played a crucial role in making this consolidation a reality.

Gaming presented the proposed Integrated Resort Plan on October 8, 2024, to the Oneida Business Committee for the tentatively scheduled December 16, 2024, Special GTC Meeting. At the October 9, 2024, OBC meeting the OBC took action to cancel the tentatively scheduled special GTC meeting re: Oneida Casino Integrated Resort Proposal.

ACCOMPLISHMENT #2

Technology updates at Gaming as well as at the Oneida Hotel former known as the Radisson Hotel and Convention Center.

Technology updates have enhanced Gaming efficiencies and the customer experience. We are committed to delivering exceptional service to our guests. Technology updates include the implementation of Agilysys which is a hospitality software that offers point of sale, property management system, and related applications to manage the entire guest journey. Hotel Wi-Fi update, network migration, website domain, and RFP for hotel call center. Casino will be implementing on-demand kiosks and has installed Main Casino audio-video infrastructure.

ACCOMPLISHMENT #3

Sportsbetting Expansion – Expand gaming parcels and customer usage of Sportsbook Mobile App. Research and determine feasibility of Class II.

Oneida Casino guests with a Players Club account can now bet in person at the sportsbook or via the Oneida Casino Sportsbook App from anywhere on Oneida Nation land. We have recently expanded our betting options to include even more ways to bet on your favorite sports. New bet types include expanded parleys and parley combinations. Gaming continues to research and determine feasibility of Class II, utilizing a mobile app.

GOALS FOR FY-2026

GOAL 1

Oneida Casino Hotel forward progress: implement trainings to communicate our shared vision, mission, and values. Participate in meetings to enhance communication and operational understanding. Strengthen our brand, improve operational efficiency, and elevate the guest experience.

Improving Organizational Changes

GOAL 2

Technology: agilysys options for related applications to manage the entire guest journey. Paper reduction via technology implementation. Implement a dedicated call center to improve response times and address concerns efficiently.

Improving Organizational Changes

GOAL 3

Increase hotel occupancy: market via direct mail to customers to increase sale of rooms per month with additional net profit per month. Hotel to also focus on occupancy during slower 'seasonal' times and weekdays.

Improving Organizational Changes

CONTACT

LOUISE CORNELIUS
GAMING GENERAL MANAGER

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PURPOSE

The mission of the Security Department is to provide safety and protect the integrity, assets, employees, and patrons of the Oneida Nation.

BUDGET — $10,938,265

Funding sources for FY-2025	
Tribal contribution	100%
Grants	N/A
Other sources	N/A

Expenditures for FY-2024 . . . . $12,358,222
Variance $1,419,957

Variance explanation

Prior to the FY25 budget being approved, the Security Department continued to face hiring challenges and was unable to fill budgeted positions. Through administrative efforts to fill vacant positions, the Security department is now operating at or near all budgeted positions being filled.

EMPLOYEES — 143

Enrolled	Non-Oneida
44	102

WHO WE SERVE

Security works closely with gaming professionals to provide a friendly, safe, and fun gaming experience at all gaming locations. Additionally, security services are provided at all retail locations, seven non-gaming locations, Oneida community events, and General Tribal Council meeting.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Focused on monthly department activities and employee spotlight communications to boost employee morale and retain employees. In addition, Oneida cultural activities that focused on bridging the relationship between the employee and nation were scheduled quarterly.

Employee group activities encourages team building, trust, and improved communications. Monthly activities also focused on cultural related topics that supported their connection to working for the Nation.

ACCOMPLISHMENT #2

With the use of technology, the Department implemented a paperless vendor/visitor sign-in process at all locations.

For safety reasons, it is important to identify, and document visitors entering oneida nation properties. The paperless process requires valid identification for accuracy and tracking purposes.

ACCOMPLISHMENT #3

Met bi-weekly with administration, monthly with supervisors, and bi-monthly with all department leadership to address, review any safety standards, procedures, or processes to identify improvements that positively impacted safety and resources.

Updating safety standards, procedures, and processes keeps employees informed, and encourages compliance.

GOALS FOR FY-2026

GOAL 1

Focus on monthly department activities and communications that will boost employee morale and retain employees.

GOAL 2

Evaluate the replacement of casino incident management software with updated, technologically advanced solutions to ensure continued operational integrity, compliance, and alignment with current industry standards.

GOAL 3

Review safety standards, procedures, and processes to determine if improvements can be made that would have a positive impact on safety and resources.

CONTACT

KATSI DANFORTH
SECURITY DIRECTOR

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PURPOSE

The mission of the Retail Enterprise is to contribute to the prosperity of the Oneida Nation by maximizing profit, providing quality products and services, exceptional customer service and meaningful employment opportunities to our community.

BUDGET — $10,803,049

Funding sources for FY-2024	
Tribal Contribution	100% Net Profit
Grants	0%
Other Sources	0%

Net Profit FY-2024 . . . . $11,314,414
Variance $511,365

Variance Explanation

Expenditures at Retail are $511,365 better than budget on expenses. Retail has been in cost containment since February 2025 to keep our costs down.

EMPLOYEES — 109

Enrolled	Non-Oneida
107	2

WHO WE SERVE

Customer base is the surrounding communities of Oneida, Green Bay, Pulaski, Seymour, De Pere, Freedom, and out of town visitors. Oneida retail enterprise customer base live, work, and shop within a five (5) mile radius of Oneida retail locations.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Retail Loyalty program launched via Retail mobile app on May 28, 2025, integrating gas tax discounts and loyalty while expanding loyalty participation to Smoke Shop customers.

The program enables members to combine gas tax discounts with loyalty rewards in single transactions while expanding access to Smoke Shop customers. Members can redeem points for Oneida products and other highly sought after items. Loyalty usage reached 21.6% by September 2025, significantly exceeding the previous 14% rate and tracking well toward the 30% September, 2026 goal.

ACCOMPLISHMENT #2

E/EE facility opened on June 17, 2025, expanding Retail offerings and convenience services for the community.

The E/EE opening provided expanded product offering, increased cooler space, and convenient location access for members. Added amenities include an employee mother's room and Hunt's Brothers Piuzza hot food service. The facility contributed to a 3% year-over-year sales increase while enhancing convenience options for our Oneida community.

ACCOMPLISHMENT #3

Reviewed options to determine future expansion sites

Retail engaged a third-party consultant to conduct a comprehensive traffic count study across key points on the reservation. The study measured vehicle and pedestrian flow, peak traffic periods, and proximity to existing infrastructure. Expansion initiative complements Retail's broader goals of enhancing customer experience and driving sustainable growth.

GOALS FOR FY-2026

GOAL 1

Implement and leverage our Oneida Retail mobile app's push notification and SMS capabilities to enhance customer engagement and drive conversations through targeted, timely messaging that complements our overall marketing strategy.

GOAL 2

Oneida Retail Enterprise One Stops to attain 100% on quarterly mystery shop/customer service scores in FY'26. This will lead Retail to improve the customer service experience.

GOAL 3

Strategically determine the next optimal site for expansion within the Retail Development Zone to drive long-term sustainable growth, guided by traffic count analysis and market potential.

CONTACT

JAMES PETITJEAN
CHIEF EXECUTIVE OFFICER
FOR ONEIDA RETAIL ENTERPRISE

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PURPOSE

Provide support and guidance to the program and service areas reporting to the CEO – Nation Services.

DEPARTMENTS IN DIVISION/OFFICE/AREA

- Big Bear Media
- Comprehensive Health Division
- Comprehensive Housing Division
- Digital Technology Services
- Division of Public Works
- Education & Training
- Environmental Land, & Agriculture
- Grants Office
- Human Services Division

BUDGET — $728,973

Funding Sources for FY-2025	
Tribal Contribution	100%
Grants	0%
Other Sources	9%

Expenditures For FY-2025 . . . .$523121
Variance $205,852

EMPLOYEES — 4

Enrolled	Non-Oneida
4	0

WHO WE SERVE

The Office of the Nation Services reports to the Oneida Business Committee Officers and provides support and guidance to the programs and service areas reporting to the Chief Executive Officer.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Implement an assessment of workplace culture. The assessment will include a measure of alignment with the Oneida Nation core values and a trauma informed approach to service delivery.

Improving Organizational Changes

Update on Goal: Implementation of Culture Amp to measure organizational culture was successful, with a response rate of 62%. Senior management is currently in the process of developing a plan to address critical issues.

ACCOMPLISHMENT #2

Develop standards for data collection and utilization to shift towards a reliance on data as a key driver in all decision making and determinants of success.

Improving Organizational Changes

Update on Goal: Work in progress with implementation of success metrics and data reporting to the GTC.

ACCOMPLISHMENT #3

Support management at all levels to deliver on workplace culture expectations while focusing on communication, accountability, and recognition. Utilize coaching as the initial method of corrective action.

Improving Organizational Changes

Update on Goal: Internal SharePoint was launched on October 1st to improve communication to Nation Services and allow for employees to ask questions and receive feedback.

GOALS FOR 2026

GOAL 1

Continue to improve data gathering and reporting through the organization and to stakeholders.

GOAL 2

Improve overall strategic planning efforts to address critical issues and provide clearer guidance to the departments that comprise Nation Services.

GOAL 3

Tackle critical operational issues in collaboration with external departments to improve overall workplace culture.

CONTACT

MARK W. POWLESS
CHIEF EXECUTIVE OFFICER

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PURPOSE

Big Bear Media is a consolidation of four departments; Oneida Printing, Mail Center, Tourism and Kalihwisaks. Our function is to provide marketing, print, mail, media services and events for the Oneida Nation.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Printing
- Mail Center
- Tourism
- Kalihwisaks

BUDGET

Funding Sources for FY-2025	
Tribal Contribution	
Printing	28%
Mail Center	100%
Kalihwisaks	100%
Tourism	19%
Grants	
All Departments	0%
Other Sources	
Printing (Sales)	72%
Tourism (Room Tax)	81%

Printing
Budget $1,155,614
Actual $1,047,816
Variance $107,798

Mail center
Budgeted $1,237,391
Actual $1,434,273
Variance . . . . -$196,882

Kalihwisaks
Budgeted $358,239
Actual $383,686
Variance . . . . -$25,747

Tourism
Budgeted $861,738
Actual $619,888
Variance $241,850

Variance Explanation

Print income improvement. Printing had a reduction to 9.5M copies from 10M in FY24 but there are increases due to inflation. Mail Center procured slightly less mailings in FY24 but postage overall increases 2x annually. Kalihwisaks increased page totals and print volume to keep tribal members connected to the happenings in Oneida.

EMPLOYEES — 12

Enrolled	Non-Oneida
12	0

WHO WE SERVE

Big Bear Media is a combination of services to market the Oneida Nation and includes; Oneida tourism, the Print Shop, Mail Center and the Kalihwisaks. We serve internal departments, and external customers on various levels from print, tours, event, media services and mail services.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Operational Sustainability:

- FY2025 $748,555 (925 jobs printed)
- FY2024 $722,713 (1012 jobs printed)
- FY2023 $980,010 (958 jobs printed)

Big Bear Media is 100% tribal employees and one source of tribal membership communications.

ACCOMPLISHMENT #2

Advancing onʌyoteʔa·ká· Principles

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

- BC increased budget to increase bathroom stalls from 2 stalls to 3 stalls and accommodate a community space to seat 100 persons. This will allow for 2 bus loads of visitors for programming and inclement weather. Increase also include fiber, surveillance and inflation to overall project.
- Log Home Area – New doors replaced with a zero-threshold entry to accommodate wheelchairs, walkers and physically challenged individuals.
- Visitor Center Design completed October 2025.

Oneida Tourism 2025 Pow Wow Event Team Hosts Winter Gathering & Annual Pow Wow with attendance increase from FY24. Tourism hosted 46 Tours totaling 858 visitors. Largest percentage of tours are educational. Tourism social media total followers 9,100, total number of posts 401, reached 748,603, interactions 23K, shares 1,894. Advertising possible impressions 5.2 million through various travel magazines, displays and television ads.

Loretta Metoxen "if we tell their version of our story then we are truly assimilated." We continue to tell and create media to tell our story.

ACCOMPLISHMENT #3

Continue to work towards better technology to reduce paper and mailing costs. Original interactive PDF platform did not work out and a new platform is currently being assessed by DTS..

GOALS FOR FY-2026

GOAL 1

Utilize less paper, and create more interactive media.

Improving Organizational Changes

GOAL 2

Support playing a role in fostering strong families through: Completing a visitor center, develop media that teaches and promotes Oneida culture, history, and language.

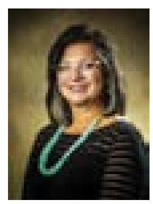
Advancing Onʌyoteʔa·ká· Principles

GOAL 3

Improve workplace culture with the continuation of organizational improvements to process and teamwork.

Improving Organizational Changes

CONTACT



MICHELLE DANFORTH-ANDERSON
MARKETING & TOURISM DIRECTOR

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PURPOSE

To provide a progressive sustainable health system that promotes Tsiʔ niyukwalihó tʌ (our ways). To provide the highest quality holistic health care to ensure the wellness for our Oneida Nation community. Values: responsive leadership, safety, communication, culturally sensitive, respect, trust is the foundation.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Medical Service
- Dental Services
- Optical Services
- Therapy Services
- Behavioral Health Services
- Community Health Services
- Pharmacy
- Anna John Resident Centered Care Community (AJRCCC)
- Employee Health
- Purchased Referred Care

BUDGET — $92,882,390

Funding Sources for FY-2024	
TRIBAL CONTRIBUTION	7.93%
GRANTS	2.7%
INDIAN HEALTH SERVICE	36.98%
External Sales/3rd Party/Other	51.86%
Other	.54%

expenditures For FY-2025 . . . . $95,196,314
Variance $2,313,924

Variance Explanation

The figures are preliminary unaudited financial reports, as the final close is pending. The Comprehensive Health Division's negative variance is due to the referral expense being higher than budgeted. The Anna John Resident Centered Care Community's (AJRCCC) positive variance is due to a lower-than-projected resident count and reducing related expenses.

EMPLOYEES — 391

Enrolled	Descendent	Non-Oneida
121	10	260

WHO WE SERVE

Oneida Nation membership, Oneida Nation descendants, members of other federally recognized tribes, and Oneida Nation employees

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Strengthening a Comprehensive Provision of Care: Accreditation Association for Ambulatory Health Care (AAAHC) site visit

AAAHC's site visit affirmed Comprehensive Health Division's commitment to high-quality care. Accreditation places us among 6,000+ elite organizations nationwide, enhancing trust and credibility. Surveyors praised our excellence, noting minimal corrections. This achievement strengthens our reputation and assures our community of safe, patient-centered services.

ACCOMPLISHMENT #2

Promoting Positive Community Relations

Comprehensive Health Division enhanced community and patient population communication through use of website and associated updates, diversifying social media platforms, annual & semiannual newsletters, phone tree changes leading to enhanced response time and one-on-one time, Rx365 pharmacy application, MyHealthOneida application, patient feedback opportunities (in-person and digital), in-person and hybrid community meetings, Southeastern Oneida Tribal Services (SEOTS) elder community meeting, and a responsive employee base.

ACCOMPLISHMENT #3

Engaging and Developing an Inclusive Empowered Workforce

Division leadership engaged in Culture Amp training and workforce development, enhancing feedback-driven action and collaboration. The OCHD Education Placement initiative successfully supported bridging academic learning with real-world experience. These initiatives foster a stronger, more inclusive workplace culture, created a pipeline for Indigenous professionals, and empower future health professionals within our community.

GOALS FOR FY-2026

GOAL 1

To continue to advance the plans for the Oneida Comprehensive Health Division Integrated Campus Expansion while exploring additional community-based options to expand and improve access to care.

GOAL 2

To continue to maximize third-party revenue across the Oneida Comprehensive Health Division to reduce reliance on Tribal Contribution.

GOAL 3

To continue to provide comprehensive, coordinated, and patient-centered care guided by individual patient goals and the needs of the Oneida Nation Community.

CONTACT

DEBRA J. DANFORTH, RN, BSN
DIVISION DIRECTOR

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PURPOSE

To provide safe and affordable housing opportunities to enrolled Oneida tribal members within the reservation boundaries. This is achieved through services such as new housing development and neighborhoods, maintenance, mortgages, income-based housing and community outreach by our dedicated and knowledgeable staff.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Residential Finance
- Resident Services
- Maintenance
- Administration
- Community Outreach
- Rehabilitation & Modernization
- Residential Sales
- Residential Leasing

BUDGET — $18,074,993

Funding Sources for FY-2025	
Tribal contribution	22%
Grants	63%
Rental/Mortgage Income	15%

Expenditures For FY-2024 . . . .$11,574,666.61
Variance $6,500,326.39

Variance Explanation

Cost containment.

EMPLOYEES — 69

Enrolled	Non-Oneida
66	3

WHO WE SERVE

Comprehensive Housing serves Oneida Nation members seeking housing and those living in housing units owned by the Nation. They also provide individual homeowners services by processing their land leases and mortgages.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

For FY25 the following inspections, work orders, and service calls have been completed.

- 1,633 Work Orders
- 280 Annual Inspections
- 85 Electric Service Calls
- 131 HVAC Service Calls
- 259 Plumbing Service Calls

As of October 21, 2025, CHD occupancy rate is 92% with 37 Vacancies and 11 ready for occupancy.

Substantial re-investment centered on 30 homes for FY 2025, with investment in siding, roofing, flooring, windows, doors, cabinets and full bathroom renovations.

ACCOMPLISHMENT #2

In FY25, CHD mortgaged 16 homes for new homeowners, hosted a new inventory reveal to the community showcasing 12 new multi-family units, and are currently promoting 12 HBO parcels slated for November 2025.

By providing a mix of all affordable housing options to tribal members, and with continued efforts working with various areas, CHD will keep identifying solutions to the national housing crisis.

ACCOMPLISHMENT #3

CHD hired two Tenant Support Specialists and has had seven of their Roundtable Discussions with tenants, lessees, and tribal members.

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 Specialists has increased providing needed interventions and alternative resources being offered.

GOALS FOR FY-2026

GOAL 1

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

Re-investment in both federal and general rental units with an emphasis on health & safety.

GOAL 2

Working towards providing an appropriate mix of affordable housing types for tribal members by:

Creating a Residential Development Plan that identifies land, infrastructure, new construction, rental to ownership conversions, target markets by program, homeownership opportunities and funding source options.

GOAL 3

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

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.

CONTACT

LISA RAUSCHENBACH
DIVISION DIRECTOR

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PURPOSE

Advancing the Oneida Nation through the effective delivery and support of secure and reliable digital technologies.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- CIO Office
- Digital Infrasturcture
- Digital Solutions
- Digital Services
- Digital Security
- Health Technology
- Gaming & Hospitality Technology
- DTS Project Management Office

BUDGET — $14,729,009

Funding Sources for FY-2025	
Tribal Contribution	83%
Grants	17%

EXPENDITURES FOR FY-2025. . . . . $13,336,065
VARIANCE $1,392,944

Variance Explanation

2025 budget for Fringe had a $400,000 error in entry. Cost savings also impacted on the variance as DTS did not fill some budgeted new positions and had few vacancies filled throughout the fiscal year. Also, through cost savings measures, DTS realized savings in training, travel, and maintenance agreements throughout the fiscal year.

EMPLOYEES — 85

Enrolled	Non-Oneida
23	62

WHO WE SERVE

Primary customers supported: Oneida Nation employees (2,200)

Indirect customers supported: Oneida Nation tribal membership (17,000+)

ACCOMPLISHMENTS FOR FY-2025

STRATEGY 1: OPERATIONAL EXCELLENCE

Implemented Workplace Culture Improvement Plan, Leaderships Skills Development, Instituted DTS Workplace Expectation, DTS Organizational Realignment, Technology Steering Committee, Implement IT Management & Governance Framework, Digital Security Strategy, Security Operations Center, Project Listing/Dashboard/Prioritization, Data Management Workshop

Ensuring the Oneida Nation's technology department is working as effectively and efficiently as possible to deploy and integrate needed technologies to business units, departments, and divisions that support our tribal membership and community.

STRATEGY 2: ORGANIZATIONAL SUPPORT

Tribal Platforms - Enrollments Database migrated to the Cloud, Assessments for Education/Training and Human Services for next implementation planning. Data Lake implementation, OnBase replacement solution selected and project start.

Provided an updated and more modern enrollments database that will be able to better serve the tribal membership through improved processes for membership payments, access to data, and future data integrations.

STRATEGY 3: INDIVIDUAL BUSINESS UNIT SUPPORT & INNOVATION

Gaming Division: Oneida Hotel Wireless Infrastructure Replacement and Upgrade, Upgraded and replaced Oneida Casino and Hotel Property Management System and Point of Sale systems, On-Demand Marketplace Kiosk

Comprehensive Health Division: Pharmacy System Replacement

Public Safety: Surveillance for the Nation Implementations - Oneida High School/Elementary schools, Oneida Hotel, Judicial Building, Three Sisters Park, E&EE One Stop, Transit Building, Oneida Farm

Improved Communications: Retail – Documenting and prioritizing technology services/solutions

Broadband: Communications Towers (3) constructed and ready to go, Fixed Wireless Access Agreements with Nsight telecom for operations completed, Smart "Nations" Cities Report completed

Artificial Intelligence: Proof of Concepts – Microsoft Copilot chat for Teams, Outlook, Edge, and other Microsoft products.

Improved technologies for Oneida Hotel to help improve guest experiences for a better financial bottom line. Improved pharmacy ordering, notification, and pickup for medications. Increased security for the public through surveillance systems, assisting oneida retail enterprise with improved technology related processes for better decision making affecting financial bottom lines. Providing better internet options to tribal membership in rural areas of the reservation. Increase productivity through artificial intelligence for oneida employees to better serve and support the tribal membership and community.

GOALS FOR FY-2026

GOAL 1: OPERATIONAL EXCELLENCE

Improve the effectiveness of DTS operations through the six (6) most critical processes; Leadership, Culture, and Values; Organizational Design; Human Resources Management; Security Management; Portfolio Management; Data Architecture.

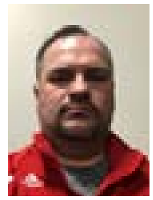
GOAL 2: ORGANIZATIONAL SUPPORT

Improve customer experiences and derive business value through the support of enterprise-wide programs and projects. Enterprise Resource Planning (ERP) Projects – Project Management Office (PMO)/Project Portfolio Management (PPM), Human Capital Management (HCM), Customer Relationship Management (CRM), Data and Analytics

GOAL 3: INDIVIDUAL BUSINESS UNIT SUPPORT & INNOVATION

Improve individual business unit support and strive for improved business innovation.

CONTACT



JASON W. DOXTATOR
CHIEF INFORMATION OFFICER (CIO)

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PURPOSE

Building a strong nation by providing and promoting quality education and training opportunities for all tribal members.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Child Care
- Early Intervention
- Head Start/Early Head Start
- Youth Enrichment Services
- Vocational Rehabilitation Services
- Higher Education
- Education & Training Administration

BUDGET — $19,395,015

Funding Sources for FY-2025	
Tribal Contribution	72%
Grants	20%
Self Governance	6%
Sales, Goods And Services	1%
State Reimbursement (Head Start/Child Care Food)	1%

Expenditures For FY-2024 . . . . $14,054,617
Variance $5,340,398

Variance Explanation

Departments had positive variances in personnel, due to vacant positions throughout the year, and due to the transfer of personnel expenses to Self-Governance funding whenever possible. As grant dollars became available for planned activities, savings occurred in expense lines normally covered by tribal contribution. We also saw a positive variance within the Education Fund in the grants-in-aid expense lines.

EMPLOYEES — 71

Enrolled	Non-Oneida
37	34

WHO WE SERVE

Education & Training area provides services for infants, children, youth, and adults across seven programs. Most of the education related services are for Oneida enrolled members; however, based on the type of funding used in the program, such as federal dollars, services are provided for individuals from other tribes and communities.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1:

Launch of structured literacy programs

Four structured literacy programs launched during FY2025

1. Summer reading tutoring in partnership with the Seymour Community School District
2. A 3-week reading program in partnership with Oneida Recreation held at County H Recreation Ctr.

3. 1-on-1 summer reading tutoring at community locations including Oneida Libraries.

4. School year reading supports with Oneida Youth Enrichment Services staff based at partner elementary schools

One of the four focus areas of Oneida Reads is "how Reading is Taught". The science of reading, otherwise known as structured literacy, is an evidence-based approach to reading instruction. By providing professional development for the Oneida Education and Training team in structured literacy, Oneida children involved in programming through each of our programs (child Care, Head Start/Early Head Start, Early Intervention, Youth Enrichment Services) benefit from programming and instruction that helps them to become a proficient reader by 3rd grade.

ACCOMPLISHMENT #2:

Enhanced programming to support kindergarten readiness

Kindergarten readiness efforts were enhanced in the following ways:

1. Continued growth of the Oneida Ages and Stages Questionnaire system of support

2. Acquiring 130 tablets through the NFL/Packers Grant

3. Adoption/training with Teaching Strategies

4. Community/Family Engagements Efforts

5. Gaining membership in the Campaign for Grade Level Reading

By the end of FY2025, 1019 ASQ screens were completed through the work of the Oneida ASQ Team. Online ASQ's are offered through Early Intervention, Child Care, Head Start/Early Head Start, Comprehensive Health and FACE. During the NFL Draft, Oneida Reads was awarded a grant from the NFL/Packers that provided 130 tablets that are in use at Oneida Head Start and Oneida Child Care to support early literacy. Teaching Strategies curriculum was adopted and skillsets enhanced through training for Child Care and Head Start/Early Head Start with an emphasis on early literacy and child development. Community/family engagement efforts focused on early literacy were held by Oneida Reads, Early Intervention, Child Care and Head Start/Early Head Start. Of note was the Maya Payne Smart event with the theme "Reading for Our Lives" which brought together Oneida employees and the community. In June 2025, the Oneida Reads Leadership Team received membership in the National Campaign for Grade Level Reading. This partnership will help us to continue to reach the goal of Oneida Reads: 100% of Oneida children read at grade level by third grade.

GOALS FOR FY-2026

GOAL 1

Create a plan to secure student and family voices to inform every one of our programs.

GOAL 2

Increase 3rd grade reading proficiency for Native students in Brown County 3 percentage points and Outagamie County 5 percentage points (based on the WI Forward Exam ELA).

CONTACT

MARK W. POWLESS
CEO - NATION SERVICES

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Environmental, Land, & Agriculture

PURPOSE

To provide professional services to reclaim and distribute the land, restore, and protect the environment, and advance food sovereignty for the Oneida Nation and the community.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Environmental Area
- Land Management & Conservation
- Agriculture Area
- Oneida Community Integrated Food Systems (OCIFS)
- Oneida Nation Cannery
- Oneida Nation Farm
- Oneida Nation Orchard
- Tsyunhéhkwʌ Farm

BUDGET — $13,174,067

Funding sources for FY-2025	
Tribal Contribution	14%
Grants	19%
Lease, Rental, & Sales Income	67%

Expenditures for FY-2025:. $13,578,951
Variance: . . . . -$404,884

Variance Explanation

The Negative variance for FY2025 is that we budgeted 2 staff to come out of a grant, but it was not allowable, so they ended up coming out of Tribal Contribution.

EMPLOYEES — 56

Enrolled	Non-Oneida
40	16

WHO WE SERVE

We provide services to the Oneida Nation, the Oneida Nation community, and the surrounding community.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Update current programming and create new programming to provide services to more of the community.

In FY25 the Nonpoint program planted and maintained a garden for the purpose of donating to the Oneida Pantry, the result was 1125 pounds of produce donated this season. Donations included pumpkins, squash and zucchini to be distributed directly to the Oneida membership through the Pantry.

In FY25 the Oneida Nation Farm workshop and office project was completed in September 2025. The facilities house the seven full time farm staff and features new and expanded cold storage and workshop spaces. These updated spaces will enable the farm to store larger amounts of beef and bison inventory on site, making operations more efficient.

In FY25 the Oneida Nation Farm secured 36 bison, 28 of them yearlings, from the Intertribal Buffalo Council. The animals will enable us to further expand our herd to meet the demand and need of our community and programs. This will be accompanied with a 150-acre pasture expansion that will be completed in FY26.

In FY25, the Oneida Nation Farm planted nine acres of white corn to expand total acres the organization is growing. OCIFS has also secured a Growing Justice Grant to contract with local growers to grow 5 acres of corn. Harvests of these 14 total acres will occur in October 2025.

In FY25, the Oneida Nation Farm supplied 3,950 pounds of ground beef, 2,000 pounds of beef patties, and 1850 pounds of ground bison to the Tribal Feeding Elder Food Box Program. This program was funded through the state and distributed from locally sourced foods into tribal communities throughout the state, giving tribal elders access to their traditional foods.

The Oneida Farmer's Market saw continued growth in FY25. Operating in their new location near the roundabout on Hwy 54, the total customer count for 2025 was 18,466. This demonstrates increased customer count for 2024 of 14,430. Request for a permanent structure to begin expanding the Farmer's Market into a year-round Public Market was approved this summer. This amendment allows us to begin Phase 1 of the project, which is to erect lean-to structures at this location. These structures will look to increase the number of vendors participating in the market and improve the overall experience and safety of the community in varying weather conditions. The construction of the lean-to's is anticipated to be completed by the summer of 2026.

The Oneida Farmers Market teamed up with the Wello Program to allow the purchase of fresh produce from Oneida Farmer's Market vendors and distribute it free to the patients utilizing the Health Center Pharmacy. These "Pharmacy to Farmacy" events were held on September 5 and September 19, 2025. We were able to provide bags containing Oneida Nation beef and various seasonal produce to 60-70 patients each week. The goal of the pilot program was to introduce and encourage food-based interventions to health care services.

The WPP program, "Mending the Disconnect with Food", continued to expand and deepen its impact this year, focusing and prioritizing programming that strengthens 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 chickens, 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. 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. Food is Medicine workshops continued to be offered throughout the year, including: juicing classes, an "Eat this Not That" workshop focused on whole food-based alternatives, a "Fueling Your Game" workshop focused on educating parents and children on healthier snacks for athletes, among other classes. All workshops and courses are founded on the concept of a harm reduction approach to food, i.e. minimizing processed foods and eliminating harmful exposures.

ACCOMPLISHMENT #2

Use best practices to improve the health of the reservation environment and the community.

In FY25 the Non-Point Pollution Prevention Program (Non-Point) maintained 104 acres of buffers along waterways, maintained 226 acres of natural areas, fields and reforestations, planted 34.2 acres of cover crops. Maintenance felling of 103 dead Ash trees along high use trails was also completed. 30 fruit trees and berry bushes were planted. Continued partnerships with NEW Water, Outagamie County, Ducks Unlimited, and Tilth Agronomy to help increase the implementation of best management practices on agriculture lands within the reservation boundary.

In FY25 the Environmental Health program conducted 42 routine inspections for food safety and 55 follow-ups. Issued 31 temporary food service establishment licenses and completed 18 follow up inspections. Issued 6 new food service establishment licenses and approved 11 cottage food operator registrations. Investigated 5 Food Service establishment complaints. Completed 11 Food Service Establishment Pre-operational inspections. Collected 37 Swimming Beach water samples and completed a Beach water sampling SOP. Completed 5 health and safety inspections for Oneida Comprehensive Housing Division. 1 Tattoo establishment inspections completed. The Sanitarian also completed professional development via 33 Online National Environmental Health Association (NEHA) courses for Registered Sanitarian credential renewal. A much needed second Sanitarian was hired.

Environmental compliance work completed included: 72 NEPAs, 27 Phase One reviews, 10 UST compliance visits, 5 UST Inspections, 8 Construction Site Stormwater Compliance visits, 1 Construction Site Inspection and 68 hazard waste vouchers issued. Provided compliance assistance to Oneida One Stop E/EE relocation, where old tanks were removed and site closed.

Habitat work included 31.4 acres of invasive species removed. Nearly 500 pounds of invasive garlic mustard pulled during a staff event at the Oneida Museums woods. Cleared invasives and other brush to allow expanded fishing at Oneida Lake. Annual fish stocking in Oneida's lakes included 1000 rainbow trout, 3556 walleyes, and 1800 Black Crappies for a total of 6,356 total fish.

Weekly Outreach on projects, programs and education were posted to the ELA Facebook page. 2 ELA Division Newsletters were published on Facebook, in the Communication Oneida Update email, to a subscriber list and posted to our website. ELA website updates are continual, and changes are completed monthly. Collaborative team involvement began in summer to update Natural Areas and Trails Guide and document with a weekly highlight of a trail system on social media began in FY26. Teambuilding has been a focus in the Environmental Area, after the combination of two former departments (Eco Services and Environmental Quality) became one Area in April 2026 under the direction of a Deputy Director- Environmental. The Environmental Area is fully staffed with 15 FTE's.

ACCOMPLISHMENT #3

Acquire and manage land for the benefit of the community and to strengthen the Oneida Nations Sovereignty.

Acquired 236.19 acres. Own 29,039 total acres or 44%. 1 property went into trust, 103.85 acres with a home that was one of 8 Hobart fee to trust applications that were appealed in 2008. There are 64 fee-to-trust applications in various steps at the BIA. There are 29 fee-to-trust applications in process to be sent to the BIA. 192 hazard tree works orders completed. Over $100,000 in cost savings to the community. 685 Sportsman licenses sold. Finalized LANDBAC, Easements, and Land Use License rules.

GOALS FOR FY-2026

GOAL 1

Continuous review and improvement of current programming while also creating new programming based on community need resulting in more targeted services for the community.

GOAL 2

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

GOAL 3

Exercise Oneida Nation Sovereignty by acquiring and managing land for the benefit of the community by providing housing, getting land into trust, and re-introducing traditional and re-generative agricultural practices

CONTACT

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ELA DIVISION DIRECTOR

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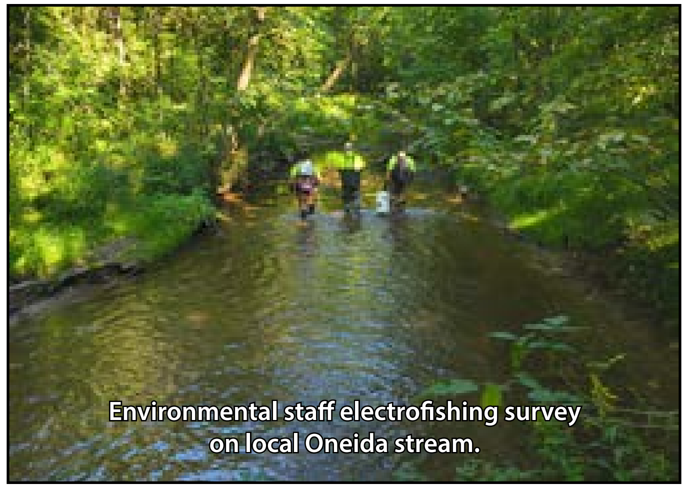
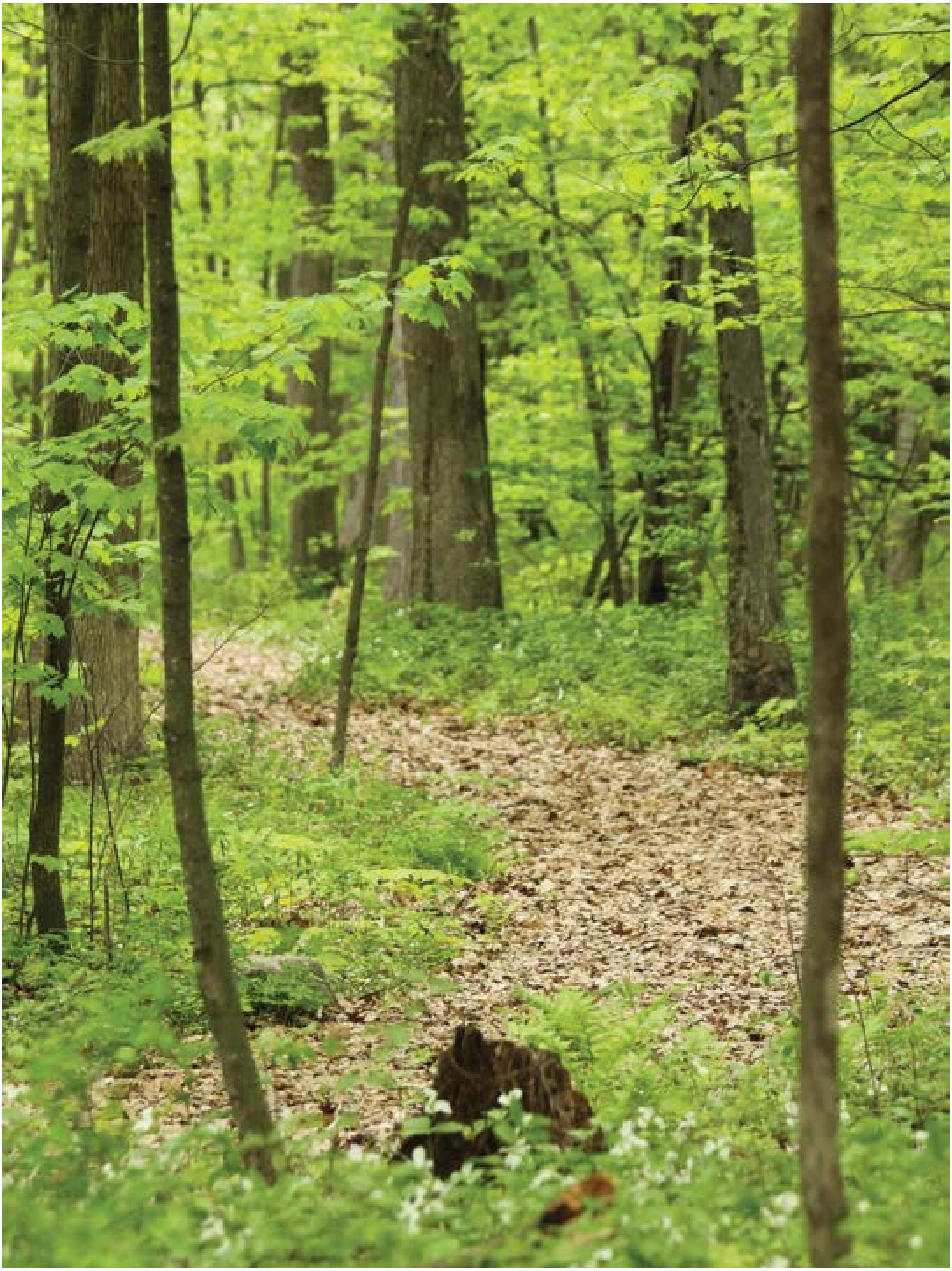
Walleye stocked at Oneida and Quarry lakes


Environmental staff electrofishing survey on local Oneida stream.


Environmental staff sharing invasive species information at Oneida Farmers market.


Petroleum tanks removed at the old E/EE Oneida One stop location.



PURPOSE

Human Services Division assists community members to become healthy and self-sufficient while providing excellent customer service. Vision: An engaged and empowered healthy community built on Tsiˀ niyukwalihó tʌ instilled with respect, education, and self-awareness. Mission: to provide holistic support for the wellbeing of our community.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- Aging & Disability Services
- Child Support
- Cultural Heritage
- Economic Support
- Family Services
- Oneida Family Fitness/ Experiential Education
- Recreation
- Southeastern Oneida Tribal Services (Seots)
- Public Transit
- Veteran Services

BUDGET — $23,191,124

Funding sources for FY-2025	
Tribal Contribution	64.8%
Grants	34.4%
Internal/External Sales	<1%

Expenditures for FY-2025:. $22,947,554
Variance $243,570

Variance Explanation

The positive variance is actually greater than what is showing as there were grants received during the fiscal year. Additionally, there are expenses from previous fiscal year grant funds.

EMPLOYEES — 166

Enrolled	Non-Oneida:
107	59

WHO WE SERVE

All of Human Services Division serves Oneida enrolled members and descendants. There are several programs/services that may allow funding to serve other natives, general public, etc

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Create a new employee orientation process for the Division.

This goal is still in progress with a plan to go live January 2026.

ACCOMPLISHMENT #2

Increase employee engagement.

We continue to provide employee recognition each month. This year, Human Services Division had 670 nominations and 169 unduplicated employees nominated.

ACCOMPLISHMENT #3

Provide outreach to the community to increase awareness of our programs and services.

We continue to provide a quarterly newsletter for the community. The Division Resource Fair was cancelled due to cost savings. In place of the Resource Fair, each department provided information on Facebook/YouTube Live throughout August and September 2025.

GOALS FOR FY-2026

GOAL 1

Implement a new employee orientation/onboarding for Human Services Division.

GOAL 2

Improve community awareness by promoting services through at least 3 outreach events per department in fiscal year 2026.

GOAL 3

Create a customer survey that will be used to determine satisfaction and gaps in service.

CONTACT

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50 Years Celebration for Child Support


County H Recreation


Orange Shirt Day-Family Services


Cultural Heritage helping with SEOTS garden

PURPOSE

The Oneida Emergency Food Pantry was established to provide nutritious food to households with tribal members who are experiencing unforeseen circumstances. We provide the means for a sustainable and responsible food support service, where our community participates in our efforts. Mission: “to provide the oneida community access to nutritious food when in need, increase self-sufficiency and collaborate to strengthen the oneida community integrated food system.” Vision: “an engaged community the alleviates emergency hunger, together.”

BUDGET — $688,793.40

Funding Sources for FY-2024	
Tribal Contribution	99
Grants	1%

Expenditures For FY-2025 . . . . $469,065
Variance $135,615

Variance Explanation

There is a positive variance due to the Oneida Apple Orchard not having enough produce and eggs. The employees also have not used all their allotted hours.

EMPLOYEES — 4

Enrolled	Non-Oneida
4	0

WHO WE SERVE

We serve enrolled oneida tribal members and their families who are experiencing unforeseen food emergencies. Most of our clients reside in brown and outagamie counties.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Continuously improve, adapt and reconfigure operations towards sustainable and value-based practices to create a strong economic nation.

We work with different programs within the tribe to help feed children and elders in the community. We work with the Oneida Library, Box Lacrosse Program, & SEOTS.

ACCOMPLISHMENT #2

Promoting positive community relations through community engagement (fundraising, food-drives, increase food donation sites).

We have attended the community events and have continued to run our cooking classes.

ACCOMPLISHMENT #3

Improving organizational changes through donor relationships and improving use of our KMAX software for data, possibly using it for volunteer check-ins.

We have changed the way we run our reports to make them work more efficiently. We are currently working on getting our own KMAX system.

GOALS FOR FY-2026

GOAL 1

Continuously improving community engagement.

GOAL 2

Promote a healthier lifestyle by providing healthy foods such as low sodium

GOAL 3

Increase food collection and decrease community waste

CONTACT

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MANAGER

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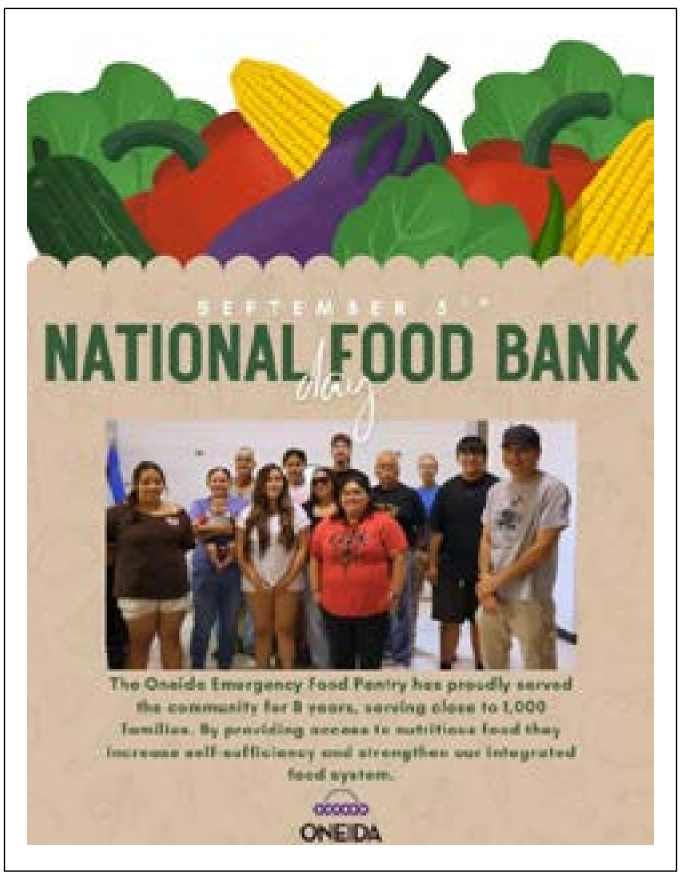

PURPOSE

The Tribal Action Plan (TAP) staff collaborate the nation's efforts regarding drugs and alcohol with a cultural, holistic approach that promote a wellness. TAP provides administrative support to the Tribal Coordinating Committee (TCC) in the design, planning, implementation, and monitoring of the Tribal Action Plan. TAP provides outreach and serves as a resource hub for community and organizational events

BUDGET — $409,555

Funding Sources for FY-2025	
Tribal Contribution	50%
Community Opioid Intervention Pilot Project	50%

Expenditures for FY-2025 . . . . $246,079
Variance $163,4776

Variance Explanation

The TAP administrative position left vacant. Coordinating events with multiple departments and funding sources assisted in minimizing TAP costs.

EMPLOYEES — 2

Enrolled	Non-Oneida
2	0

WHO WE SERVE.

The Oneida community residing in Brown and Outagamie Counties.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

The TAP staff distributed 363 Narcan Kits (2 doses per kit), 208 Deterra drug deactivation pouches, 918 Fentanyl testing strips, 665 Xylazine testing strips, 14 syringe boxes, and 10 medication lock boxes during FY25.

Providing the community access to life saving harm reduction materials such as Narcan, we hope to empower community response to save lives to end overdose deaths.

ACCOMPLISHMENT #2

During FY25, TAP facilitated two large events. The Gathering of Oneida Youth (G.O.O.Y.) in February 2025 had 71 Oneida High School students in attendance from 5 local area schools. In May of 2025, the Missing Murdered Indigenous Relatives (MMIR) Walk with 426 in attendance.

The GOOY received amazing responses from staff and students. As a result, we are coordinating a 2-Day GOOY tentatively scheduled in February 2026. The MMIR Walk has increased in attendance each year and continues to create awareness. The next MMIR Walk is scheduled for May 9th, 2026. TAP hopes to develop an Oneida community toolkit to respond quickly in the event one does go missing.

ACCOMPLISHMENT #3

The Tribal Action Plan staff, of just 2 people, continue to provide outreach to engage community at 40 events in FY25.

Ensuring the Oneida community is not only aware of substance misuse but is also familiar with Tribal resources. Through our continued community engagement at events, TAP proceeds to disseminate substance misuse information at the most basic threshold to ensure we can continue to meet people where they're at. The stigma and shame associated with substance misuse can only be addressed by continuing to engage in difficult conversations.

GOALS FOR FY-2026

GOAL 1

TAP intends to increase access and expand Harm Reduction materials at low-level thresholds for the Oneida Community to promote zero overdose deaths.

GOAL 2

TAP aims to increase cultural connections as well as create awareness of the drug epidemic. Culture is prevention and harm reduction. Engaging the community with Oneida culture to develop one's cultural identity to maintain a healthy lifestyle.

GOAL 3

TAP will host two large events for the Oneida community each year. Missing and Murdered Indigenous Relatives (MMIR) awareness event is scheduled for May 2026 and Gathering of Oneida Youth (GOOY) 2-Day event is scheduled for February 2026.

CONTACT

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TRIBAL ACTION PLAN MANAGER

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PURPOSE

The purpose of this office is to strengthen our Nation by supporting programs, departments, and the community by driving organizational enhancements that maximize external resources to build a nation of strong families. The mission of the Oneida Grants Office is to ensure that the Oneida Nation maximizes external forms of revenue in order to meet the needs of the oneida community as stated in the national priorities.

BUDGET — $468,881

Funding Sources for FY-2024	
Tribal Contribution	100%
Grants	0%
Other Sources	0%

Expenditures for FY-2025 . . . . $425,067.35
Variance $43,814

Variance Explanation

We have a variance of $ 43,814 due to the retirement of a staff person in May, and not filling the vacant position.

EMPLOYEES — 3

Enrolled	Non-Oneida
2	1

WHO WE SERVE

All tribal programs/entities are provided opportunities & assistance in applying for grant funding through services provided by grants office, decreasing tribal contribution.

5 YEAR GRANTS SPREADSHEET		
	Funded	**Denied**
2021 Total	$16,173,541.98	$17,571,374.78
2022 Total	$15,914,980.21	$14,183,484.00
2023 Total	$16,728,422.03	$6,430,442.82
2024 Total	$20,232,284.00	$9,062,474.00
2025 Total	$22,541,976.48	$158,695.00
5 Year Total Funded	**$80,425,693.74**	
	Current Grant Funding	**Pending**
2026	$1,540,062.00	$$24,813,624.38

GOALS FOR FY-2026

GOAL 1

To continue our efforts of enhancing tribal services with external grant funding of at least $7 million dollars per year in FY 2025.

Update on Goal: The Grants Office current funded grants for FY 2025 is at $22. 5 million in funded grants, tripling our goal for the entire year.

GOAL 2

Continue to increase program staffs' ability to bring in more grant dollars to the Nation through grants training to department staff as needed.

Update on Goal: With the intense training of the new Grants staff person, time to work on the on- line training modules/ documents continues to be delayed. Our approved

Progression Plan is in place that will provide for a process to fill the Manager position, as Cheryl plans on retiring the end of April of next year. We are seeking a qualified

person to fill the vacant Grant Specialist position as soon as possible.

GOAL 3

Develop a Succession Plan to provide for additional staff and smooth transitioning as current staff are entering retirement age.

Update on Goal: We continue to reach out to HRD on succession planning. With the

hiring and ongoing training of the new Grants Specialist last fall, the Grants Office will continue to do our jobs to the best of our abilities with the utmost integrity. We have proven to be greatly beneficial to the Oneida Nation for many years. The Grants Office hails over 68 years of experience with only the current 3 staff - Cheryl/ 35 years;

Marsha/ 30 years; Anna/ 3 years. Training current staff has begun to fill the soon-to-be vacant Grants Manager position. This has been a battle to find someone who will be

dedicated to this position for years to come. A Grant Writer positions' current length of service is 3- 5 years.

Community Development / Tribal Transportation - Rural and Tribal Assistance Pilot Program, Planning - Project Period: 11/1/2025 thru 10/31/27, Max Amount $2,500,000.00/The Smart Nation Project includes advanced technology deployment to facilitate safer transportation on the reservation. The Oneida Nation was invited by the funder to apply. This grant was is currently pending.

CONTACT

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GRANTS MANAGER

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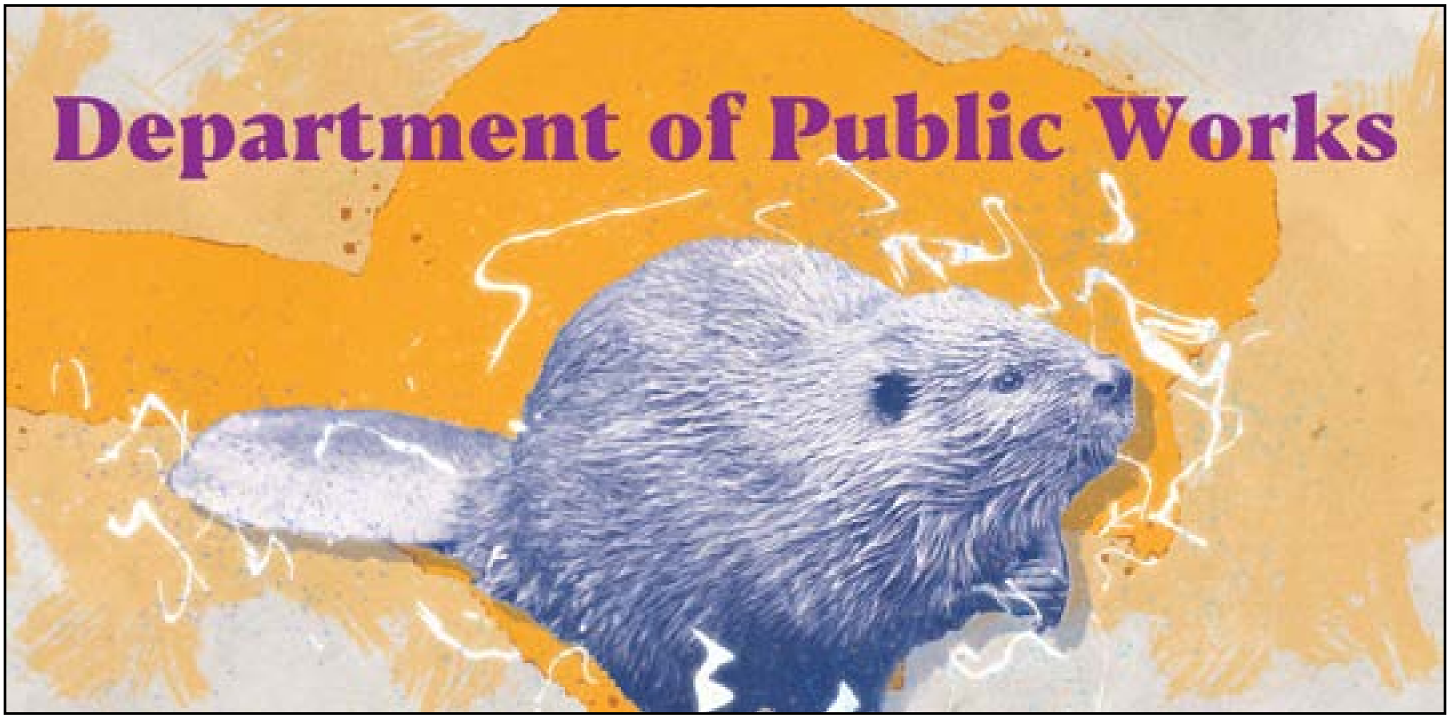

PURPOSE

DPW provides essential services in a safe, efficient, and cost saving manner through its skilled and dedicated employees. DPW designs, constructs, maintains, and operates the Oneida Nation's public infrastructure in a manner that respects the environment, asserts sovereignty, and preserves our resources for future generations.

DEPARTMENTS IN AREA/DIVISION/DEPARTMEN

- DPW Administration
- Automotive/Fleet Management
- Community Wells, Septic, & Plumbing
- Community Development
  - Engineering & Energy Planning
  - Graphic Information Systems
  - Indian Preference
  - Planning
  - Tribal Transportation
  - Zoning
- Groundskeeping/ Parks
- Utilities
- Facilities
  - Custodial
  - Electrical
  - Energy Controls

BUDGET — $19,571,814

Funding sources for FY-2025	
Tribal Contribution	93%
US DOT, Energy Development/ CArbon Reduction & Other	7%

Expenditures for FY-2025 . . . .$18,492,105.72
Variance: 1,079,708.28

Variance Explanation

The variances in Public Works were driven by two primary factors, labor and cost savings initiatives. Labor was about $440,000 less than budgeted due to open positions. The remaining variance is due to cost saving initiative from the CFO across all areas. Also, budgeted items have been postponed, including some that would be budgeted in fiscal 26 being pushed to fiscal 27 in support of these cost savings initiatives.

EMPLOYEES — 169

Enrolled	Non-Oneida:
143	26

WHO WE SERVE

All who work, use, or visit the Oneida Nation facilities, grounds, and parks; including those who travel the tribal roads, those who are subject to zoning ordinances, and all those provided clean, safe drinking water, refuse disposal, and sewer services.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Public Works sent out a couple Request for Proposals, the most significant one to upgrade or replace our facilities management software (FMS). This is a major effort as the software would manage all our buildings, equipment, and costs across the organization, and requires collaboration across multiple divisions.

The FMS would create efficiencies as we automate processes and integrate with other systems. This would allow us to capture more data for strategic decision-making, allowing for more effective communication with stakeholders, prioritizing work, and planning budgets/projects. We would be able to tell the community how much it costs to maintain and operate every facility and project future costs several years in advance.

ACCOMPLISHMENT #2

Public Works has redesigned and enhanced our web pages, increased our visibility in the Kalihwisaks, and had multiple appearances on Facebook Live.

Public Works is one of the largest Divisions within the Nation, until COVID put the spotlight on us, most people did not know what we did. Our goal was to help create awareness of what Public Works does, partnerships we develop, and how that impacts the community. It is known that we take care of plowing roads, caring for our parks and our buildings by keeping them in good repair, clean, and safe. We also wanted the community to know we manage the trash services, ensure the availability of clean water and sanitary systems, and help develop and manage large construction projects such as the new museum, cannery, and transit buildings. Collaborating with other areas in the Nation, we work with surrounding communities as partners to support our sovereignty and values.

ACCOMPLISHMENT #3

Re-staffing the Community Development area has been one of our biggest achievements. During COVID this area was reduced to a handful of staff, this past year we added additional inspectors, planning staff, and an energy projects manager.

The Community Development area was trying to do the work that was previously executed by twice as many people. As a result, it took longer for the area to accomplish goals, and some had to be set aside. The additional staff ensures we can be more efficient, do more to support community planning, have safer events (i.e. powwow), and be better partners with surrounding communities. Other areas of Public Works are helping with workforce development by reaching out to our youth and providing tours and opportunities for internships. As our employees are reaching retirement, we recognize the need for our young people to become interested in working in these rewarding careers.

GOALS FOR FY-2026

The goals for FY26 remain the same as FY25. While the work has progressed significantly, these are not small efforts. The technology deficit is quite challenging as it impacts every area of the organization and requires significant commitments from people and funding. The goals below are grand, strategic, and will change how Public Works operates.

GOAL 1

Updating & expanding technology - DPW will implement new solutions to unify the division's work and embrace new solutions for the whole organization (HR, Finance, etc.)

GOAL 2

Analyzing, engaging, & communicating division brand identity – DPW will work internally and externally to increase effective communication, clarifying purpose of DPW, and highlighting the division's accomplishments.

GOAL 3

Establishing a workforce plan and developing employees - the division will implement a plan which encourages a developed workforce, including leadership skills, equipment training, and apprenticeships.

CONTACT

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PURPOSE

To ensure the Oneida Nation is in a constant state of readiness to respond to emergencies or disasters that threaten the life safety of community members, the environment, and/or assets of the Oneida Nation. Emergency Management works with the Oneida Nation responding entities as well as surrounding jurisdictions to provide a tiered response to large scale emergencies or disasters that occur within the oneida community. Emergency Management provides cooperative direction to the response agencies assisting areas affected by emergencies or disasters in the most effective way possible using all available resources.

BUDGET — $258,077

Funding sources for FY-2025	
Tribal Contribution	87%
Grants	13%

Total expenditures for FY-2025 . . . . $198,764
Variance $59,3132

Variance Explanation

EM is currently receiving funding from 2 grants that reimburses the Nation for employee's time spent on completing the deliverables outlined in the grant agreements. EM did not exhaust all the monies in the training and education of the budget. Many educational trainings were provided locally to employees to decrease the expense of sending employees to be trained, thereby reducing the cost for travel and per diem.

EMPLOYEES — 2

Enrolled	Non-Oneida:
2	0

WHO WE SERVE

Emergency Management serves the oneida community and the employees of the Oneida Nation.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Enhance the use of RAVE Alert for employees and Community Members for Communication and Emergency Notification

EM held several outreach campaigns to increase the use of rave. EM held 7 training sessions internally Oneida Nation departments. EM provided QR code enrollment for community members at GTC meetings, through mailings and at community meetings. EM created the text opt-in for rave alert, providing the ability for anyone to enroll in the ability to receive rave alerts.

ACCOMPLISHMENT #2

Enhance Oneida Nation's Capability to open and provide Shelters for Community Members during prolonged emergencies

In coordination with the Red Cross, Human Services Division, Community Health and Public Health, several walk troughs of buildings were performed to determine which buildings could be used as shelters when necessary. Three in-person trainings were held, performing the opening of a shelter, facilitation of filing out paperwork and discussion of necessary staffing and staff responsibilities.

ACCOMPLISHMENT #3

Increase community engagement with Emergency Management through training, education, exercises, and volunteer opportunities

Emergency Mangement provided 12 trainings for employees and community members on various em topics. EM attended several community events proving educational material to attendees and held community listening sessions. Emergency Management attended and/or held 5 tabletop and full-scale exercises during the past year, disuccing preparedness, mitigation, response and recovery activities in reference to identified risks that could impact the Oneida Nation.

GOALS FOR FY-2026

GOAL 1

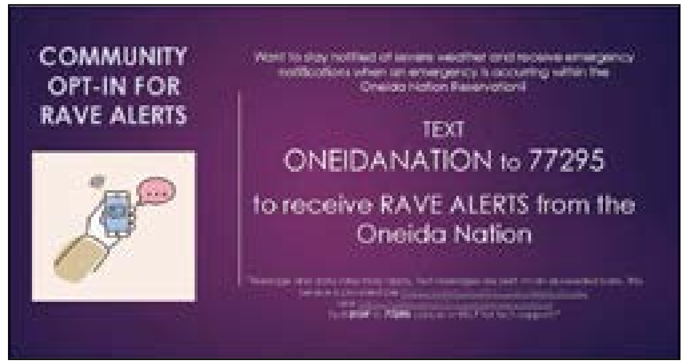
Assist with the development of Continuity Plans for the Nations Divisions and Departments. Provide Continuity plan development training for individuals involved on the Continuity Plan development team.

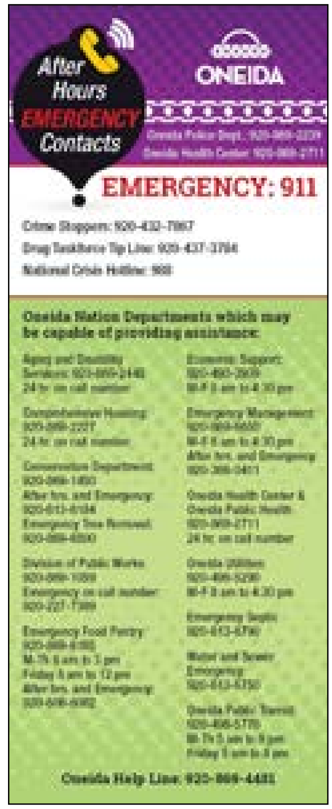
GOAL 2

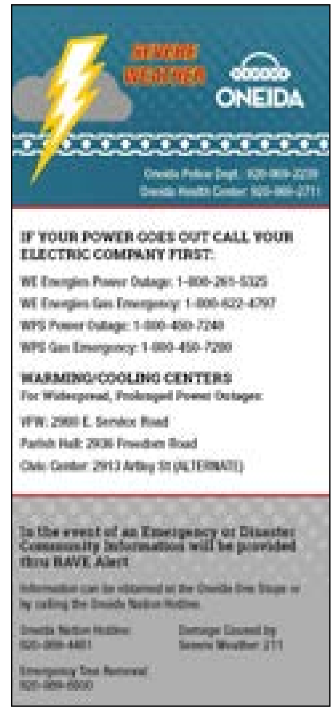
Update the Oneida Nation Pre-Disaster Mitigation Plan and update the Oneida Nation Emergency Response Plan, provide printed updates to all areas of the Nation.

GOAL 3

Hold Community engagement meetings/ listening sessions quarterly. Provide Table-Top Exercises for Natural, Manmade and Cyber Incident specific scenarios for Oneida Nation employees and community member participation.







CONTACT

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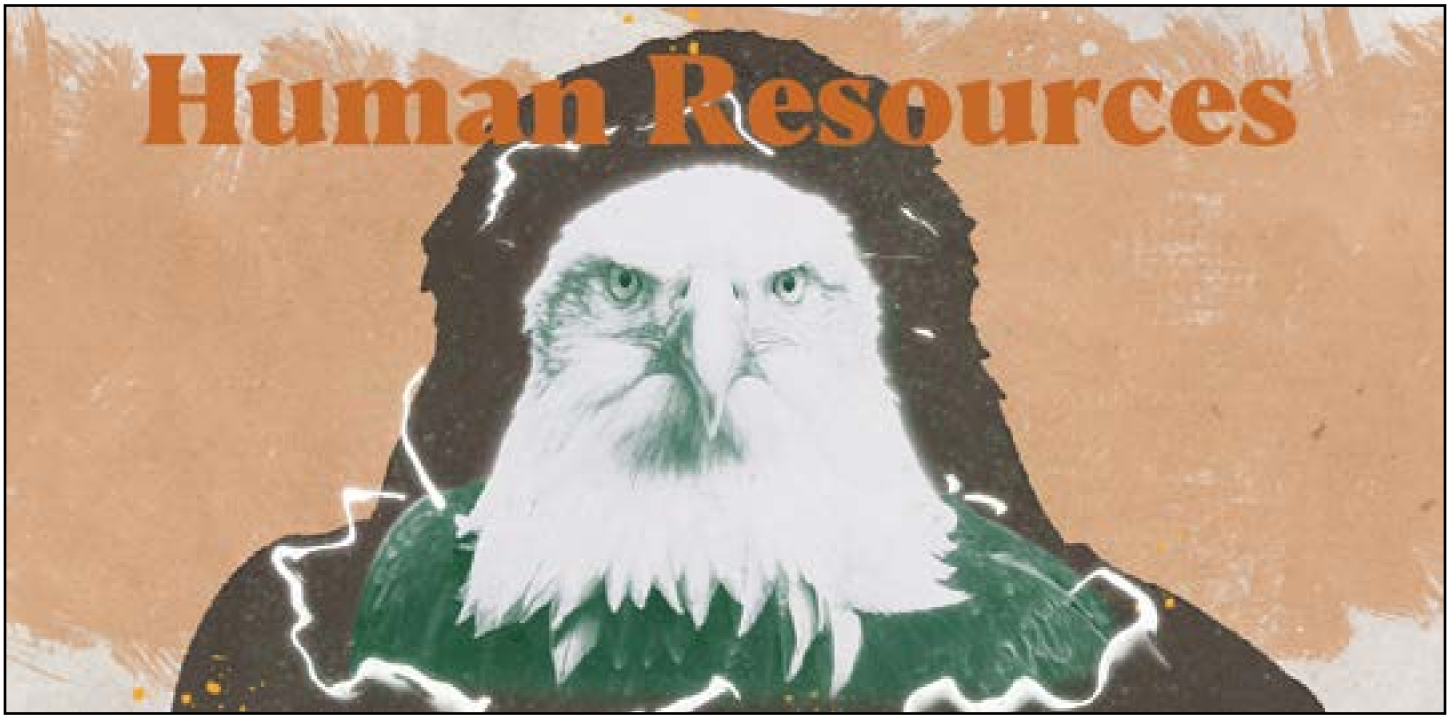

PURPOSE

To strengthen the Oneida Nation's workforce by delivering progressive hr solutions and collaborative leadership.

DEPARTMENTS IN AREA/DIVISION/DEPARTMENT

- HRD Administration
- Employment & Recruitment
- Training & Development/OD
- Employee Assistance Program
- EEO & Backgrounds
- Time & Attendance
- Human Capital Management & Records
- Total Rewards: Employee Benefits & Insurance
- Total Rewards

BUDGET — $6,233,266

Funding sources for FY-2025	
Indirect Cost	100%
Grants	0%
Other Sources	0%

Expenditures for FY-2025 . . . . $5,245,329
Variance $987,937

Variance Explanation

Variance due to a high level of turnover in HRD including some executive level positions.

EMPLOYEES — 44

Enrolled	Non-Oneida
39	5

WHO WE SERVE

HR customers are both internal and external. They include all departments, employees, and people seeking employment opportunities with the nation.

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Employee Professional Development

This year, we launched new courses, including one that provides skills and knowledge to supervisors, so they are prepared to handle tough conversations with empathy and clarity. We also introduced a professional development newsletter and simplified training registration for both online and in-person sessions.

Better-trained supervisors contribute to healthier work environments. Regular access to development resources via the newsletter helps employees stay informed and motivated to improve their skills. Easier registration for training removes barriers to participation, boosting engagement across departments. Employees who have the opportunity to develop professionally create a capable workforce which benefits the greater Oneida community.

ACCOMPLISHMENT #2

Employee Engagement

An organizational-wide employee engagement survey (excluding Gaming) was launched for the second year in a row. Based on results, additional initiatives were provided including sessions to share results and development opportunities for leaders to create plans to improve their engagement scores in their areas. Oneida Nation received 71%, with 1611 employees responding. What is Oneida doing well? Employees feel like they know what they need to do to be successful in their roles; employees are able to arrange time out from work when needed; employees know how their work contributes to the goals of their department. What are opportunities for improvement? Employees would like more open and honest two-way communication; employees would like to have more confidence in Senior Management; employees would like to be communicated with a vision that motivates them.

Engaged employees are more focused, motivated, and committed to their work, leading to better outcomes and fewer errors. Organizations with strong engagement see lower attrition rates. Disengaged employees are more likely to seek other jobs, while engaged ones stay longer.

ACCOMPLISHMENT #3

Human Resources Strategic Plan

Despite turnover in leadership throughout this year, we have successfully worked to finalize our strategic plan which integrates the vision, mission, values and priorities identified by the team through a facilitated process. The strategic plan is an internal document for HR to work toward and is included in this report.

Having a strategic plan provides a clear roadmap for the department and provides direction for employees.

GOALS FOR FY-2026

GOAL 1

Achieve efficiencies and increase effectiveness by leveraging current technology.

Improving Organizational Changes

GOAL 2

Cultivate an environment for growth & development through a proactive and formalized training program for employees and management.

Improving Organizational Changes

GOAL 3

Effectively integrate change management initiatives through collective coordination across the organization.

Improving Organizational Changes

CONTACT

LAURA LAITINEN-WARREN
EXECUTIVE HR DIRECTOR

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EMAIL: llaitin@oneidanation.org
WEBSITE: oneida-nsn.gov/divisions/hr-employment

PURPOSE

The Board was created to carry out the provisions of the Election Law and Article III, Sections 2 & 3 of the Constitution of the Oneida Nation. The purpose of the board is to conduct the Nation's elections in compliance with the laws of the Nation and assist with GTC meetings in reference to voting.

BCC MEMBERS

Chair — Vicki Cornelius
July 31, 2026
Vice-Chair — Tina Skenandore
July 31, 2028
Secretary — Lynette Jordan
July 31, 2028
Member — Tonya Webster
July 31, 2026
Member — Stephanie Metoxen
July 31, 2026
Member — Linda Dallas
July 31, 2027
Member — Candace House
July 31, 2027
Member — Teresa Schuman
July 31, 2027
Member — Vacant
July 31, 2028

BUDGET — $81,000

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025:. $40,523
Variance $40,477

Variance Explanation

The Board had a few canceled meetings, there was a vacancy for a short time. The Board also must budget for any unforeseen elections that may come up unexpectedly.

STIPENDS — $100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$3,200	2	0	1
Nov 2024	$2,600	2	0	1
Dec 2024	$600	1	0	0
Jan 2025	$700	1	0	0
Feb 2025	$1,000	2	0	0
Mar 2025	$2,900	3	0	1
Apr 2025	$2,556.25	3	1	1
May 2025	$3,100	2	1	3
June 2025	$2,200	2	0	1
July 2025	$7,693.75	1	0	6
Aug 2025	$1,600	2	0	0
Sep 2025	$1,500	2	0	1

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

The Election Board will conduct all Oneida Elections in compliance with Oneida Law, Policy and/or Regulation.

The Board submitted the final report from the 2025 Special Election to the August 13, 2025 OBC meeting agenda to be accepted and declare the results. The recommendation for the second special election was submitted to the August 27, 2025 OBC meeting agenda and was accepted to schedule a second special election for December 13, 2025.

ACCOMPLISHMENT #2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

The Board reviewed and updated the GTC Duties and responsibilities SOP and have reevaluated the SOP review process.

ACCOMPLISHMENT #3

Review and amend the Oneida Election Law and bring back recommendations to the General Tribal Council (GTC).

There were two (2) meetings that the Board was included in with the Legislative Operating Committee (LOC) and the Legislative Reference Office (LRO) and there were recommendations for updates to the Election Law, next steps will continue in FY-2026.

GOALS FOR FY-2026

GOAL 1

The Election Board will conduct all Oneida Elections in compliance with Oneida Law, Policy and/or Regulation.

GOAL 2

Develop, adopt, review, and amend applicable standard operating procedures (SOPs) and our By-Laws.

GOAL 3

Review and amend the Oneida Election Law and bring back recommendations to the General Tribal Council (GTC).

MEETINGS

HELD	Every 2nd and 4th Monday
LOCATIO	Norbert Hill Center BC Executive Conference Room N7210 Seminary Rd., Oneida, WI 54155
TIME	5:00pm.

CONTACT

VICKI CORNELIUS
CHAIR

PHONE	920.869.4324
EMAIL	oeb-vcor@oneidanation.org
WEBSITE	oneida-nsn.gov/government/boards-committees-and-commissions/elected/#oneida-election-board

PURPOSE

The Oneida Gaming Commission was established for the purpose of protecting the assets and integrity of Oneida Gaming through regulatory oversight of all gaming activities within the jurisdiction of the Nation.

BCC MEMBERS

Chairman Mark A. Powless Sr.
August 2028
Vice-Chairman Michelle Braaten
August 2027
Secretary Jeremy King
August 2029
Commissioner Thurston Denny
August 2030

BUDGET — $1,465,532

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025:. $1,379,409
Variance $86,123

EMPLOYEES — 4

Enrolled	Non-Oneida
4	0

STIPENDS — $150/MTG

Note: Gaming Commissioners are paid as exempt employees and receive a salary. If there is a conflict of interest for a current commissioner(s), a pro-tem commissioner may be called to serve in a hearing for which they would receive a $150 stipend.

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2023	$0	2	0	0
Nov 2023	$0	2	0	0
Dec 2023	$0	2	0	0
Jan 2024	$0	2	0	2
Feb 2024	$0	2	0	0
Mar 2024	$0	2	0	1
Apr 2024	$0	2	0	2
May 2024	$0	2	0	0
June 2024	$0	2	0	0
July 2024	$0	2	0	0
Aug 2024	$0	2	0	0
Sep 2024	$0	2	0	1

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Employee training is an ongoing process, staying abreast on best practices, technology, and regulations will continue year over year

Continuing with training that is relevant to the responsibilities of the commission are key to operations. Growing communication between internal departments and surrounding tribes is beneficial to aligning ourselves with best practices within gaming.

ACCOMPLISHMENT #2

Developments and updating Standard Operating Procedures (SOPs) as regulations continue to evolvey.

Continued effort on improving organizational changes. Continuing to monitor trends, technology advancements that could influence regulating or gaming operations.

ACCOMPLISHMENT #3

Technology advancement is still a growing, along with streamlining processes that ensure efficiency.

This is still a continued effort that will grow as trends continue to change and processes become more seamless

GOALS FOR FY-2026

GOAL 1

Technological advancement with Compliance, Backgrounds & Investigations, and Surveillance

GOAL 2

Prepare for AI utilization and understand Cyber security risks

GOAL 3

Compliance projects that pertain to regulating gaming i.e. Illegal gambling, responsible gambling, online gaming.

MEETINGS

HELD 1st and 3rd monday of the month.
LLOCATION Oneida Gaming Commission
Back Conference Room
2669 W. Mason St, Green Bay, WI 54313
TIME 9:00 a.M.

CONTACT

MARK A. POWLESS SR.
OGC CHAIRMAN

PHONE 920.497.5850 Ext 5654
EMAIL mpowles5@oneidanation.org
WEBSITE https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#oneida-gaming-commission

PURPOSE

The Oneida Gaming Commission and its departments collectively protect assets and ensure the integrity of Oneida Gaming through regulatory oversight of all Gaming Activities within the jurisdiction of the Nation. The personnel assist the Commission in fulfilling its responsibilities under ONGO; the Indian Gaming Regulatory Act, the Compact, and other applicable regulations, including, but not limited to, the Oneida Gaming Minimum Internal Control Standards.

ONEIDA GAMING COMMISSION MANAGEMENT TEAM

Surveillance Director	Jason King
Investigations & Licensing	Steve Hill
Regulatory Compliance Manager	Ivory Kelly
Executive Director	Connie Herlache

BUDGET — $6,120,252

Funding sources for FY-2025	
Tribal Contribution	23%
Gaming Operations Funds for Surveillance Services	65%
Gaming Operations Funds for Investigations & Licensing	12%

Expenditures for FY-2025 . . . . $5,923,388
Variance $196,864

EMPLOYEES — 44

Enrolled	Non-Oneida
44	0

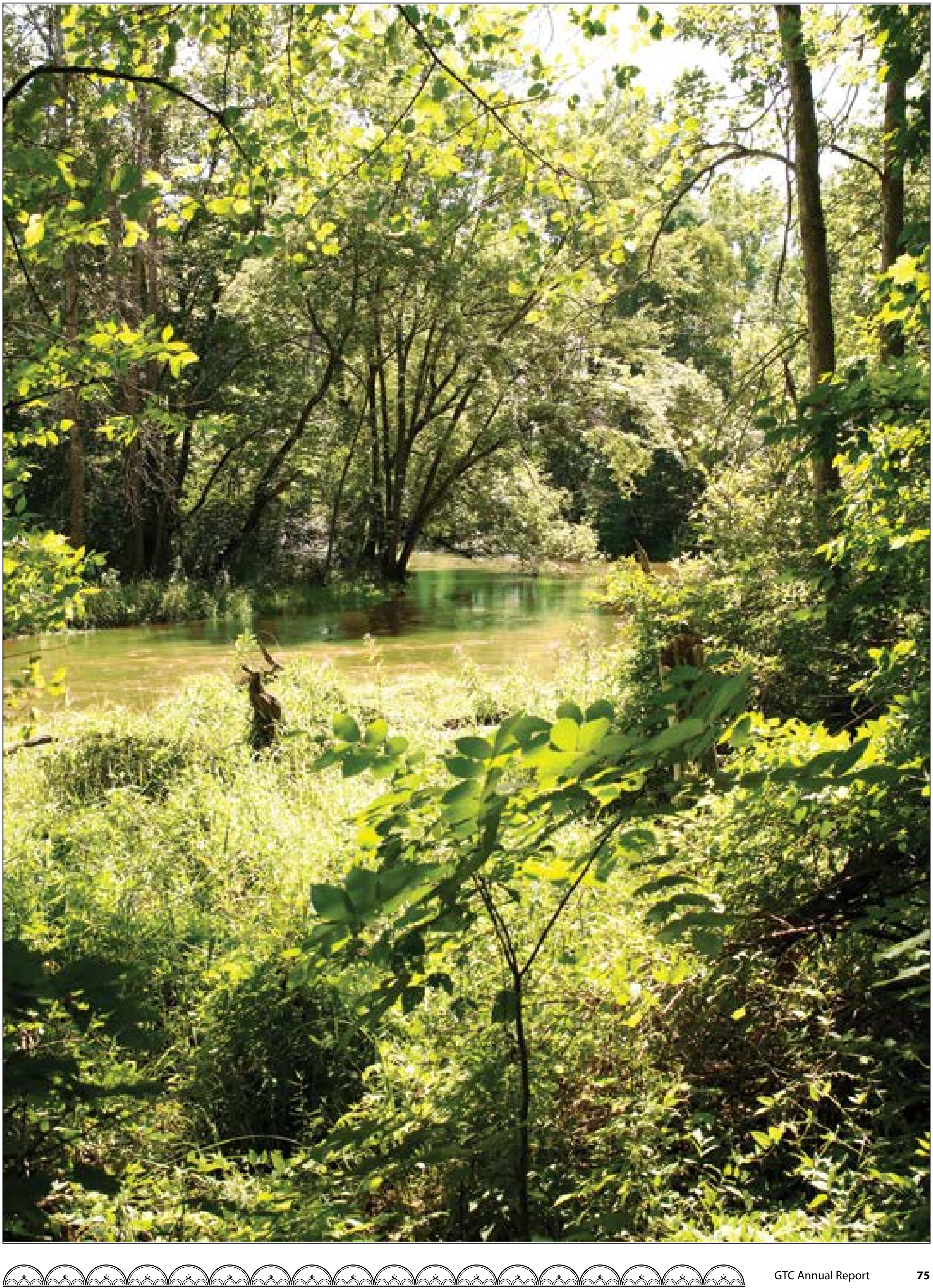
WHO WE SERVE

Oneida Hotel & Casino.

CONTACT

TARYN WEBSTER
EXECUTIVE DIRECTOR

PHONE 920.497.5850 Ext. 5667
EMAIL twebste3@oneidanation.org



PURPOSE

The Oneida Land Claims Commission (OLCC) purpose is to supervise all activities involving the New York land claims, including post-settlement; and to develop strategies, provide direction and recommendations for litigation, negotiation, and/or settlement to the Oneida Business Committee (OBC) and the Oneida General Tribal Council (GTC). The OLCC will inform and educate the membership on issues pertaining to the Oneida Nation land claims, and seek participation from the membership, and carry out the following duties:

A. Report membership concerns and suggestions to the OBC.
B. Hold public meetings and conduct outreach to allow membership to participate in recommendations for all Oneida Nation land claims and settlement efforts.
C. Study other Indian land claim settlements and disseminate that information to the membership and the OBC.
D. Manage the OLCC budget.
E. Assist the OBC with any land claims arising out of natural resource issues/disputes as requested by the OBC.
F. Carry out all other duties delegated by the GTC.

BCC MEMBERS

Chair — Chris Cornelius
July 31, 2027
Vice-Chair — Deborah Thundercloud
July 31, 2027
Secretary — Kerry Kennedy
July 31, 2026
Member — Donald McLester
July 31, 2028
Member — Candace House
July 31, 2026

BUDGET — $110,850

Funding Sources for FY-2025	
Tribal Contribution	100%
Grants	0%
Other Sources	0%

Expenditures for FY-2025 . . . . $18,413
Variance $92,438

Variance Explanation

The Commission had a positive variance. We were unsure of the financial climate under the new U. S Trump policies that had a negative impact on many Tribal Nations. These concerns were received from the Business Committee. Secondly, our Commission lacks administrative and technical assistance and capabilities in coordinating and executing small- and large-scale events that were planned. The duties to plan/organize/coordinate/market/execute, etc. are not funded under the BCC law. Commissioners are not compensated for their time and work preparing and holding community meetings and outreach events. Commissioners volunteer countless hours outside of the required monthly meetings working on annual goals required under the bylaws created by the GTC membership. The Commission is grateful for some community members who have volunteered many hours helping administratively to organize and assist before, during and after events.

STIPENDS — $100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$900	2	0	0

Nov 2024	$400	1	0	0
Dec 2024	$900	2	0	0
Jan 2025	$800	2	0	0
Feb 2025	$800	2	0	0
Mar 2025	$800	2	0	0
Apr 2025	$800	2	0	0
May 2025	$900	2	0	0
June 2025	$800	2	0	0
July 2025	$500	2	0	0
Aug 2025	$800	2	0	0
Sep 2025	$700	2	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

The Oneida Land Claims Commission engaged in the following activities to meet goal # one: Conducted community Bi-weekly Book Club events, Outreach at Oneida Farmers Market, met with ONCOA Board: discussed and distributed Land Claims materials; Meet with community veterans at the Veterans Service Office and the VFW, distributed educational materials and shared Oneidas contributions during the Revolutionary War and U.S. Treaty promises regarding land and land dispossession; Conducted Outreach at History Conference and Elder Luncheons; Invited Community Members to attend regular meetings; attended history conference; prepared materials for one-on-one outreach to OBC members to improve working relationships, report research, and share recommendations according to our by-laws; Ordered new books for Community Outreach and Education ("A History in Indigenous Voices," "Roots of the Iroquois," "In Defense of Sovereignty," "Legal History . . . Oneida Land Claims"); and we discussed our land claims and reviewed the following books: "Petition and Appeal of the Six Nations. . .etc", "The People of the Standing Stone," and "The Oneida Indian Experience" at our Community Book Club.

Accomplishments impact on membership: Education, awareness, history, understanding past treaties, gain knowledge of the homelands in New York, build awareness of the Oneida Land Claim, discuss and gain insight about the supreme court decision, discuss and share options for agreements, shared research of other tribal land claim agreements to garner ideas for Oneida.

ACCOMPLISHMENT #2

Surveys are distributed at events to gather input from our community. Survey feedback has been compiled for previous years, and the 2025 feedback will also be gathered. The BCC Assistant will provide an analysis of the surveys, comparing community input for the Commission to share with the Oneida Business Committee and the membership.

Accomplishments impact on the membership: The Community's input will be shared with the Oneida Business Committee for their consideration, as they prepare for discussions, planning, and strategy development for our Land Claims.

ACCOMPLISHMENT #3

The Chairperson and Commissioners continue to conduct research and share articles of other Tribal Nations' Settlements/ Agreements/Reparations across Indian Country at regular Land Claims meetings, and with Community Members at outreach events, and with the Oneida Business Committee.

Accomplishments Impacts on the Membership: Provides information to the membership and the Business Committee for consideration on a strategy to a possible Agreement, or Alternative Options to consider for our Land Claims.

GOALS FOR FY-2026

GOAL 1

Continue to keep the Oneida community members informed on the history of our Land Claims: Disseminate educational materials at public events, utilize the Facebook page, the official website, and seek other social media sources to share information; Continue to hold community meetings, and monthly book club events; Continue to work on a new children's activity book; Continue to purchase and distribute educational books and materials to our community members, to include materials for our youth and young adult members.

GOAL 2

Continue to gather and compile land claims input/ recommendations/suggestions from our membership.

GOAL 3

Conduct, compile, and disseminate research of other Tribal Nations' land claims strategies and cases to our membership and the OBC; Make recommendations and consider other strategies regarding our land claims.

MEETINGS

HELD	1st and 3rd Thursday of the Month
LOCATION	Norbert Hill Center - 3rd floor room 338 N7219 Seminary Rd., Oneida, WI 54155 Microsoft Teams
TIME	5:00 P.M.

CONTACT

CHRIS CORNELIUS
CHAIR

PHONE:	920.869.4430
EMAIL:	landclaims_comm@oneidanation.org
WEBSITE:	https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#oneida-land-claims-Commission

PURPOSE

The Commission was established for the purpose of managing the Nation's land resources, with authority to carry out all the powers and duties delegated under the following laws of the Nation:

1. The Real Property Law
2. The Leasing Law
3. The Building Code
4. The Condominium Ordinance
5. The Zoning and Shoreland Protection Law
6. The Eviction and Termination Law
7. The Landlord-Tenant Law
8. The Mortgage and Foreclosure Law
9. The Cemetery Law; and
10. All Other Delegating Law, Policy, Rule and/or Resolution of The Nation

The Commission, originally named the Land Committee, was established by the Oneida General Tribal Council on February 28, 1941, through adoption of Ordinance No. 1 - Lands, and reestablished as the Oneida Land Commission within the Real Property law that was adopted by the Oneida Business Committee through resolution BC-5-29-96-A and amended from time-to-time thereafter.

BUDGET — $16,800

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $15,700
Variance $1,100

Variance Explanation

The budget variance is due to Land Commissioner vacancies.

BCC MEMBERS

Chair Sidney White
July 31, 2026
Vice-Chair Fred Muscavitch
July 31, 2027
Member Patricia Cornelius
July 31, 2026
Member Gina Powless-Buenrostro
July 31, 2027
Member Marie Cornelius
July 31, 2027 (resigned 9/21/25)
Member Tina Danforth
July 31, 2028
Member Donald McLester
July 31, 2028

STIPENDS — $100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$1,050	2	0	1
Nov 2024	$1,000	2	0	0
Dec 2024	$1,100	2	0	0
Jan 2025	$1,250	2	0	1
Feb 2025	$1,400	2	0	0
Mar 2024	$1,600	2	1	0
Apr 2025	$1400	2	0	0
May 2025	$1,200	2	0	0
June 2025	$1,100	2	0	0
July 2025	$1,650	2	0	3
Aug 2025	$1,200	2	0	0
Sep 2025	$1,750	2	1	1

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Re-acquiring the reservation, as driven by the GTC approved 2033 Plan.

This action has strengthened the Oneida Nation's governance and sovereignty by aligning with the General Tribal Council's directive through the 2033 Land Acquisition Plan. It reflects the Oneida Nation's commitment to protecting and caring for the land, honoring our responsibility to the environment, and supporting the well-being of the next seven generations.

ACCOMPLISHMENT #2

The Land Commission purchased 236.057 acres of land. Currently, Oneida Nation's total land ownership represents 44% of the reservation

The Land Commission remains committed to protecting the reservation, preserving and enhancing the environment, and advancing long-term sustainability. Guided by the 2033 Land Acquisition Plan and directives from the General Tribal Council, the Land Commission aims to acquire 1,200 acres each fiscal year to support future Nation needs.

GOALS FOR FY-2026

GOAL 1

The Land Commission will actively pursue land acquisitions to support future housing and development needs, while also prioritizing environmental preservation and protection of the reservation. Efforts will align with the 2033 Plan as directed by the General Tribal Council, with a goal to acquire at least 1,200 acres during this fiscal year.

Exercising Sovereignty

GOAL 2

The Land Commission will continue collaborating with the Oneida Comprehensive Housing Division to acquire existing homes for sale, with the goal of supporting first-time homebuyers. Progress on this initiative will be contingent upon funding allocations approved by the General Tribal Council (GTC) and capacity of the Oneida Comprehensive Housing Division.

Improving Organizational Changes

GOAL 3

The Land Commission will address the backlog of acquired properties that have not yet entered the Fee-to-Trust process. As part of this effort, the Land Commission will identify and quantify these properties, establish prioritization criteria, and develop a timeline for their submission into the Fee-to-Trust process.

Improving Organizational Changes

MEETINGS

HELD	2nd and 4th Monday of the Month.
LOCATION	Little Bear Development Center N7332 Water Circle Place Oneida, WI 54155
TIME	5:00 p.M.

CONTACT

BROOKE DOXTATOR
BOARDS, COMMITTEES AND COMMISSIONS SUPERVISOR

PHONE:	920.869.4452
EMAIL	land_commission@oneidanation.org
WEBSITE	oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission

PURPOSE

The purpose of ONCOA is to adhere to the Oneida Nation's vision, mission, core values and to be knowledgeable and supportive of all programs and services that place priority on the well-being of our oneida elders. ONCOA must exist based on state statutory requirement for the Oneida Nation to receive funds for elder services.

BCC MEMBERS

Chair Winnifred Thomas
July 31, 2026
Vice-Chair Sandra Skenandore
July 31, 2026
Secretary Claudia Skenadore
July 31, 2026
Member Mary Loeffier
July 31, 2028
Member Beverly Anderson
July 31, 2028
Member Joseph Torres
July 31, 2028
Member Cathy Metoxen
July 31, 2027
Member Neoma Orsburn
July 31, 2027
Member Pearl Webster
July 31, 2027

BUDGET — $102,150

Funding Sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $443,945
Variance $58,205

STIPENDS — $100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$1,700	2	0	0
Nov 2024	$500	1	0	0
Dec 2024	$500	1	0	0
Jan 2025	$500	1	0	0
Feb 2025	$1,300	2	0	0
Mar 2025	$1,200	2	0	0
Apr 2025	$1,200	2	0	0
May 2025	$1,100	2	0	0
June 2025	$1,200	2	0	0
July 2025	$700	2	0	0
Aug 2025	$700	1	0	0
Sep 2025	$1,700	2	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

To socialize, learn and seek wellness information: ONCOA will advocate for the development of educational seminars for Alzheimer's research and awareness, Stroke prevention research and awareness as well as other long term care services and supportive opportunities for our Tribal elders. ONCOA adopted a Wellness Index to be implemented for the Oneida Nation.

The ONCOA Members have the same understanding as to what ONOCA is as an advisory board and they will advocate for the Nation's elder community. ONCOA will assist Aging and Disability Services to develop administrative and program policies in accordance with state law, Oneida Nation, funding agencies, and within the limits established for programs funded by the federal or state government for administration by Tribal Aging Units

ACCOMPLISHMENT #2

Create a Strategic Plan for the Oneida Nation Commission on Aging

ONCOA is continuing to complete a strategic plan that will help to establish and evaluate our goals and objectives which will better serve our Oneida Elders and community.

ACCOMPLISHMENT #3

Worked with the Aging and Disability Manager and implementing a monthly update at regular ONCOA Meetings.

Oneida Nation Commission on Aging and the Aging and Disability Manager continues to work together to determine the needs of the Elderly and disabled.

GOALS FOR FY-2026

GOAL 1

Create a strategic plan for the Oneida Nation Commission on Aging.

Advancing Onʌyoteʔa·ká· principles

GOAL 2

Socialize, learn, and seek wellness information for the elderly community

Promoting Positive Community Relations

GOAL 3

Assist working on the Elder Protection Law.

Exercising Sovereignty

MEETINGS

HELD	Every 2nd and 4th Tuesday
LOCATION	Aging and Disability Services Conference Room
TIME	1:00 P.M.

CONTACT

WINNIFRED THOMAS
CHAIR

PHONE:	920.770.8313
EMAIL:	oca-wtho@oneidanation.org
WEBSITE:	oneida-nsn.gov/government/boards-committees-and-commissions/elected/#oneida-nation-commission-on-aging

PURPOSE

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds a directed by the GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long- term investor. If you have questions as to the merits of an investment, please contact the Trust Enrollment Eepartment at 920.869.6200

BCC MEMBERS

Chair — Jermaine Delgado
July 2025
Vice-Chair — Jennifer Hill Kelley
July 2027
Secretary — Teresa Schuman
July 2027
Member — Norbert Hill Jr
July 2028
Member — Dorothy Ninham
July 2026
Member — Pamela Ninham
July 2026
Member — Tracy Metoxen
July 2027
Member — Lynette Jordan
July 2028
Member/BC Liaison — Jameson Wilson
July 2026

BUDGET — $1,223,619

Funding sources for FY-2025	
Tribal Contribution	75%
Grants	0%
Elder per capita, higher education & general welfare trust	25%

Total expenditures for FY-2025 . . . . $994,306
Variance $229,313

Variance Explanation

Two (2) positions, Executive Assistant and Records Tech, were both filled end of January 2025. Minimal business travel was conducted.

EMPLOYEES — 9

Enrolled	Non-Oneida
9	0

STIPENDS — $100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$600	1	0	0
Nov 2024	$600	1	0	0
Dec 2024	$500	1	0	0
Jan 2025	$500	1	0	0
Feb 2025	$1400	1	0	1
Mar 2025	$500	1	0	0
Apr 2025	$800	1	0	0
May 2025	$500	1	0	0
June 2025	$600	1	0	0
July 2025	$700	1	0	0
Aug 2025	$600	0	0	1
Sep 2025	$600	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Develop GWA process for Minor Trust Distribution, incorporating financial literacy.

A new fund account was selected for minor trusts. This firm offers financial literacy training as part of their contract. Expected to implement in FY26 or FY27 depending upon a new GWA Minor Trust Law.

ACCOMPLISHMENT #2

Implement new software for housing, accessing, and utilizing membership data via Artic IT, replacing AS400/Power 8 platforms.

A new Members Only portal will be launched in FY26 as part of the software transition.

ACCOMPLISHMENT #3

Create new sub-trust for the stabilization and accounting of liability for OLIP. Once OLIP removed the third-party administrator of the program, Oneida Nation is seen as the sole party liable for the long-term payout of OLIP claims.

OTEC took action to create new trust fund with custodian, Northern Trust. IPS will need a rebalance to accommodate new trust fund. An RFP will follow to select fund manager.

GOALS FOR FY-2026

GOAL 1

Implement new members only portal and offer more opportunities to submit information digitally.

GOAL 2

Promote amendments to the GWA law to cover minor trust distributions.

GOAL 3

Procure CIP project support or new location to accommodate REAL ID's and handicap accessible lobby.

MEETINGS

HELD Every 3rd Monday
LOCATION Archiquette (enrollment) Building
210 Elm St, Oneida WI 54155
via Microsoft Teams
TIME 5:00 pm

CONTACT

JOHN J DANFORTH
TRUST ENROLLMENT DIRECTOR

PHONE 920.869.6200
EMAIL trustenrollments@oneidanation.org
WEBSITE oneida-nsn.gov/resources/enrollments/

PURPOSE

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds as directed by GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long-term investor. If you have questions as to the merits of investment, please contact Trust Enrollment Department at 920.869.6200.

WHO WE SERVE

Our primary customer base is the Oneida Nation membership and Oneida Trust Enrollment Committee. The membership comes to our office to enroll their children with the Oneida Nation, update their personal information, claim General Welfare Assistance payments, and/or Minor Trust Funds, and to claim their Oneida Life Insurance Plan Plus (OLIPP). Oneida Trust Enrollment Committee relies on the department to carry out their directives and administrative duties. Our secondary customer base is the Oneida entities. Thirteen (13) Oneida entities have established Memorandum of Agreements (MOA) with the Trust Enrollment Department to verify enrollment for qualification into certain programs or services.

BUDGET — $1,223,619

Funding sources for FY-2025	
Tribal Contribution	75%
Grants	0%
Elder per cap, Higher Education & General Welfare Trust	25%

Total expenditures for FY-2025 . . . . $994,306
Variance $229,313

Variance Explanation

Two (2) positions, Executive Assistant and Records Tech, were both filled end of January 2025. Minimal business travel was also conducted.

EMPLOYEES — 9

Enrolled	Non-Oneida:
9	0

CONTACT

JOHN J DANFORTH
DIRECTOR

PHONE: 920.869.6200
EMAIL: trustenrollments@oneidanation.org
WEBSITE oneida-nsn.gov/resources/enrollments/

ANNUAL GTC ENDOWMENT REPORT
REPORT CREATED BY TERRY CORNELIUS, FINANCIAL ANALYST

QUARTERLY REPORT – ENDOWMENTS Q4 FY 2025

Acheson Education Endowment: BC Resolution 11-13-19-B amended the first priority of the Acheson Education Endowment expanding its scope to all enrolled Oneida high school students. The purpose of this endowment is to create programs and activities which support:

- Priority 1: costs associated with vocational and technical trades for adult members, and advanced placement and college level courses for members who are high school students; and
- Priority 2: upon generating sufficient income to pay for Priority 1 expenses, excess disbursements shall be allocated for costs associated with professional exams and licensing; and
- Priority 3: upon generating sufficient income to fund Priority 1 and Priority 2 expenses, excess disbursements shall be allocated to fund the higher education scholarship program; and
- Priority 4: upon generating sufficient income to fund Priority 1, Priority 2, and Priority 3 expenses, excess disbursements shall be allocated to fund expenses related to all educational needs.

Acheson Education Endowment Performance

Current Market Value (9/30/2025)	1 Month ROR	Last Calendar Quarter ROR	1 Year ROR
$3,063,284.58	2.67%	6.05%	7.75%

Acheson Consulting Fees: None

Acheson Quarterly Expenses

Custody Fee for Northern Trust period		
9/30/2025	ending 9/30/25	(1,678.70)

Acheson Deposits & Disbursements

Date	Note	Deposit Amt (USD)	Disburs. Amt (USD)
01/12/18	Transfer from Oneida Tribe Acct 26-4038 establishing Acheson Endowment with Oneida Trust Enrollment	$1,148,156.94	
01/16/18	Transfer from Oneida Tribe Acct 26-4038. Likely duplicate transfer in error	$1,148,156.94	
1/16/2018	Reverse entry of 1-12-18: Transfer from Oneida Tribe Acct		($1,148,156.94)
2/4/2019	Received Transfer from Oneida Tribe Acct per BC Resolution 12-13-17-C	$100,000.00	
9/30/2019	Received Transfer from Oneida Tribe Acct for "Higher Education Endowment" per memo from Treasurer 9-26-19	$100,000.00	
12/31/2019	Received Transfer from Oneida Tribe Acct for "Higher Education Endowment" per memo from Treasurer 12-05-2019	$250,000.00	

Acheson Pro Rata Share of Gain/Loss (since inception)

Pro Rata Share of Gain/Loss (Since Inception)					
	Principal	%	Unrealized Gain/(Loss)	Income	Expenses
Acheson Bequest	$1,148,156.94	72%	$985,059.73	$103,813.23	($33,981.06)
Tribal Contribution	$450,000.00	28%	$383,078.78	$40,371.81	($13,214.85)
Total	$1,598,156.94	100%	$1,368,138.51	$144,185.04	($47,195.91)

Oneida Nation School System Endowment: The purpose of this endowment is to pay for programs or activities established by the Oneida Nation School Board. The School Board will need to identiFY a program or activity, create a 3-year disbursement plan, and formalize it via resolution. The 3-year disbursement plan identifies the percentage of income earned for disbursement, and the remaining percentage is reverted to the endowment. If an Oneida Nation School Board Resolution is not in place, then no disbursements will be made. Currently there is no disbursement plan in place. While the Oneida Nation School Board deliberates their 3-year plan for the endowment, the Trust Enrollment Department's investment strategy is to allocate the endowment in a conservative liquid account.

School System Endowment Performance

Current Market Value (9/30/2025)	1 Month ROR	Last Calendar Quarter ROR	1 Year ROR
2,326,706.84	2.53 %	5.29 %	11.62 %

School System Endowment Quarterly Income		
9/30/2025	Income Received	$24,276.76
School System Endowment Quarterly Expenses		
9/30/2025	Custody Services of Northern Trust.	$ (962.50)

School System Endowment Deposits & Disbursements

Date	Note	Deposit Amt (USD)	Disburs. Amt (USD)
04/29/19	Transfer from Ramah Navajo Chapter Class Action - Oneida Nation	$732,014.17	
04/29/19	Transfer from Ramah Navajo Chapter Class Action - Oneida Nation School System	$1,169,345.60	
6/5/2019	Transfer from School System Endowment to Oneida Tribal Acct (BC Resolution 5-22- 19-C)		($269,345.60)

School System Endowment Pro Rata Share of Gains/Losses (since inception)

Pro Rata Share of Gain/Loss (since inception 4/29/2019)					
Principal	$	%	Unrealized Gain/(Loss)	Income	Expenses
Ramah Settlement - Nation	$732,014.17	45%	$209,810.09	$114,025.77	($11,224.16)
Ramah Settlement - School	$900,000.00	55%	$256,434.56	$39,364.83	($13,718.42)
Total	$1,632,014.17	100%	$466,244.65	$253,390.60	($24,942.58)

PURPOSE

The Board was established to coordinate existing and future education programs of the Oneida Nation; per directive of the Oneida General Tribal Council, to be an autonomous administrator of the Oneida Nation School System ("System") under a memorandum of agreement with the Oneida Business Committee; and to administer the Oneida Nation School System endowment in accordance with the Nation's Endowments Law as authorized under resolution BC-02-27-19-B.

BCC MEMBERS

Chair — Katsitsiyo Danforth
July 31, 2026
Vice-Chair — Teresa Schuman
July 31, 2027
Parent/Gaurdian Member — Sharell Hill
July 31, 2026
Parent/Gaurdian Member — Candace House
July 31, 2026
Parent/Gaurdian Member — Cary Waubanaschum-Hawpetoss
July 31, 2028
Parent/Gaurdian Member — Kimberly Skenandore
July 31, 2028
Community-at-Large Member — Tracy Metoxen
July 31, 2027
Community-at-Large Member — Joseph Torres
July 31, 2028

BUDGET — $64,952

Funding sources for FY-2025	
Tribal contribution	0%
Grants	100%
Other Sources	0%

Expenditures for FY-2025 . . . . $12,200
Variance $51,752

Variance Explanation

Allowances for supplies and materials, travel and attorney fees were not utilized.

EMPLOYEES — 0.5

Enrolled	Non-Oneida
0.5	0

STIPENDS — $100/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$1,000	1	1	0
Nov 2024	$400	1	0	0

Dec 2024	$400	1	0	1
Jan 2025	$1,475	1	1	3
Feb 2025	$700	1	0	2
Mar 2025	$2,375	1	3	3
Apr 2025	$1,925	1	3	2
May 2025	$775	1	0	2
June 2025	$1,975	1	2	2
July 2025	$1,125	0	1	9
Aug 2025	$0	0	0	0
Sep 2025	$400	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

The board approved the following items, parent, staff handbooks and Otsistakta Family Learning Program. These are aligned with processes and procedures of the Oneida Nation School System Mission, Values, and Goals.

Aligning school system handbooks will help create consistencies for students and parents within the school system. The otsistakta program provides families with tools, resources, and opportunities to build language use in the home while deepening cultural knowledge and practices.

ACCOMPLISHMENT #2

The board supported and approved Resolution #2024-06-002 that allowed for procurement and project management of the ADA compliant playground structure, to the Oneida Nation Engineering and Planning Department. Tribally owned contractors were used for the construction. The Oneida Language Department staff advised in the integration of the Oneida language that is displayed throughout the playground structure.

Children and families utilizing the playground structures will feel a sense of pride and representation seeing Oneida language normalized and used within the community. ADA complaint playground structure is safe and accessible to all.

ACCOMPLISHMENT #3

The board supported and approved the hiring of needed staff positions within the Oneida Nation School System.

Students are taught by highly qualified staff, including teachers to teach CORE subjects of reading, math, science and social studies, but also allows for small group instruction and school counselors to work with counseling groups to address social and emotional needs. The student to staff ratio for homerooms is 1 teacher to every 10 students, which allows for differentiation through various software programs to meet student's needs. Oneida Language/culture integration is included daily with classes taught by certified Oneida Language/Culture staff.

GOALS FOR FY-2026

GOAL 1

Raise the reading level, schoolwide as measured by the Measures of Academic Progress, by 4%. This goal will align with the surrounding school district initiatives in establishing increased levels of literacy.

GOAL 2

Increase parental involvement through additional themed evenings for literacy and STEM/STEAM with the Culture/Language activities continuing for families.

GOAL 3

The Oneida Nation School Board does want to continue working on a retirement system for school employees with the Business Committee, to promote employee morale and provide an incentive to stay with the school system.

MEETINGS

HELD Every 1st Monday of the Month.
LOCATION Oneida Nation Elementary School Library
N7125 Seminary Rd., Oneida, WI 54155
TIME 5:00 p.M.

CONTACT

SHANNON DAVIS
BOARD, COMMITTEE & COMMISSIONS CLERK

PHONE: 920.869.4324
EMAIL: sdavis@oneidanation.org
WEBSITE: oneida-nsn.gov/education/oneida-nation-school-system/

PURPOSE

The purpose of the Oneida Nation School System is to educate Native Students, birth through high school, with CORE subjects such as reading, mathematics, science and social studies, but also with daily integration of Oneida Language /Culture and social dance. As a Cognia accredited school system, the K-12 grade courses follow the Houghton-Mifflin-Harcourt reading and math curriculum with Measures of Academic Progress (MAP) measuring student progress in academics, three times a year. Our students are knowledgeable of their culture, learn social dances and experience culture activities throughout the school year, as well as, qualifying for scholarships and exceptional programs, with their CORE academic knowledge, as they graduate our high school. The collaborative programs with NWTC and UWGB Phoenix Rise programs continue with the dual credit option for high school students who qualify. In June 2025, thirty-eight students graduated 8th grade, and thirty students graduated with a regular diploma from ONHS, with nine additional graduates from the Yethi program last July. Our Cross Country Team placed first in the M & O Conference meet on October 16th!! The Oneida Language Department is working with the community to teach Oneida Language/Culture with many classes and activities, as well as representing our community at the fall Kaliwiyo Ceremonies in other communities. They have developed the "Otsistakta' (Around the Fire) Program that will be working with families to teach Oneida Language/Culture to their parents with their children.

WHO WE SERVE

The early childhood, Family And Child Education (FACE) program works with over 40 families providing early literacy and child development activities to their parents, making the transition to kindergarten smoother. There were 468 students, K -12 last school year and there are currently 478 students enrolled in the K – 12th grades. While the majority of our students are Oneida, we also have 20 other Tribal Nations represented. The BIE did allow for descendants to also attend our school system, with the proper documentation.

BUDGET — $16,054,353

Funding sources for FY-2025	
Tribal Contribution	32.99%
Grants	66.35%
Interest Income from Investments	0.65%

Total expenditures for FY-2025 . . . . $9,894,552.24
Variance $6,159,800.76

Variance Explanation

CARRYOVER GRANT FUNDS FROM PREVIOUS YEAR WERE EXPENSED PRIOR TO USING THE CURRENT FUNDING

EMPLOYEES — 130

Enrolled	Non-Oneida
76	54

CONTACT

SHARON (SHERI) A. MOUSSEAU
SUPERINTENDENT

PHONE 920.869.1676
EMAIL smoussea@oneidanation.org
WEBSITE oneida-nsn.gov

PURPOS:

The purpose of the Anna John Resident Centered Care Community Board (AJRCCC) is to serve in an advisory capacity ensuring operations of AJRCCC are within the guidelines and policies of the Oneida Nation and within all regulations, rules, policies governing the operation of a nursing home.

The board ensures the AJRCCC maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician.

BCC MEMBERS

Chair — Lynn Metoxen
July 31, 2028

Vice-Chair — Shirley "Jeannie" Schuyler
July 31, 2027

Member — Valerie Groleau
July 31, 2026

Member — Lorna Skenandore
July 31, 2026

Member — Beverly Anderson
July 31, 2027

Member — Brenda VandenLangenberg
July 31, 2029

Member — Jeanette Ninham
July 31, 2028

BUDGET — $13,000

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $5,025
Variance $7,975

Variance Explanation

The Board's budget is only for stipends.

STIPENDS — $75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2023	$450	1	0	0
Nov 2023	$450	1	0	0
Dec 2023	$0	0	0	0
Jan 2024	$375	1	0	0
Feb 2024	$450	1	0	0
Mar 2024	$450	1	0	0
Apr 2024	$525	1	0	0
May 2024	$525	1	0	0

June 2024	$450	1	0	0
July 2024	$525	1	0	0
Aug 2024	$375	1	0	0
Sep 2024	$450	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Improved communication with the Anna John staff and Community Health Director and Assistant Director.

With the improved communication it has allowed the Board to build a stronger bond with the Anna John staff and Comprehensive Health Administration to ensure the residents are thriving, happy and being heard.

ACCOMPLISHMENT #2

Additional opportunities for additional training and Education

Finding additional opportunities to attend training and educational conferences to obtain more knowledge to bring back and share information that may be beneficial for the Board or staff. Jeanette Ninham attended the Nation Indian Council on Aging (NICOA) conference in Durant, Oklahoma in September.

ACCOMPLISHMENT #3

Review and Update any SOPs and the Boards By-Laws

The Board reviewed and updated their By-Laws and look forward to them being completed in the first quarter of FY-2026.

GOALS FOR FY-2026

GOAL 1

Continue working with the Comprehensive Health and the Nursing Home Staff to maintain a strong relationship and improved communication.

GOAL 2

Promote and support elder community events and share information that would benefit and promote health services that may be provided by the Anna John Resident Centered Care Community.

GOAL 3

Participate in training and education opportunities and share information and knowledge with the Anna John Resident Centered Care Community Board members when it comes to helping residents of the nursing home.

MEETINGS

HELD Every 2nd Wednesday of the Month.
LOCATION Anna John Resident Centered Care Community Center, Congregate Meal Site
2901 Overland Dr., Oneida, WI 54155
TIME 5:00 p.M.

CONTACT

LYNN METOXEN
CHAIR

PHONE: 920.869.4324
EMAIL: ajc-lmet@oneidanation.org
WEBSITE: oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Anna-John-Resident-Centered-Care-Community-Board

PURPOSE

The Board was established to assist in the promotion of a community that embraces art as a pathway to sovereignty, where traditional and contemporary arts are woven into the fabric of everyday life and embolden a sense of belonging. The board was further established to provide advisory guidance and support to the Oneida Nation Arts Program ("ONAP"), and to oversee the Dollars for Arts Program ("DAP") in accordance with the dap law, the Wisconsin regranting program guidelines, and any other governing program guidelines as may be amended from time-to-time hereafter.

BCC MEMBERS

Chiar Harmony Hill
March 31, 2027
Vice-Chair Christine Klimmek
March 31, 2025
Member Peter Skenandore
March 31, 2028
Member Kelli Strickland
March 31, 2026
Member Weeya (Michelle) Calif
March 31, 2026
Member Claudia Skenandore
March 31, 2027
Member Fred Muscavitch
March 31, 2028

BUDGET — $4,900

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $1,125
Variance $3,775

Variance Explanation

The Board only meet quarterly and there were no meetings in the first quarter.

STIPENDS — $75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2023	$0	0	0	0
Nov 2023	$0	0	0	0
Dec 2023	$0	0	0	0
Jan 2024	$0	0	0	0
Feb 2024	$0	0	0	0
Mar 2024	$375	1	0	0
Apr 2024	$0	0	0	0
May 2024	$0	0	0	0
June 2024	$375	1	0	0
July 2024	$0	0	0	0
Aug 2024	$0	0	0	0
Sep 2024	$375	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Successful management of the annual Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants

The Board approved the distribution of DAP funds and $18,000 awarded for the Dollars for Art grants in 2025.

ACCOMPLISHMENT #2

Review the Dollars for Arts law (Title 1. Government and Finances – Chapter 128) and clarify guidelines for applicants to the grant program.

The Board will be focusing on working with the Arts Program Supervisor and requesting the Dollars for Arts law be included on the active files log for review in FY-2026 along with the Arts Board By-laws.

GOALS FOR FY-2026

GOAL 1

Successful management of the annual Wisconsin Regranting program, that involves Dollars for Arts (DAP) and Planting Seeds of Knowledge (SEEDS) grants.

GOAL 2

Review the Dollars for Arts law (Title 1. Government and Finances – Chapter 128) as this law needs to be updated and amended. Reviewing and updating the Oneida Nation Arts Board By-laws.

GOAL 3

Identify ways to promote and advocate Haudenosaunee values and practices and traditional crafts and determine a pathway to sovereignty to support traditional ways. Work with and collaborate with artists and promote programming. Participate in discussions on how the Arts Board can work with the Oneida Nation Arts Program, be supportive and to advocate for success.

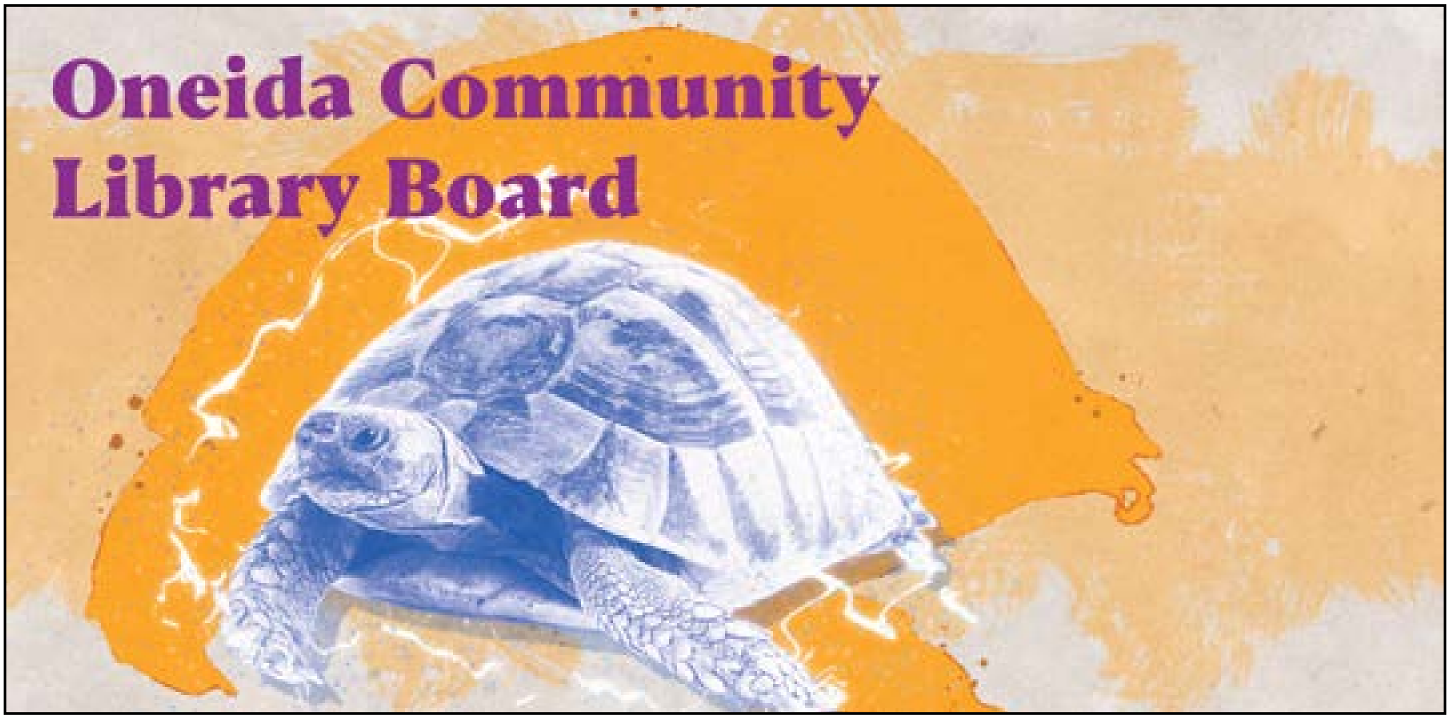
MEETINGS

HELD	2nd Tuesday in September, December, March, & June.
LOCATION	Norbert Hill Center 2nd floor BC Executive Conference Room N7210 Seminary Rd., Oneida WI 54155
TIME	5:00 P.M.

CONTACT

HARMONY HILL
CHAIR

PHONE:	920.869.4324
EMAIL:	ona-hhil@oneidanation.org
WEBSITE:	oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#oneida-nation-arts-board



PURPOSE

The purpose of the board is to administer and oversee the administration of the Oneida Community Library in accordance with the laws of the Nation, Chapter 43 of the Wisconsin statutes, and any policies pursuant thereto.

BCC MEMBERS

Chair — Stephanie Metoxen
March 31, 2027
Vice-Chair — Bridget John
March 31, 2026
Member — Kathleen Cornelius
March 31, 2027
Member — Carmen Escamea
March 31, 2028
Vacant — School Administrator
March 31, 2028

BUDGET — $5,000

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $2,025
Variance $2,975

Variance Explanation

There were five meetings that were canceled, that accounts for $1,500. The vacancy accounts for $900, the remaining $575 is due to members that may not have been at a meeting.

STIPENDS — $75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$0	0	0	0
Nov 2024	$300	1	0	0
Dec 2024	$0	1	0	0
Jan 2025	$0	0	0	0
Feb 2025	$450	0	0	0
Mar 2025	$0	0	0	0
Apr 2025	$225	1	0	0
May 2025	$225	1	0	0
June 2025	$300	1	0	0
July 2025	$300	1	0	0
Aug 2025	$0	0	0	0
Sep 2025	$225	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

To help promote the Oneida Community Library monthly events and special events, as well as to help promote technological and social changes that challenge the traditional library experience.

ACCOMPLISHMENT #2

Supporting and encouraging the Library Director in moving forward with updates and changes for the Library whether that be programming, processes and/or procedures, building updates and projects.

GOALS FOR FY-2026

GOAL 1

To help promote the Oneida Community Library monthly events and any special events, and cultural and social changes that challenge the traditional library experience.

GOAL 2

Find a way to fill the vacant School Administrator position and have twelve consecutive meetings. May require assistance from the Boards Liaison(s).

GOAL 3

Three (3) successful Adopt a Highway clean up sessions.

MEETINGS

HELD 3rd Monday of the Month
LOCATION Oneida Community Library
201 Elm St., Oneida, WI 54155
TIME 12:00 p.M.

CONTACT

STEPHANIE METOXEN
CHAIR

PHONE 920.869.4324
EMAIL olc-smet@oneidanation.org or
library_board@oneidanation.org
WEBSITE oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#oneida-community-library-board

PURPOSE

The purpose of the PFSC is to provide a fair, efficient, and formal process for considering requests for a pardon or forgiveness

BCC MEMBERS

Chair Eric Boulanger (OPD)
August 31, 2026
Vice-Chair Julie King (Social Services)
August 31, 2026
Member Ronald King Jr. (OPD Alternate)
August 31, 2026
Member Michelle Madl (Social Services Alternate)
August 31, 2026
Community-at-Large 55+ Sandra Skenadore
August 31, 2026
Community-at-Large 55+ Kimberly Skenandore-Goodrich
August 31, 2026
Community-at-Large 25+ Jason Kurowski
August 31, 2026
Community-at-Large 25+ Lori Elm (Alternate)
August 31, 2026

BUDGET — $0

Variance Explanation

The Pardon Forgiveness Screening Committee does not have their own budget, however, community-at-large member are eligible for stipends. These stipends are paid from the BC Special Projects Budget.

STIPENDS — $75.00/MTG & $50/HEARING for the community-at-large members only

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$0	0	0	0
Nov 2024	$100	0	0	1
Dec 2024	$0	0	0	0
Jan 2025	$0	0	0	0
Feb 2025	$0	0	0	0
Mar 2025	$0	0	0	0
Apr 2025	$0	0	0	0
May 2025	$100	0	0	1
June 2025	$0	0	0	0
July 2025	$0	0	0	0
Aug 2025	$100	1	0	1
Sep 2025	$0	0	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Create and update standard operating procedures

PFSC will continue to work on SOPs and review the bylaws.

ACCOMPLISHMENT #2

Create transition plan for newly appointed Pardon and Forgiveness Screening Committee members

Since the PFSC only meets quarterly and there was no meeting in August, PFSC will continue to work on a transition plan for newly appointed PFSC members.

ACCOMPLISHMENT #3

PFSC is to provide a fair, efficient, and formal process for considering requests for a pardon or forgiveness for FY2025.

GOALS FOR FY-2026

GOAL 1

Create and update standard operating procedures

Advancing Onʌyoteˀa·ká· principles

GOAL 2

Create transition plan for newly appointed pardon and forgiveness screening committee members

Improving organizational changes

MEETINGS

HELD	2nd Monday of February, May, August, & November of the Month.
LOCATION	Norbert Hill Center or Microsoft Teams
TIME	10 A.M.

CONTACT

AMBER MARTINEZ
RECORDS CLERK

PHONE	920.869.4372
EMAIL	boards@oneidanation.org
WEBSITE	oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#pardon-and-forgiveness-screening-committee

PURPOSE

The purpose of the Commission is to regulate the conduct of the Oneida Nation law enforcement personnel according to the highest professional standards. The Commission will also oversee the Internal Security Department (also referred to as "Security") and any other public safety operation department of the Nation. The Commission was established to provide oversight regarding activities and actions of the law enforcement, security, and public safety operations to provide the greatest possible professional services to the Oneida community and allow for community input regarding those law enforcement, security, and public safety services through its representatives on the Commission. The Commission is an oversight body and does not involve decision making processes on day-to-day law enforcement, security, and public safety activities.

BCC MEMBERS

Chair Richard VanBoxtel
July 2028
Vice-Chair Dan Skenandore
July 2027
Member William Sauer
July 2030
Member Beverly Anderson
July 2026
Member George Skenandore
July 2029

BUDGET — $17,600

Funding Sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $5,374
Variance $12,226

Variance Explanation

$1,725 in stipends were not paid out due to canceled meeting or excused absence. For the remaining $10,501 – there was no training or travel and no hearings in FY-2025.

STIPENDS — $75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$300	1	0	0
Nov 2024	$0	0	0	0
Dec 2024	$225	1	0	0
Jan 2025	$375	1	0	0
Feb 2025	$0	0	0	0
Mar 2025	$225	1	0	0
Apr 2025	$0	0	0	0
May 2025	$300	1	0	0
June 2025	$300	0	0	0
July 2025	$300	1	0	0
Aug 2025	$0	0	0	0
Sep 2025	$300	0	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

For the Commission goals is to continue to develop positive relationships with the Oneida Community. Develop three (3) community events to promote good relations between the community, Police Commission, and the Police Department.

ACCOMPLISHMENT #2

Commissioners having the opportunity to attend trainings and/or conferences to continue to be familiar and up to date with issues regarding law enforcement.

Finalized amendments to the Law Enforcement Ordinance and that was approved on May 14, 2025. With the amendments, that required the Police Commission's name to change to the Oneida Public Safety & Security Commission. The Commission worked with their Attorney to amend and update the Oneida Police Commission's by-laws and those were approved on August 27, 2025. With the changes for the Commission, there was also discussion regarding possible new training(s) that may need to be completed.

GOALS FOR FY-2026

GOAL 1

For the Commission goals is to continue to develop positive relationships with the Oneida Community.

GOAL 2

Develop three (3) community events to promote good relations between the community, Police Commission, and the Police Department.

GOAL 3

Commissioners having the opportunity to attend trainings and/or conferences to continue to be familiar and up to date with issues regarding law enforcement.

MEETINGS

HELD	4th Wednesday of the Month.
LOCATION	Oneida Police Department 2783 Freedom Rd., Oneida, WI 54155
TIME	5:00 pm

CONTACT

RICHARD VANBOXTEL
CHAIR

PHONE	920.869.4324
EMAIL	onp-rvan@oneidanation.org
WEBSITE	oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Public-Safety-and-Security-Commission

PURPOSE

To enforce federal, state, local and tribal laws, and ordinances. Provide immediate response to crimes, medical emergencies, administers basic life support, paper service, vehicle lockout service, special events security, medicine disposal, house checks, community education and youth programs to the oneida community. To enhance the quality of life in Oneida by reducing crime, drugs, and gang activity through education, prevention, and intervention. We provide 24/7 service, with Wisconsin certified law enforcement officers and a fully operational dispatch center. We chair the Native American Drug and Gang initiative (NADGI) which was established in 2007.

WHO WE SERVE

The Oneida Police Department is a 24/7 department which provides police/emergency and dispatch services to the oneida community, approximately 29,000 people.

BUDGET — $5,100,856

Funding sources for FY-2025	
Tribal Contribution	99.8%
Grants	.2%

Expenditures for FY-2025 . . . . $5,023,554
Variance $77,302

Variance Explanation

The variance is primarily due to staffing-related issues.

EMPLOYEES — 31

Enrolled	Non-Oneida:
20	11

CONTACT

ERIC BOULANGER
CHIEF OF POLICE

PHONE 920.869.2239
EMAIL eboulan1@oneidanation.org
WEBSITE oneida-nsn.gov/divisions/policedepartment/


Chief Boulanger was in the dunk tank at the National Night Out event


Ofcr. Leitzke participated in the Safety Town event by providing a drone demo.


Ofcr. Wheelock and Invst. Woelfel with Oneida Royalty at the Fritsch Park


Ofcr. Deras was recognized at the GB Preble Optimist ClubRespect for Law banquet

PURPOSE

The purpose of the board is to provide advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) director working in partnership to formulate social services programs for the Oneida people residing in Southeastern Wisconsin by, including, but not limited to:

1. Acting as an ambassador for the seots program by promoting its mission whenever possible;
2. Reviewing the SEOTS program's budget;
3. Guiding and advising the SEOTS administration;
4. Adhering to the appropriate chain of command in any all relative communications with the oneida business committee; and
5. Carrying out all other powers and/or duties delegated to seots by the laws and/or policies of the Nation.

BCC MEMBERS

Chair — Diane Hill
March 31, 2027
Secretary — Lloyd Ninham
March 31, 2026
Member — Harmony Hill
March 31, 2026
Member — Caryle Wheelock
March 31, 2027
Member — Gail Niedziejko
March 31, 2026
Member — Alicia Elm
March 31, 2028
Member — Ramona Salinas
March 31, 2028

BUDGET — $25,800

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $7,381
Variance $18,419

Variance Explanation

Our positive variance is because there was no major travel was done by the committee members during the fiscal year and the committee has not ordered any supplies and/or material during the fiscal year.

STIPENDS — $75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$375	1	0	0
Nov 2024	$300	1	0	0
Dec 2024	$300	1	0	0
Jan 2025	$300	1	0	0
Feb 2025	$375	1	0	0
Mar 2025	$375	1	0	0
Apr 2025	$375	1	0	0

May 2025	$375	1	0	0
June 2025	$300	1	0	0
July 2025	$300	1	0	0
Aug 2025	$450	1	0	0
Sep 2025	$525	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Support the community by communicating about available programs.

Our community members feel they are valued and included in SEOTS programs, training and services offered to further their well-being in the community. They recognize that they are valued by our Nation. The variety of programs and services allows SEOTS to meet a cross section of our area members face to face to build relationships and to gain their confidence in the services provided by SEOTS and at our location fostering a feeling of belonging while emphasizing their importance to our Nation.

ACCOMPLISHMENT #2

Worked directly with SEOTS Manager to engage the community in services available to them providing food, health, clothing and school supplies.

The SEOTS Advisory Board supports the management of programming and services to provide critical programming to the community members of the Nation in the areas of education, social services and cultural history and language. The community is further engaged while attending a summer picnic to enhance our relationship with the community and share our appreciation for the community.

ACCOMPLISHMENT #3

Fostering a system in which the public feels they are part of decision making, including freedom of expression and concern for the best interest of the nation and community in general.

A welcoming environment establishes trust and promotes unity. Providing the opportunity to vote in Nation elections is an important opportunity that supports the rights of our members and reinforces their importance as members of our Nation.

GOALS FOR FY-2026

GOAL 1

Continue to work directly with SEOTS Manager to understand the direction foreseen for 2025 community services and programming to fit the current needs and interests of the Nation and SEOTS members while incorporating Oneida principles as inspired by this report format and always with our sovereignty in focus.

Advancing Onʌyoteˀa·ká· principles

GOAL 2

Community relations and involvement are important for the success of SEOTS and the advisory board. The contribution of SEOTS Manager and the advisory board, with good intentions, are important to the community to help with the welfare of the Oneida members residing in the Southeastern Wisconsin while representing the Oneida Nation.

Promoting Positive Community Relations

GOAL 3

With the goal of encouraging the best in everybody, goal setting will proceed to meet the standards inspired by this direction..

Encouraging Tsiˀ niyukwalihó tʌ

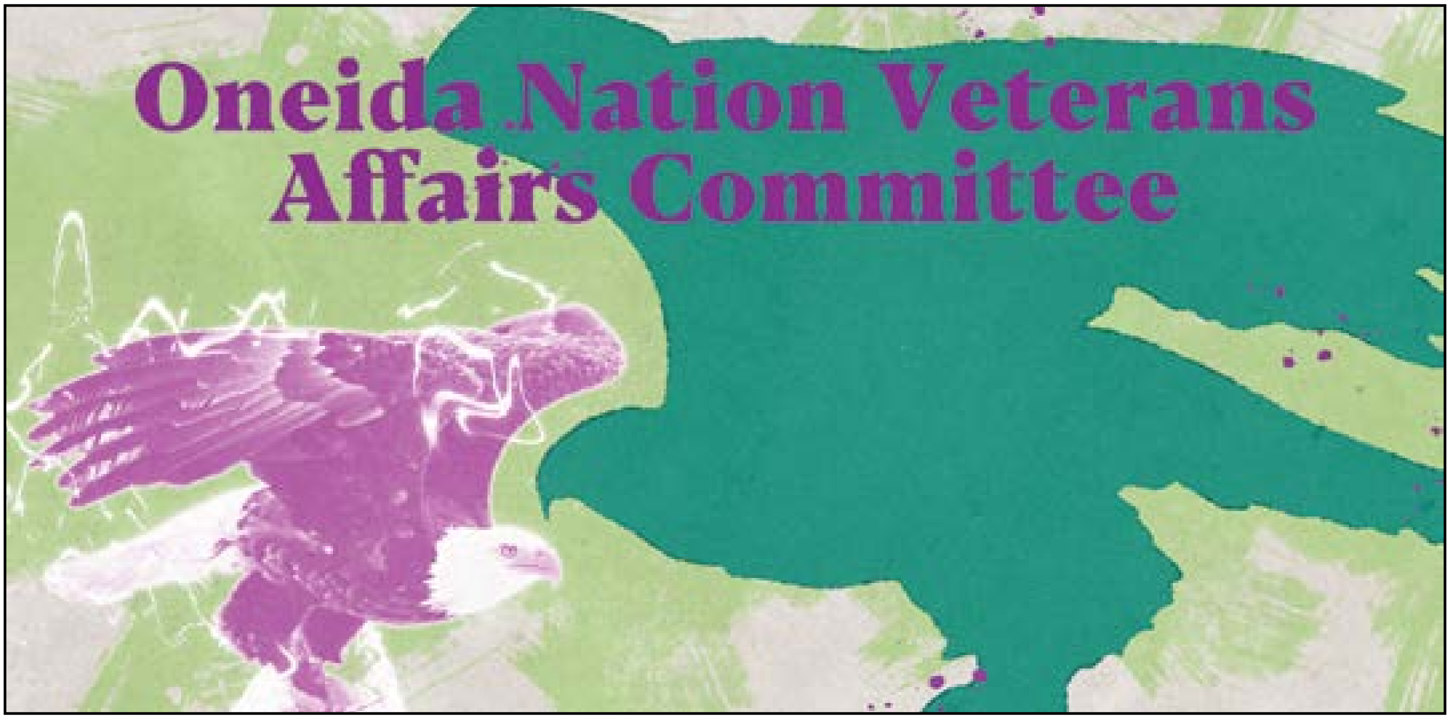
MEETINGS

HELD	2nd monday of the month.
LOCATION	SEOTS 5233 Morgan Ave., Milwaukee, WI 53220 or Microsoft Teams
TIME	6:00 P.M.

CONTACT

DIANE HILL
CHAIR

PHONE	920.869.4303
EMAIL	seo-dhil@oneidanation.org
WEBSITE	oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#southeastern-wi-oneida-tribal-services-advisory-board



PURPOSE

The purpose of the Veterans Affairs Committee is to serve as an advisory body to the Oneida Veterans Service Office ("Office") in all matters relating to Oneida Nation veterans' rights and benefits and veterans' affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who served honorably in the united states uniformed services. Among other services, the veterans affairs committee is to provide advice and constructive input to the Oneida Veterans Service Office Director on all veterans' affairs issues so that the office can formulate veterans' services and programs; and to coordinate veterans' events with the office and veterans' organizations that are representatives of Oneida veterans and the Oneida Nation.

BCC MEMBERS

Chair Gerald Cornelius
December 31, 2025
Vice-Chair Floyd J Hill II
December 31, 2026
Secretary John Breuninger
December 31, 2025
Member Dale Webster
December 31, 2025
Member Deke Suri
December 31, 2026
Member Lynn Summers
December 31, 2026
Member Kerry Metoxen
December 31, 2027
Member Benjamin Skenandore
December 31, 2027
Member Myron Vieau
December 31, 2027

BUDGET — $56,874

Funding sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . . $42,399
Variance $14,475

Variance Explanation

Our positive variance is because no major travel was done by the committee members during the fiscal year.

STIPENDS — $75/MG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$525	1	0	0
Nov 2024	$525	1	0	0
Dec 2024	$525	1	0	0
Jan 2025	$525	1	0	0
Feb 2025	$525	1	0	0
Mar 2025	$600	1	0	0
Apr 2025	$525	1	0	0
May 2025	$600	1	0	0

June 2025	$600	1	0	0
July 2025	$625	1	0	0
Aug 2025	$600	1	0	0
Sep 2025	$675	1	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Engage community with services provided and develop a positive relationship with the Oneida Community.

ONVAC remains engaged in extracurricular activities within our Oneida Community and continuously assists the Veterans Service Officer with Veteran meetings, celebrations, funerals, meals, community events (Christmas Tree lighting), color guard responsibilities at Tribal Meetings (GTC), organizational events as well as "other" requests for color guard participation.

ACCOMPLISHMENT #2

Continuously developing and maintaining positive relationships with our Oneida veteran population, their families, and our community as well as with the Oneida Nation's departments, programs and services, external entities and our surrounding governments, veteran's organizations, schools, and communities.

ONVAC remains dedicated to supporting our veterans, their families, and the community. As a service organization, we are committed to continuously serving our people.

ACCOMPLISHMENT #3

The development and implementation of additional enhancements to the veterans memorial wall and site. The ONVAC has and will continue to work with the tourism and the department of public works in completing projects within the site.

Impacted the community by providing awareness of the dedication on behalf of all veterans who have sacrificed for the freedoms we enjoy daily.

GOALS FOR FY-2026

GOAL 1

Engage the community with services provided and develop a positive relationship with the Oneida community

Promoting positive community relations

GOAL 2

Continue developing and maintaining positive relationships with our oneida veteran population, their families, and the community. Continue working well with the Oneida Nations departments, programs, and services.

Inspiring Yukwatsístayʌ

GOAL 3

The development and implementation of additional enhancements to the Veterans Memorial Wall. The Oneida Nation Veteran Affairs Committee has and will continue to work with other departments with completing projects within the memorial wall site.

Improving Organizational Changes

MEETINGS

HELD 2nd Tuesday of the Month
LOCATION Veterans Department
134 Riverdale Dr., Oneida, WI 54155
TIME 5:00 P.M.

CONTACT

GERALD CORNELIUS
CHAIR

PHONE 920.615.6521
EMAIL onvac@oneidanation.org
WEBSITE oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#oneida-nation-veterans-affairs-committee

As reported over the past years, there are two (2) Boards, Committees, and Commissions (BCC's) that are inactive. They are the Oneida Personnel Commission and Environmental Resource Board. Listed herein is a summary of the actions for the inactive BCC's that have occurred during this time.

BACKGROUND

On April 8, 2020, the Oneida Business Committee (OBC) adopted BC resolution # 04-08-20-B Placing Listed Boards, Committees, and Commissions in Temporary Closure Status. This resolution was effective immediately for the remainder of Fiscal Year 2020 and during any continuing resolution for Fiscal Year 2021. This resolution affected the following BCC's:

1. Oneida Community Library Board;
2. Oneida Environmental Resources Board;
3. Oneida Nation Arts Board;
4. Oneida Nation Veterans Affairs Committee;
5. Oneida Personnel Commission;
6. Oneida Pow Wow Committee;
7. Pardon and Forgiveness Screening Committee;
8. Southeast Wisconsin Oneida Tribal Social Services Advisory Board;
9. Oneida Land Claims Commission; and
10. Oneida Nation Commission on Aging.

On November 24, 2020, the OBC adopted BC resolution #11-24-20-C Continuation of Temporary Closure of Listed Boards, Committees and Commissions for Fiscal Year 2021. This resolution also removed the temporary closure status for the Pardon and Forgiveness Screening Committee and authorized them to begin meeting virtually.

On February 10, 2021, the OBC adopted BC resolution #02-10-21-E Authorizing Exemption from Temporary Closure – Oneida Nation Arts Board. The Oneida Nation Arts Boards was removed from the temporary closure status and was authorized to begin meeting virtually.

On April 14, 2021, the OBC adopted BC resolution #04-14-21-B Authorization of Boards, Committees and Commissions to Meet and Superseding the Temporary Closure. This allowed all BCC's to begin meeting again effective June 14, 2021, to post the vacancies for the appointed positions and to complete any budget actions for the Fiscal Year 2022 budget.

On August 10, 2022, the OBC made a motion "to direct the General Manager to complete the assessment regarding the feasibility of the Environmental, Health, Safety, Land, & Agriculture Division taking on the roles of the Environmental Resources Board and for the assessment to be submitted at the second meeting Business Committee meeting in September". On September 28, 2022, the OBC made a motion to accept the Environmental, Health, Safety, Land, and Agriculture Environmental Resource Board assessment; to recommend the dissolution the Environment Resource Board; and to direct Chief Counsel to bring back a report in 45 days on actions that need to take place in order to complete the dissolution of the Environmental Resource Board including amendments to laws and addressing any background material. On December 7, 2022, the Legislative Operating Committee added several laws to the Active Files list to address amendments needed for the dissolution of the board and the transition of responsibilities.

Vacancies continue to be posted for the Oneida Personnel Commission. The Oneida Business Committee is reviewing the bylaws and working with the Government Administrative Office and Human Resources Department for possible amendments.

As of September 30, 2024, the following boards, committees, and commissions remain inactive.

1. Oneida Personnel Commission (lack of members)
2. Oneida Environmental Resource Board (in process of being dissolved)

Your consideration of this report is appreciated. Questions about any of the actions or activity can be directed to the Government Administrative Office at 920.869.4364, or via email at: boards@oneidanation.org.

PURPOSE

The Finance Committee (FC) is a working Sub-Committee of the Oneida Business Committee and is responsible for recommending financial decisions related to policies, organizational expenditures, and budgets; while supporting the mission, values, and strategic goals of the Oneida Nation.

BCC MEMBERS

BC Treasurer & FC Chair	Lawrence Barton
CFO & FC Vice-Chair	RaLinda Ninham-Lamberies
BC Secretary	Lisa Liggins
BC Councilwoman	Jennifer Webster
BC Councilman	Jonas Hill
Purhcasing Director	Sarah White
Gaming General Manager	Louise Cornelius
Asst. Gaming GM/Finance Casino Hotel & Alternate to GGM	Chad Fuss
Community Elder Member	Vacant

BUDGET — $1,800

Funding Sources for FY-2025	
Tribal Contribution	100%

Expenditures for FY-2025 . . . .$0.00
Variance $1,800

Variance Explanation

The positive variance is to pay for a community elder member meeting stipend; this position has been vacant.

STIPENDS — NO STIPENDS PAID

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$0	2	0	0
Nov 2024	$0	2	0	0
Dec 2024	$0	2	0	0
Jan 2025	$0	2	0	0
Feb 2025	$0	2	0	0
Mar 2025	$0	2	0	0
Apr 2025	$0	1	0	0
May 2025	$0	2	0	0
June 2025	$0	2	0	0
July 2025	$0	2	0	0
Aug 2025	$0	2	0	0
Sep 2025	$0	2	0	0

GOALS FOR FY-2026

GOAL 1

To support & improve all processes, procedures, laws, budgets, and resolutions that pertain to responsible financial oversight /expenditures for the Oneida Nation.

In FY2025 the Finance Committee reviewed, provided advice, and approved three hundred thirty-nine (339) budgeted expenditure requests from the organization totaling $174,176,331.72; reviewed fifty-five (55) informational requests /reports.

GOAL 2

Demonstrate Community commitment by providing giving through Donations and the Oneida Finance Fund to local charitable organizations, local veteran's groups and to Oneida tribal members and families.

In FY2025 the FC provided $150,000.00 in Donations to fifty (50) local charitable groups that provide direct services to the Oneida community and provided $100,453.07 in Oneida Finance Funding to one hundred forty-nine (149) Oneida members/ families to support positive self-development activities.

MEETINGS

HELD	2nd and 4th Thursday of the month
LOCATION	Norbert Hill Center BC Conference Room, N7210 Seminary Rd. Oneida, WI 54155
TIME	8:30 AM

CONTACT

LARRY BARTON
TREASURER

PHONE	920.869.4394
EMAIL	FAO@oneidanation.org
WEBSITE	oneida-nsn.gov/government/business-committee/standing-committees/finance-committee/

ONEIDA FINANCE FUND

Quarter 1

AAU-13 Team WI Blizzard Basketball fees for son	$643.07
WI Legends National Basketball fees for daughter	$750.00
Boy Scout fees & Summer Camp, Religious Ed fees for son	$750.00
Dance Team fees	$750.00
NEW Fusion Dance fees for daughter	$750.00
Soccer fees for daughter	$750.00
Piano Lessons	$450.00
JujiTsu Lessons/Classes for son	$432.00
YMCA Membership	$572.40
YMCA Membership for son	$270.00
Piano Lessons & Swim Team fees for daughter	$750.00
Gymnastics fees for daughter	$750.00
YMCA Family Membership	$750.00
Peloton Fitness fees	$501.34
WI Flight Elite Basketball fees for daughter	$750.00
Piano Lessons & Basketball fees for son	$750.00
YMCA Family Membership	$750.00
YMCA Family Membership	$750.00
Work Some More Basketball Training fees for daughter	$750.00
Various Sport Registrations for son	$450.00
Purple Aces Basketball fees for daughter	$405.00
GrowthDay Personal Development fees	$750.00
Oneida Nation Academy Box Lacrosse fees for daughter	$729.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
YMCA Family Membership	$468.57
1848 Team Basketball Training fees for son	$569.70
NW Medicine Health & Wellness Center Membership	$750.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
Barb's Centre for Dance fees for daughter	$750.00
Impact Sports Academy fees for son	$750.00
Fusion Athletics Cheer fees for daughter	$750.00
Tai Chi and Yoga Lessons	$675.00
Hockey fees for son	$495.00
Hocky and Lacrosse fees for son	$238.50
Hockey fees for daughter	$495.00
Askren Wrestling Academy fees for son	$270.00
Cerebral Palsy Aquatic Classes	$750.00
FIRE Fitness Membership	$750.00
Planet Fitness Membership	$314.00
Snappers Box Lacrosse for son	$750.00
Snappers Box Lacrosse for son	$750.00
Impact Sports Academy fees	$750.00
YWCA Swim Lessons for son	$469.80
One WI Volleyball Club fees for daughter	$750.00
Snappers Box Lacrosse fees for son	$750.00
Planet Fitness Membership	$314.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
One WI Volleyball Club fees for daughter	$750.00
Hockey fees for son	$657.00
FIRE Fitness Membership	$712.80
FIRE Fitness Membership	$750.00
Swim fees for daughter	$421.60

Oneida Nation Academy Box Lacrosse fees for son	$729.00
Volleyball Club fees for daughter	$750.00
ETS Performance Strength Training for son	$750.00
YMCA Membership	$750.00
Starz Gymnastics Academy - Junior Ninja Classes	$750.00
Harry & Rose Samson Family Jewish Community Center gym membership	$750.00
Pulaski Sharks Swim Club fees for daughter	$616.73
Snappers Box Lacrosse fees for son	$720.00
FC Elite Volleyball Club fees for daughter	$750.00
Honorbound Fitness Membership	$750.00
Guitar Lessons at Jim's Music for son	$750.00
Porcupine Quill Class	$750.00
WDPHS Music Program fees for daughter	$750.00
AAU Basketball fees for daughter	$750.00
Various Sports fees for son	$750.00
Soccer & Camp fees for son	$750.00
Math Tutor & Camp fees for daughter	$750.00
Dance Team fees for daughter	$750.00
Gymnastics Class fees for daughter	$750.00
Gymnastics Class fees for daughter	$745.22
YMCA Membership	$624.40
Honorbound Fitness Membership	$750.00
YMCA Membership	$750.00
FIRE Fitness Membership	$750.00
Titletown MMA Membership	$750.00
Wrestling and Softball fees for daughter	$750.00
Various Sports fees for son	$750.00
Basketball Registration fees for son	$750.00
Basketball and Golf fees for son	$750.00
Various Sports fees for son	$750.00
Various Sports fees for son	$750.00
Softball & Basketball Registration fees for daughter	$750.00
Football & Baseball Registration fees for son	$750.00
FVP Volleyball fees for daughter	$750.00
YMCA Membership	$750.00
Q1 Total	**$61,842.13**

Quarter 2

Spanish Trip & DL Course fees for daughter	$750.00
Velocity Baseball fees for son	$750.00
Bitty Ball Training Session fees for son	$720.00
YMCA Membership	$626.40
YMCA Membership	$626.40
Sun Prairie Athletic Club Membership	$584.10
Construct Lacrosee fees for son	$750.00
Starz Gymnastics Academy fees for daughter	$750.00
Impact Sports Academy fees for son	$750.00
Tri-County Gymnastics fees for daughter	$750.00
John Casablancas Talent fees for grandson	$750.00
YMCA Membership	$750.00
FVP Volleyball fees for daughter	$750.00
GBSW Baseball fees for son	$585.00
Pure Barre Membership	$750.00
Volleyball Club fees for daughter	$750.00
Pure Barre Membership	$750.00
Bay Area Yoga Studio fees	$750.00
Educational School Trip & Summer Camp fees	$621.00
Grit365 family membership	$720.00
Basketball League & Summer Camp fees for daughter	$750.00
AHS Music Program fees for son	$750.00
The Athletic Club Registration fees	$674.10
The Athletic Club Registration fees for daughter	$674.10
The Athletic Club Registration fees for daughter	$674.10
AAU Basketball fees for son	$750.00
YMCA Membership	$750.00
YMCA Membership	$750.00
YMCA Membership	$421.20
Volleyball Club fees for daughter	$517.50
Volleyball Club fees for daughter	$517.50
Pure Barre Membership	$750.00
YMCA Membership	$572.40
NEW Fusion Dance & Performing Arts fees for daughter	$750.00
YMCA Summer Camp	$750.00
The Driveway Basketball Training fess for daughter	$750.00
YMCA Membership	$750.00
YMCA Membership	$572.40
Ashwaubenon HS Softball fees for daughter	$750.00
Peloton & Girlz Ink Academy fees	$750.00
Swimming Lessons for son	$750.00
Swimming Lessons for son	$750.00
Oneida Nation Academy Box Lacrosse fees for son	$729.00
Team Alfa Lacrosse Club fees for son	$750.00
Pure Barre Membership	$750.00
YMCA Membership	$734.40
AAU Basketball fees for son	$423.00
Bay Area Yoga Studio fees	$750.00
YMCA Membership	$750.00
Highschool Baseball fees for son	$477.00
College Basketball fees	$540.00
Construct Lacrosee fees for son	$750.00
Purple Aces Basketball fees for daughter	$750.00
Freedom Tball fees for daughter	$61.07
Freedom Tball fees for daughter	$61.07
Team 1848 Basketball fees for son	$750.00
YMCA Membership	$750.00
Southwest Softball fees for daughter	$315.00
Q2 Total	**$38,696.74**

Quarter3

Q3 Total	**$0**

Quartr 4

Q4 Total	**$0**
GRAND TOTAL	**$100,583.87**

Funds were depleted in 2nd Quarter

AUDIT COMMITTEE MEMBERS

Chair	Lisa Liggins
Vice-Chair	Kirby Metoxen
Member	Marlon Skenandore
Member	Lawrence Barton
Member	James Skenandore

STIPENDS

The Community Member is the only person on the Audit Committee that receives a stipend payment of $75 for each meeting and training. The Community Member attended ten (10) Audit Committee meetings and one (1) Business Committee meeting in FY2025 and received eleven (11) stipend payments. (Total for FY2025: $825)

ACCOMPLISHMENTS

Completed Performance Assurance, operational, financial, compliance audits and special projects. Follow up on high-risk findings. Audit activities for FY2025 are included in the grid below, along with previous 3 years as comparison.

UPDATE ON GOALS				
	FY25	FY24	FY23	FY22
Gaming Compliance Audits	48	34	28	29
Operational Audits	3		8	1
Investigative/Analytics	2			1
Performance Assurance Audit		3	5	8
Control Assessment Audits		4	4	
TOTAL	53	41	45	39

Annual Gaming Compliance audits are mandated by the National Indian Gaming Commission (NIGC). By completing these audits in-house, the Nation is reducing overall costs.

Continue in-house and webinar-based education of audit staff to stay current on fraud, IT basics, project management, risk, grant and enterprise auditing, asset misappropriation, business continuity planning, remote working business continuity, and agile auditing. In-house and webinar-based education allows IA to continue learning while saving the Nation training dollars. Training increases the skill level of the staff and allows for more special projects to be completed.

Continue to improve Internal Control Environment to enforce accountability of Management and Governance. All Oneida Nation departments and/or entities will be assessed to give Management the opportunity to develop the missing tools to enable them to carry out their functions effectively and efficiently.

CONTACT

LOUCINDA CONWAY
INTERNAL AUDIT MANAGER

PHONE 920.869.4330
EMAIL lconway@oneidanation.org
WEBSITE oneida-nsn.gov/divisions/internal-audit/

PURPOSE

The purpose of the Onʌyoteˀa·ká· niˀi Project Plan Workgroup is to serve on behalf of the General Tribal Council and the Oneida Business Committee as it relates to the implementation and management of the Onʌyoteˀa·ká· niˀi Project Plan which was presented at the Annual General Tribal Council Meeting on January 30, 2023, and subsequently supported by the General Tribal Council on July 24, 2023.

BCC MEMBERS

Chair — Taryn Webster
December 2027
Vice Chair — Ethel "Marie" Cornelius
December 2027
Member — William Cornelius
December 2027
Member — Katsitsiyo Danforth
December 2027
Member — Gail Grissman
December 2027
Member — Michelle Hill
December 2027
Member — Anthony Konke
December 2027
Member — Laura Manth
December 2027
Member — Lisa Liggin
December 2027
Member — Lawerence Roberts II,
December 2027
Member — Judith Sprangers
December 2027
Member — David Webster
December 2027
Member — Dwight Steffes
December 2027
Member — Kirsten Van Dyke
December 2027
Member — Jameson Wilson
December 2027

BUDGET — $180,000

Funding sources for FY-2025	
Tribal Contribution	16.66%
Grants	83.33%

Expenditures for FY-2025 . . . . $83,479.17
Variance $96,520.83

Variance Explanation

$150,000 of our total budget is for a 3-year period.

STIPENDS — $75/MTG

	Total Dollar Amount Paid	Number of Meeting		
		Regular	Special/ Emergency	Hearings/Other
Oct 2024	$,1575	2	0	0
Nov 2024	$675	2	0	0
Dec 2024	$750	1	0	0
Jan 2025	$875	1	0	0
Feb 2025	$1,675	1	0	0
Mar 2025	$1,437.50	1	0	0
Apr 2025	$3,000	1	0	4
May 2025	$1,150	1	0	1
June 2025	$750	1	0	0
July 2025	$3,775	1	0	3
Aug 2025	$675	1	0	0
Sep 2025	$0	0	0	0

ACCOMPLISHMENTS FOR FY-2025

ACCOMPLISHMENT #1

Complete operational impact analysis based on identified solutions

On-going meetings with tribal citizens, and focus groups who may be affected by the outcome of results.

ACCOMPLISHMENT #2

Conducted a non-stipend General Tribal Council meeting that had over 400 people in attendance.

Oneida citizens were updated on where we are with bringing the topic and solutions to the general public. Oneida citizens were positive and discussed their feelings and thoughts on how to move forward with blood quantum and enrolling citizens.

ACCOMPLISHMENT #3

Completed History Summit in July 2025, brought citizens and community speakers together for a 2-day conference that provided our history of how Oneidas were relocated to Wisconsin, how enrollments were created, and the effects it's had on as enrolled members, descendants, and youth

History was shared from Elders, Chiefs, educators, and people who grew up being Oneida, over two (2) days we learned how Oneida moved from New York to Wisconsin, how we identified within other tribes outside of the Iroquois Nation, how we should deliberate as we move to the future in reference to blood quantum and enrollments and continuing to be Oneida through family and traditions.

GOALS FOR FY-2026

GOAL 1

Complete impact analysis beginning of 2026, begin to roll out the plan for bringing solutions to those who may be affected by changes.

GOAL 2

Transition into solutions plan that coincides with the committee's project plan.

GOAL 3

Conduct non stipend meetings to gather and continue to inform Oneida citizens of information and solutions.

MEETINGS

HELD	1st Tuesday of the Month
LOCATION	Norbert Hill Center 2nd floor BC Executive Conference Room N7210 Seminary Rd., Oneida WI 54155
TIME	5:00 P.M.

CONTACT

BROOKE DOXTATOR
BOARDS, COMMITTEES, & COMMISSIONS SUPERVISOR

PHONE	920.869.4452
EMAIL	iamoneida@oneidanation.org
WEBSITE	oneida-nsn.gov/government/business-committee/standing-committees/
WEBSITE	oneida-nsn.gov/iamoneidaproject/

Bay Bancorporation, Inc

Bay Bancorporation Inc. is the parent company for Bay Bank. We operate three convenient locations for customers in the Greater Green Bay area and Keshena with a dedicated team of 35 employees. The Bank had total assets of $249 million as of 12/31/2023. Bay Bank is the only Native American owned bank in Wisconsin and has a mission to provide services to Native American communities and small businesses in Wisconsin. Bay Bank provides a full range of personal and business products and services to the community at large.

CORPORATE BOARD MEMBERS

Chair *June 2027*	Elaine Skenandore-Cornelius
President & CEO *June 2026*	Jeff Bowman
Member *June 2027*	Fern Orie
Member *June 2028*	Todd Van Den Heuvel
Member *June 2028*	Josh Cottrell
Member *June 2026*	Sam McMahon

ACCOMPLISHMENTS IN FY-2025

ACCOMPLISHMENT #1

Celebrate 30 years in business. The bank celebrated its 30th anniversary in August of 2025. During the weeklong celebration, the bank donated $30,000 to 10 local not for profit organizations. The organizations were Woodland Boys & Girls Glub, Ashwaubenon Youth Baseball, Ashwaubenon Lions, Brown County United Way, Medicine Fish, Menomini You, Oneida Girls Flag Football, Oneida Community Lacrosse, She Rises Collective, and Woodland Indian Art.

ACCOMPLISHMENT #2

Update: Continue to build relationships with tribal communities: Bay Bank has successfully developed loan and deposit relationships with additional tribes in Wisconsin.

ACCOMPLISHMENT #3

Goal 3 Update: Maximize Community Development Financial Institution (CDFI) funding opportunities: The bank was awarded two CDFI awards in 2024. The bank received the CDFI Small Dollar Loan Program award for $252,927 and a Bank Enterprise Award for $280,369.

The Bank is in excellent financial condition and is generating consistent profits. For the 12 months ending 12/31/23, we generated total revenue of $10,622,000, we had expenses of $8,406,000 and a Net Profit of $2,216,000. At the end of 12/31/23, the bank ended with $102.5 million in loans and $225 million in deposits. The bank's equity at 12/31/23 was $18,567,000. At the end of the 3rd quarter of fiscal year 2024 (9/30/24) we had total revenues of $10,665,000, expenses of $7,824,000 and a Net Profit of $2,841,000.

GOALS FOR FY-2026

We are going to continue growing the bank by increasing our deposit and loan market share in the communities we serve. Further, we will continue to focus on building relationships in tribal communities in the State of Wisconsin and the Great Lakes Region. Finally, we are committed to providing a high-quality work environment by offering competitive wages and benefits.

We will maximize our Community Development Financial Institutions (CDFI) designation by seeking additional funding to support our mission focused efforts of providing financial services to tribal communities and other underserved markets.

STIPEND — $800/MEMBERS & $850/CHAIR PER MTG

$250 fee for other committee meetings

MEETINGS

HELD 4th Thursday of the Month

CONTACT

JEFF BOWMAN
PRESIDENT & CEO

PHONE 920.490.7600
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WEBSITE www.baybankgb.com

Oneida ESC Group

Oneida ESC Group is a holding company for a family of companies, owned by the Oneida Nation of Wisconsin, that delivers customer-focused environmental science, engineering, construction, professional services, IT and real estate development services worldwide. Environmental science includes remediation and restoration services across the regulatory spectrum, natural resource evaluations, ecological studies, Threatened and Endangered species studies, watershed, environmental and biological assessments. Engineering services include civil, transportation, mechanical, electrical, plumbing, and structural engineering design. Construction services include Construction and demolition, construction management, and construction oversight (Title II) services for commercial and governmental facilities. Professional services include diversified personal resources for training and education; research and engineering; and IT solutions. Real estate development includes managing and developing light industrial, mixed-use commercial and residential spaces.

CORPORATE BOARD MEMBERS

Chair *June 2027*	John Breuninger
Member *June 2025*	Jackie Zalim
Member *June 2026*	Leslie Wheelock

ACCOMPLISHMENTS IN FY-2025

Record Revenue and Net Income for FY25.

Opened our Low-Income Housing Tax Credit Housing (Red Willow) and achieved 100% occupancy.

Continue to receive high marks from customers on OESC projects.

GOALS/ANNOUNCEMENTS FOR FY-2026

Continue to grow and expand our services to new geographical locations, customers and service lines.

Establish two new companies for future growth strategies.

Reduce overhead by 10%.

DIVIDENDS

In April we paid $558,084 distribution to the Oneida Nation. This brings our cumulative total to $7,424,299 since 2008 as both OTIE and Oneida ESC group.

STIPEND — $350/MONTH

MEETINGS

HELD Quarterly

CONTACT

JEFF HOUSE
PRESIDENT

PHONE	920.884.3968
EMAIL	jhouse@oescgroup.com
WEBSITE	oescgroup.com/

Golf Enterprise

Oneida Golf Enterprise d/b/a Thornberry Creek at Oneida is a 27-hole golf facility that includes the 18-hole Legends Course; a challenging Championship level course, and the 9-hole, family-friendly Iroquois course. The golf facility also includes a full-service practice facility with driving range, short-game, and putting areas, as well as two indoor virtual golf simulators, and a full pro-shop. The clubhouse has a full-service restaurant along with two event spaces, the Hawks Crest Ballroom and the TCO Tap & Beer Garden. The restaurant and event spaces are available to patrons year-round.

ACCOMPLISHMENTS IN FY-2025

1. Continue to focus on premium pricing strategies, especially utilizing True Demand for dynamic pricing
   a. The True Demand platform began showing its full value in FY-2025. While we realized flat growth in rounds played, we saw a significant increase in Average Daily Rate (ADR), leading to increased revenue. We implemented more aggressive weekend and holiday pricing and did not see any decrease in demand.
2. Broaden offerings to travelling groups and small outings to enhance experience
   a. While we did not necessarily realized a decrease in the number of groups, we did not have a strong focus on enhancing the experience. Please see "Looking Forward Section" for how we plan to better serve these groups in FY-2026.
3. Drive revenue by effectively utilizing the facility for special events, both golf and non-golf.
   a. We continue to see growth in this area, as the team gets more creative with ways to reach and promote the facility to different customer bases. We continue to see growth in wedding bookings, especially in the fall months, as well as growth with smaller, more intimate events.
4. Increase golf offerings in historically down hour windows/ days
   a. Due to the departure of our Head Golf Professional prior to the beginning of the season, the plans for additional league offerings in 2025 were delayed. We will revisit this for the 2026 season.
5. Drive local and regional play to the golf courses as a premier public destination in the market
   a. We continue to utilize marketing opportunities and relationships to position ourselves as the golf destination in Green Bay. This includes our ongoing partnership with the Green Bay Packers, utilizing advertising opportunities with media partners, and working with new media/bloggers to feature Thornberry Creek. Continued exposure through large outings and events such as the Barstool Classic will continue to cement this position within the region.

GOALS FOR FY-2026

1. Further leverage True Demand to maximize yield and drive incremental daily fee revenue
   a. We will continue to aggressively price our premium rounds at high-demand times to maximize value. This will include the elimination of all day/everyday pricing for discounted customer segments, and no longer offering a discount to group bookings on weekends.
2. Drive annual passholder ADR through modified season pass offerings.
   a. The seven-day season passes can be a hindrance to weekend revenue. We will instead offer a weekday pass or a seven-day pass. The weekday pass pricing will fall much in line with current season pass pricing, while the seven-day pass will be priced at a more premium level, to align more with the value of weekend play.
3. Drive group and outing sales with updated packages and improved pricing models more reflective of current daily rates.
   a. Groups looking to prebook for future dates not yet available to passholder or public booking will have to commit to a predetermined package price that

includes golf, food & beverage, and merchandise, along with additional amenities typically reserved for large outings (cart signs, mobile scoring, etc.). Any group unwilling to book the package will be subject to the dynamic price available during the public booking process.

4. Expand player development programs and community partnerships

    a. Introduce programs that will bring in more families including growing the PGA Jr. League program, potentially hosting a weeklong summer camp for school aged children looking to get into golf, new events such as glow golf, and more.

5. Deliver best-in-class guest service to retain and grow the customer base

    a. Continue to focus on building a commitment to True Service at all levels of the facility. Ensure that the guest experience begins the moment the guest arrives on property and continues until they leave. Keep True Service pillars at the forefront of the mind of all team members.

CONTACT

JUSTIN NISHIMOTO
AGENT

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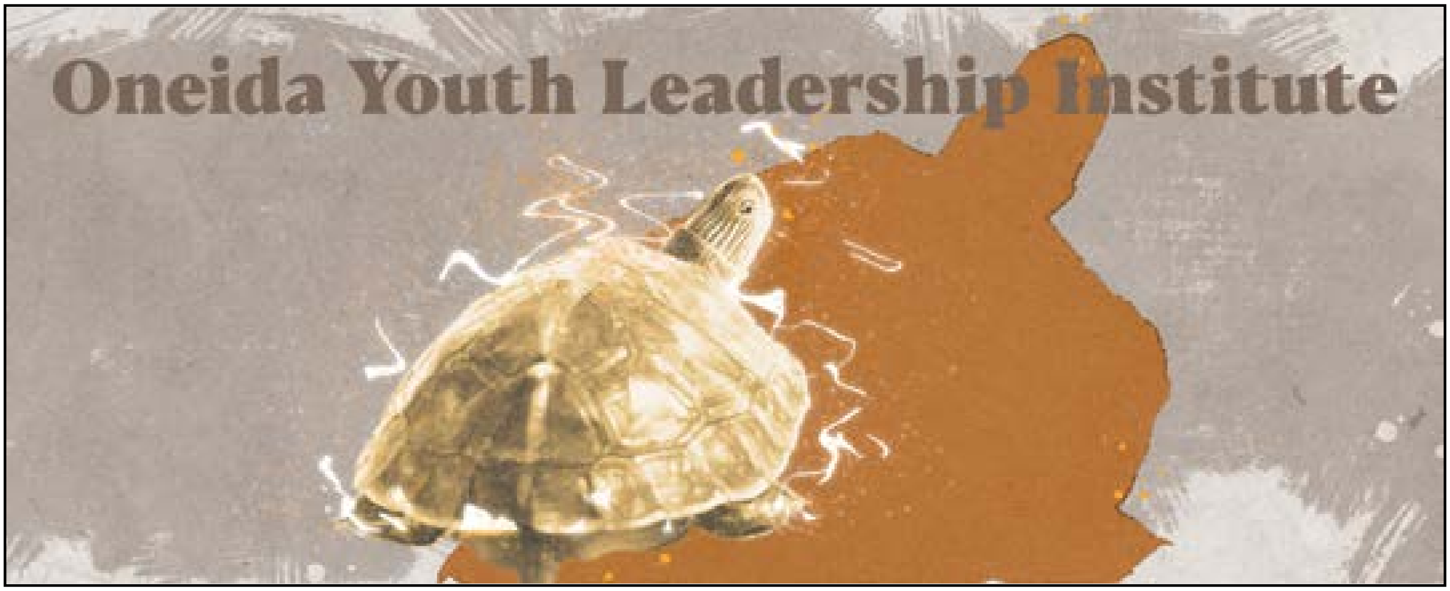


MISSION

Investing in the development of our youth to enhance nation building by learning from our past, embracing our present, and leaving a legacy for the future.

PURPOSE

The Oneida Youth Leadership Institute is a tax-deductible 7871 entity of the Oneida Nation actively planning for the 7th generation by providing opportunities, initiatives, and trainings that can help inspire our Native youth to become strong, progressive leaders.

The Youth Leadership Institute fosters youth growth and development in the following areas: Tradition Heritage/Culture; Healthy Minds/Healthy Bodies: Citizen Engagement; Leadership; Academic Excellence; Entrepreneurship; and Networking.

CORPORATE BOARD MEMBERS

Treasurer *November 2025*	Margaret Ellis, Treasurer
Member *April 2026*	Elijah Metoxen
Member *April 2026*	Melissa Metoxen
Member *November 2026*	Christarra Waukau Cornelius
Member	Vacant
Member	Vacant
Member	Vacant

ACCOMPLISHMENTS IN FY-2025

The OYLI Board updated the Charter & bylaws this past year. OYLI currently has $133,958.32 in checking/savings with no restricted monies. These are monies that can be used at the Board's discretion in meeting the mission of OYLI.

As a service, OYLI has taken on the responsibilities of fund management for community groups since its establishment. However, OYLI decided that it needs to focus on its initial purpose of providing grants/sponsorships to youth for leadership development and has recently gone through planning facilitation to review its goals and objectives. Therefore fund management services will be limited. OYLI has finalized the Executive Manager position and was to be posted end of September. This was delayed due to unexpected circumstances but will be posted by end of November. This position will provided administrative activities, as well as pursue the external funding necessary to accomplish its new direction.

GOALS FOR FY-2026

With the new position filled parttime, these duties can be eliminated from Cheryl's responsibilities and the Board will work directly with this new staff person in fulfilling its goals and objectives for this next fiscal year.

STIPEND — $100/MTG

ONEIDA YOUTH LEADERSHIP BOARD MEMBERS

Margaret Ellis

Margaret is the Co-Founder and Executive Director of She Rises Collective: Indigenous Women in Business, and Co-Founder of Kenco Tribal Marketing Initiative, a full-service marketing and procurement agency serving tribal business enterprises. In 2010 she achieved the National Center for American Indian Enterprise Development 40 under 40 award recognizing Native American citizens for outstanding leadership and community contributions. Margaret provides consulting services for organizations such as the National Congress of American Indians, Bright Path Strong, Indian Gaming Association, Native American Basketball Invitational Foundation, and the Oneida Nation of Wisconsin in the areas of wholesale apparel, event planning and coordination, program development and management, strategic planning, capital campaign, internal audit and compliance, expense reporting, marketing, Oneida language translation, and outreach. Margaret is currently a doctoral candidate at the University of Wisconsin - Green Bay. Her research includes microplastics in the Great Lakes region and creating healthy economic entrepreneurial ecosystems grounded in place and space. She also holds a graduate assistantship at the UW Sea Grant as an outreach and education coordinator to the UWGB Natural Areas.

Elijah Metoxen

Elijah "Eli" Metoxen is an enrolled Oneida Tribal member. He currently serves as the Aging & Disability Services Manager for the Oneida Nation and has been in this role for the last 6 years. We provide services to our enrolled Oneida elders and/or those with a disability. He also currently serves as Chairman for the Tribal Aging Unit Association of Wisconsin. Elijah's educational background includes an Associate's degree in Liberal Arts from Haskell Indian Nations University, a Bachelor's Degree in Sports & Recreation Management, & a Master's Degree in Organizational Management from Ashford University. Eli has been on the Oneida Youth Leadership Board since it was created in 2017.

Melissa Metoxen

Melissa Metoxen is a member of the Oneida Nation. She currently serves as the Assistant Director for the UW Madison Native American Center for Health Professions which works to increase the number of Native students pursuing health careers as well as improve the health and wellness of our tribal communities. She has worked in higher education for over 13 years and has worked with Native American students throughout that time to ensure access to college. She holds a Master's and Bachelor's degree from UW-Madison

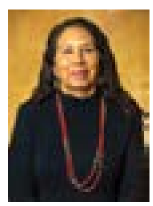
Chrisstara Waukau

Chrisstara "Stara" is an enrolled Oneida Tribal member. Chrisstara has a Bachelor of Applied Science Degree, BASc, in Human Development and Family Studies from the University of Wisconsin Green Bay. Stara also studied at Arizona State University. For the last two years she served as the Community Youth Advocate for Yon^haliyo Community Advocacy. Previous to her last position she worked as an ICWA Case Manager for Oneida Family Services. Currently she is a stay-at-home mom with her new baby.

MEETINGS

HELD	3rd Wednesday of the Month
LOCATION	In Person or Microsoft Teams

CONTACT



CHERYL STEVENS
INTERIM EXECUTIVE MANAGER

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