

Oneida Business Committee



Executive Session
8:30 AM Tuesday, January 27, 2026
BC Conference Room, 2nd Floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, January 28, 2026
BC Conference Room, 2nd Floor, Norbert Hill Center

Agenda

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

I. CALL TO ORDER

II. OPENING

- A. **Special recognition for years of service (8:30 a.m.)**
Sponsor: Laura Laitinen-Warren, Executive HR Director

III. ADOPT THE AGENDA

IV. MINUTES

- A. **Approve the January 14, 2026, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

V. RESOLUTIONS

- A. **Adopt resolution entitled Approval of Use of Economic Development Diversification and Community Development (EDDCD) Funds for a donation of \$200,000 for donation for Roy Skenandore Memorial Pool Tournament II**
Sponsor: Justin Nishimoto, Economic Strategy Coordinator
- B. **Adopt resolution entitled Approval of Use of Economic, Development, Diversification and Community Development (EDDCD) Funds for the BINYA Capital Contract of \$273,000**
Sponsor: Justin Nishimoto, Economic Strategy Coordinator

- C. **Adopt resolution entitled Authorization of One (1) Unbudgeted Position Business Unit 4212001**
Sponsor: Mark W. Powless, CEO-Nation Services
- D. **Adopt resolution entitled Authorization of Two (2) Unbudgeted Positions Business Unit 4211052**
Sponsor: Mark W. Powless, CEO-Nation Services
- E. **Adopt the resolution entitled Adoption of Amendments to the Public Use of Tribal Land Law**
Sponsor: Jameson Wilson, Councilman
- F. **Adopt resolution entitled Adoption of Amendments to the Independent Contractors Policy**
Sponsor: Jameson Wilson, Councilman

VI. STANDING COMMITTEES

A. LEGISLATIVE OPERATING COMMITTEE

- 1. **Accept the January 7, 2026, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman

VII. TABLED BUSINESS

A. Approve the Oneida Trust Enrollment Committee Bylaws

Sponsor: Jermaine Delegado, Chair/Oneida Trust Enrollment Committee

VIII. TRAVEL REQUESTS

- A. **Approve the travel request - Treasurer Lawrence Barton - Native American Finance Officers Association (NAFOA) Annual Spring Conference - Reno, NV - April 27-28, 2026**
Sponsor: Lawrence Barton, Treasurer
- B. **Approve the travel request - Councilman Jonas Hill - NRCC 2026 Winter Meeting - Key Biscayne, FL - February 26, 2026-March 2, 2026**
Sponsor: Jonas Hill, Councilman

IX. NEW BUSINESS

- A. **Community Concern - Anna John Resident Care Center declinations**
Sponsor: Pearl Webster, Tribal Member

- B. **Motion to utilize Tribal Contribution Savings in the amount of \$6.9 million dollars to distribute \$500 food payment to all General Tribal Council members 18 years of age or older by December 31, 2026**
Sponsor: Nancy Barton, Tribal Member
- C. **Approve the Head Start/Early Head Start Parent Policy Council (PPC) bylaws**
Sponsor: Mark W. Powless, CEO-Nation Services
- D. **Accept the update on the development of Oneida ESC Group LLC Corporate Social Responsibility Policy (not submitted)**
Sponsor: Debra Powless, Interim Board Manager/Oneida ESC Group Board of Managers
- E. **Accept the update on the development of Bay Bancorporation Corporate Social Responsibility Policy**
Sponsor: Jeff Bowman, President/Bay Bank
- F. **Accept the update on the development of Oneida Golf Enterprise (OGE) Corporate Social Responsibility Policy**
Sponsor: Justin Nishimoto, Agent/Oneida Golf Enterprise
- G. **Accept the update on the Tribal-Wide Employee Recognition Program**
Sponsor: Laura Laitinen-Warren, Executive HR Director
- H. **Accept as information and choose an alternate representative to the council on Offender Reentry**
Sponsor: Fawn Billie, Executive Assistant/Oneida Business Committee
- I. **Presentation of the Oneida Nation Economic Impact Study by St. Norbert's College (2:00 p.m.)**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

X. REPORTS

- A. **OPERATIONAL (9:00 a.m.)**
 - 1. **Accept the Big Bear Media FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
 - 2. **Accept the Comprehensive Health Division FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
 - 3. **Accept the Comprehensive Housing Division FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
 - 4. **Accept the Division of Public Works FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
 - 5. **Accept the Digital Technology Services FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
 - 6. **Accept the Education and Training FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services

7. **Accept the Environmental, Land and Agriculture Division FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
8. **Accept the Grants FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services
9. **Accept the Human Services Division FY-2026 1st quarter report**
Sponsor: Mark W. Powless, CEO-Nation Services

XI. GENERAL TRIBAL COUNCIL

- A. **Accept the Budget Contingency Plan Package and approve roll out**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

XII. EXECUTIVE SESSION

A. REPORTS

1. **Accept the Intergovernmental Affairs and Self-Governance January 2026 report (8:30 a.m.)**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
2. **Accept the Treasurer's December 2025 report (10:00 a.m.)**
Sponsor: Lawrence Barton, Treasurer

B. AUDIT COMMITTEE

1. **Accept the November 18, 2025, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
2. **Accept the Sports Wagering compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
3. **Accept the Craps Rules of Play compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary
4. **Accept the Cage/Vault/Kiosk Year End compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

1. **Approve a limited waiver of sovereign immunity - Spectrum Mid-America LLC - Revised - file # 2025-0977**
Sponsor: Mark W. Powless, CEO-Nation Services

2. **Discuss proposed allocation of funds to Land Acquisition**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer
3. **Discuss proposed allocation of funds to the Financial Sovereignty Fund**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

XIII. ADJOURN

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

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

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

Special recognition for years of service

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Acknowledge Years of Service recipients with the attached Power Point for 1st Qtr 2026

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Laura Laitinen-Warren, Executive HR Director

Primary Requestor: Teresa Schuman, Office Coordinator, HRD

**YEARS OF SERVICE RECIPIENTS
1ST QUARTER FY'26 OCT-DEC**

Name	Emp #	Supervisor Name	Area Manager	ADOH	Years
REITER-MEHOJAH,DEBORAH A	632	MOUSSEAU,SHARON A		Dec 1, 1980	45
POWLESS,LINDA F	5971	CORNELIUS, ERIK M	MENDOLLA-BUCKLEY,BRENDA J	Nov 4, 1985	40
DOMENCICH,LOIS J	5369	KRAWCZYK, ERIC R	POWLESS,MARK W	Dec 23, 1985	40
HILL,RENEE M	5344	KING,CARIE A	FUSS,CHAD M	Nov 4, 1985	40
BRAATEN,MICHELLE M	494	POWLESS,Sr,MARK A		Oct 22, 1990	35
MEHOJAH,KIMBERLY K	3588	WRIGHT,ASHLEY E	RECKELBERG,DENNIS J	Nov 13, 1995	30
THOMAS,SHANE	8084	METOXEN,LONNIE L	KING,JASON R	Nov 29, 1995	30
PARR,TROY D	3554	STONE,SHANNON J	POWLESS,MARK W	Oct 2, 1995	30
REDHAIL,LUZ V	2694	METOXEN,ELIJAH G	BERG-HARGROVE,JENNIFER S	Oct 16, 1995	30
SOMMERFELDT,JAMES M	3621	DOXTATOR,JASON W	POWLESS,MARK W	Dec 4, 1995	30
RASS,MINDY R	3627	SKENANDORE,JOSEPHINE T	DOXTATOR,JASON W	Dec 11, 1995	30
CALDERON,MARIANNE J	3491	JOHN,BRIDGET	NICHOLAS, JOHN F	Nov 13, 1995	30
DUFF,LISA L	3622	CORNELIUS,LOUISE C	HILL,TEHASSI TASI	Dec 4, 1995	30
PARKS,LISA A	8354	DANFORTH,TANYA	MENDOLLA-BUCKLEY,BRENDA J	Oct 31, 1995	30
DOXTATER,DANIEL W	179	ANDERSON,JENNIFER	NINHAM-LAMBERIES,RALINDA R	Nov 6, 1995	30
MORAN,IV,DANIEL J	3528	STEVENS,STACY L	DANFORTH, KATSITSIYO T	Nov 29, 1995	30
FUNMAKER,STEPHANIE L	2654	HILL,RACQUEL L	JORGENSEN,TINA M	Oct 2, 1995	30
EBERHARDY,STEPHANIE	3580	LANE,KAREN M	DANFORTH,DEBRA J	Oct 23, 1995	30
POOLE,MICHELLE L	3633	SOMMERFELDT, JAMES M	DOXTATOR,JASON W	Dec 18, 1995	30
DOXTATOR,MICHAEL V	416	MELCHERT,LESLIE A	DODGE,LEAH S	Dec 31, 1995	30
DOXTATOR,EVA E	8389	GRUSKA,ROGER A	VANSCHYNDL,RONALD J	Dec 26, 1995	30
RENTMEESTER,KEVIN S	3568	CLAUSEN,CRAIG A	STONE,SHANNON J	Oct 16, 1995	30
PAMANET,ROBERT J	10627	SKENANDORE, CRYSTAL R	KRIESCHER,MARI J	Nov 12, 2000	25
DETTRIE,EMILY M	11856	LALANDE, BRITTANY A	GARDNER,SHASHI R	Nov 19, 2000	25
STENGLEIN,JASON M	10316	STEVENS,SEAGRAM C	DODGE,LEAH S	Nov 26, 2000	25
ESCALANTE,REBECA L	11868	GREEN,MATTHEW S	VANSCHYNDL,RONALD	Nov 19, 2000	25
DANFORTH,CONSTANCE S	3426	WHITE,SIDNEY J	DANFORTH,DEBRA J	Oct 8, 2000	25
STEVENS,DARYL J	10102	DANFORTH,SUSAN M	DOXTATER,ANDREW J	Dec 31, 2000	25
LEMENSE,FAY A	776	MOUSSEAU,SHARON A		Oct 22, 2000	25
MOOREN,CYNTHIA L	11782	JORGENSEN-DANN,KRISTIN R	WHITE,DANIELLE L	Nov 5, 2000	25

ROGERS,CORY T	11848	STEVENS, STACY L	DANFORTH, KATSITSIYO T	Nov 5, 2000	25
BAUMGART,SHEILA K	114	WHITE, DANIELLE L	DANFORTH,MERCIE L	Nov 12, 2000	25
STEVENS,PEGGY S	11789	SKENANDORE,SHANE S	DANFORTH,SUSAN M	Oct 8, 2000	25

Approve the January 14, 2026, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

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

8:30 AM Tuesday, January 13, 2026

BC Conference Room, 2nd Floor, Norbert Hill Center

Regular Meeting

8:30 AM Wednesday, January 14, 2026

BC Conference Room, 2nd Floor, Norbert Hill Center

Minutes**EXECUTIVE SESSION**

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

Not Present: Councilmen Marlon Skenandore;

Arrived at: n/a;

Others present: Jo A. House, Ralinda Ninham-Lamberies, Louise Cornelius, Mark W. Powless (via Microsoft Teams¹), Danelle Wilson (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Rhiannon R. Metoxen (via Microsoft Teams), James R. Bittorf (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Melinda J. Danforth (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Mercie L. Danforth (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Danielle White (via Microsoft Teams), Nicole Rommel (via Microsoft Teams), James Petitjean (via Microsoft Teams), Kaylynn Biely (via Microsoft Teams), James Sommerfeldt (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Brenda Skenandore (via Microsoft Teams), Tina Jorgensen (via Microsoft Teams), Laura Laitinen-Warren (via Microsoft Teams), David Jordan (via Microsoft Teams), Lisa Summers (via Microsoft Teams);

REGULAR MEETING

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

Not Present: Councilmen Jonas Hill, Marlon Skenandore;

Arrived at: n/a;

Others present: Jo A. House, RaLinda Ninham-Lamberies, Mark W. Powless, Sidney White (via Microsoft Teams), Kaylynn Biely (via Microsoft Teams), Laura Laitinen-Warren (via Microsoft Teams), Justin Nishimoto (via Microsoft Teams), Lisa Summers (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Debra Danforth (via Microsoft Teams), Chad Fuss (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), David Jordan (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Ashley Blaker (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Tavia James-Charles (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Grace Elliot (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Melanie Burkhardt (via Microsoft Teams), Rodney Haring (via Microsoft Teams), Sarah D. Capelle (via Microsoft Teams), Crystal V. Metoxen (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Lori Hill (via Microsoft Teams), Josie Raphaelito (via Microsoft Teams), Apache Danforth (via Microsoft Teams), Brandon Wisneski (via Microsoft Teams), Shannon Hill (via Microsoft Teams), Lorna Skenandore (via Microsoft Teams), Xavier O. Horkman (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Crystal Holtz (via Microsoft Teams), Patricia M. King (via Microsoft Teams), Nicolas Reynolds (via Microsoft Teams), Michelle Braaten (via Microsoft Teams), Shannon Davis (via Microsoft Teams), Amber Vankirk (via Microsoft Teams), Amber Martinez (via Microsoft Teams), Jeremy King (via Microsoft Teams), Justine Huff (via Microsoft Teams), Anna Mendoza (via Microsoft Teams), Ernest Oberst, Mark Powless, Jessica Vandecamp, Ray Skenandore, Barry Skenandore, Nancy Barton, Bart Cornelius, Ed Delgado, Cathy Metoxen, Richard Ackley, Al Manders, Ted Hawk, Connie Vandehei, Garth Webster, Brenda Skenandore, Connor Kestell, Joe Valentino, Joanne King, Carolyn Skenandore, Luann

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

DRAFT

King-Skenandore, Darrel Skenandore, Dwight Doxtator, Liz Doxtator, Vicki Manders, Sarah Manders, Eric Doxtator, Aaron Manders, Elaine Skenandore-Cornelius, Linn Cornelius, Debbie Thundercloud, Amanda Doxtator, Bonnie Pigman (via Microsoft Teams);

I. CALL TO ORDER

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

For the record: Councilman Jonas Hill is on personal leave. Councilman Marlon Skenandore is unexcused.

II. OPENING (00:00:07)

Opening provided by Councilman Kirby Metoxen.

Item III. was addressed next.

A. Special Recognition - Lifetime Achievement - Deborah Thundercloud (02:37:41)
Sponsor: Jennifer Webster, Councilwoman

Motion by Lisa Liggins to adopt resolution # 01-14-26-E Recognizing Deborah Thundercloud for Lifetime Achievement and Contributions to the Oneida Nation, seconded by Lawrence Barton. Motion carried:

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

Not Present: Jonas Hill, Marlon Skenandore

B. Special Recognition - Lifetime Achievement - AI Manders (02:39:43)
Sponsor: Jennifer Webster, Councilwoman

Motion by Lisa Liggins to adopt resolution # 01-14-26-F Recognizing AI Manders for Lifetime Achievement and Contributions to the Oneida Nation with one (1) change [add "WHEREAS, Albert Manders served on the Town of Oneida Board for ten (10) years"], seconded by Jameson Wilson. Motion carried:

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

Not Present: Jonas Hill, Marlon Skenandore

Item XIV. was addressed next.

DRAFT**III. ADOPT THE AGENDA (00:01:06)**

Motion by Lawrence Barton to adopt the agenda with seven (7) changes [1) under the Appointments section, delete item entitled Determine next steps regarding one (1) vacancy - Oneida Election Board; 2) under the Appointments section, delete item entitled Determine next steps regarding one (1) vacancy - Oneida Land Commission; 3) under the Appointments section, delete item entitled Determine next steps regarding three (3) vacancies - Oneida Nation Veteran Affairs Committee; 4) under the New Business section, add item entitled Discuss the Roy Skenandore Memorial II Pool Tournament Proposal and determine next steps; 5) under the Executive Session, New Business section, delete item entitled Review application for one (1) vacancy - Oneida Election Board; 6) under the Executive Session, New Business section, delete item entitled Review application for one (1) vacancy - Oneida Land Commission; and 7) under the Executive Session, New Business section, delete item entitled Review application for three (3) vacancies - Oneida Nation Veteran Affairs Committee], noting the appointment related items are being deleted as they have already been reposted due to an insufficient number of applicants pursuant §105.5-5., seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,

Jameson Wilson

Not Present: Jonas Hill, Marlon Skenandore

Item V. was addressed next.

IV. OATH OF OFFICE**A. Oneida Election Board Ad Hoc Committee - Justine Huff, Mary King (00:30:04)**

Sponsor: Lisa Liggins, Secretary

Oaths of office administered by Secretary Lisa Liggins. Justine Huff and Mary King were present via Microsoft Teams.

Item VII. was addressed next.

V. MINUTES**A. Approve the December 10, 2025, regular Business Committee meeting minutes (00:04:29)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the December 10, 2025, regular Business Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,

Jameson Wilson

Not Present: Jonas Hill, Marlon Skenandore

DRAFT

B. Approve the December 19, 2025, special Business Committee meeting minutes (00:04:50)
Sponsor: Lisa Liggins, Secretary

Motion by Lawrence Barton to approve the December 19, 2025, special Business Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

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

C. Approve the January 2, 2026, emergency Business Committee meeting minutes (00:05:06)
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to approve the January 2, 2026, emergency Business Committee meeting minutes, seconded by Jameson Wilson. Motion carried:

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

VI. RESOLUTIONS

A. Adopt resolution entitled Amendments to the Workplace Violence Law (00:05:29)
Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to adopt resolution # 01-14-26-A Amendments to the Workplace Violence Law, seconded by Kirby Metoxen. Motion carried:

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

B. Adopt resolution entitled Amendments to the Hunting, Fishing, and Trapping Law (00:09:32)
Sponsor: Jameson Wilson, Councilman

Motion by Lawrence Barton to adopt resolution # 01-14-26-B Amendments to the Hunting, Fishing, and Trapping Law, seconded by Jennifer Webster. Motion carried:

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

C. Adopt resolution entitled Identifying Our Needs A Survey of Elders FY 2026-2029 Title VI Part A, B, and C Grant Application (00:12:11)
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lawrence Barton to adopt resolution # 01-14-26-C Identifying Our Needs A Survey of Elders FY 2026-2029 Title VI Part A, B, and C Grant Application, seconded by Jennifer Webster. Motion carried:

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

DRAFT

D. Adopt resolution entitled Amending Oneida Nation's P.L. 102-477 Plan to Add Vocational Rehabilitation (00:18:57)
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to adopt resolution # 01-14-26-D Amending Oneida Nation's P.L. 102-477 Plan to Add Vocational Rehabilitation, seconded by Lisa Liggins. Motion carried:

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

E. Enter the e-poll results into the record regarding the adopted BC Resolution # 12-30-25-A Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities (00:29:33)
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to enter the e-poll results into the record regarding the adopted BC Resolution # 12-30-25-A Oneida Nation Opposes Entering into Grants and Contracts Regarding ICE Facilities, seconded by Lawrence Barton. Motion carried:

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

Item IV. was addressed next.

VII. APPOINTMENTS

A. Post twelve (12) vacancies - Oneida Election Board Alternates (00:32:18)
Sponsor: Vicki Cornelius, Chair/Oneida Election Board

Motion by Lisa Liggins to post the twelve (12) vacancies for the Oneida Election Board Alternates in accordance with §105.7-1(c)(2), seconded by Lawrence Barton. Motion carried:

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

VIII. STANDING COMMITTEES**A. FINANCE COMMITTEE**

1. Accept the December 11, 2025, regular Finance Committee meeting minutes (00:32:38)
Sponsor: Lawrence Barton, Treasurer

Motion by Jennifer Webster to accept the December 11, 2025, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

DRAFT

2. **Accept the December 19, 2025, regular Finance Committee meeting minutes (00:32:59)**
Sponsor: Lawrence Barton, Treasurer

Motion by Jennifer Webster to accept the December 19, 2025, regular Finance Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

B. LEGISLATIVE OPERATING COMMITTEE

1. **Accept the December 3, 2025, regular Legislative Operating Committee meeting minutes (00:33:15)**
Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to accept the December 3, 2025, regular Legislative Operating Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

2. **Accept the December 17, 2025, regular Legislative Operating Committee meeting minutes (00:33:34)**
Sponsor: Jameson Wilson, Councilman

Motion by Lawrence Barton to accept the December 17, 2025, regular Legislative Operating Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

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

IX. TRAVEL REPORTS

A. **Approve the travel report - Councilman Kirby Metoxen - Native American Tourism of Wisconsin (NATOW) & Great Lakes Inter Tribal Council (GLITC) meeting - Bad River, WI - December 2-4, 2025 (00:33:54)**
Sponsor: Kirby Metoxen, Councilman

Motion by Jennifer Webster to approve the travel report from Councilman Kirby Metoxen for the Native American Tourism of Wisconsin (NATOW) & Great Lakes Inter Tribal Council (GLITC) meeting in Bad River, WI on December 2-4, 2025, seconded by Jameson Wilson. Motion carried:

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

DRAFT**X. TRAVEL REQUESTS**

A. Approve the travel request - Chairman Tehassi Hill - National Republican Senatorial Committee (NRSC) Winter Meeting - Palm Beach, FL - February 6-8, 2026 (00:34:31)
Sponsor: Tehassi Hill, Chairman

Motion by Jennifer Webster to approve the travel request from Chairman Tehassi Hill to attend the National Republican Senatorial Committee (NRSC) Winter Meeting in Palm Beach, FL on February 6-8, 2026, seconded by Lisa Liggins. Motion carried:

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

B. Approve the travel request - Additional OBC Members - 2026 Indian Gaming Tradeshow & Convention - San Diego, CA - March 29, 2026-April 3, 2026 (00:35:03)
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to approve the travel request for Treasurer Lawrence Barton, Secretary Lisa Liggins, and Councilmembers Jennifer Webster, Kirby Metoxen, Jonas Hill, and Jameson Wilson to attend the 2026 Indian Gaming Tradeshow & Convention in San Diego, CA on March 29, 2026-April 3, 2026, seconded by Jennifer Webster. Motion carried:

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

Motion by Lisa Liggins to approve the group travel request in accordance with §219.9-4(d) to attend the 2026 Indian Gaming Association Tradeshow & Convention in San Diego, CA on March 29-April 3, 2026, seconded by Kirby Metoxen. Motion carried:

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

C. Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) - Washington, D.C. - February 23-26, 2026 (00:39:56)
Sponsor: Jennifer Webster, Councilwoman

Motion by Jameson Wilson to approve the travel request for Councilwoman Jennifer Webster to attend the Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) in Washington, D.C. on February 23-26, 2026, seconded by Lisa Liggins. Motion carried:

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

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D. Approve the travel request - Councilwoman Jennifer Webster - Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) - Washington, D.C. - July 27-31, 2026 (00:40:39)
Sponsor: Jennifer Webster, Councilwoman

Motion by Lisa Liggins to approve the travel request for Councilwoman Jennifer Webster to attend the Indian Health Service (IHS) Tribal Self Governance Advisory Committee (TSGAC) in Washington, D.C. on July 27-31, 2026, seconded by Jameson Wilson. Motion carried:

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

E. Approve the travel request - Councilman Jonas Hill - National Congress of American Indians (NCAI) Executive Council Winter Session - Washington, D.C. - February 8-12, 2026 (00:43:04)
Sponsor: Jonas Hill, Councilman

Motion by Jennifer Webster to approve the travel request for Councilman Jonas Hill to attend the National Congress of American Indians (NCAI) Executive Council Winter Session in Washington, D.C. on February 8-12, 2026, seconded by Kirby Metoxen. Motion carried:

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

F. Approve the travel request - Councilman Kirby Metoxen - Native American Tourism of Wisconsin Annual 2026 Gala - Milwaukee, WI - January 30-31, 2026 (00:46:17)
Sponsor: Kirby Metoxen, Councilman

Motion by Jennifer Webster to approve the travel request for Councilman Kirby Metoxen to attend the Native American Tourism of Wisconsin Annual 2026 Gala in Milwaukee, WI on January 30-31, 2026, seconded by Jameson Wilson. Motion carried:

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

G. Approve the travel request - Councilman Kirby Metoxen - Wisconsin Governor's Conference on Tourism - Milwaukee, WI - March 15-17, 2026 (00:47:31)
Sponsor: Kirby Metoxen, Councilman

Motion by Jennifer Webster to approve the travel request for Councilman Kirby Metoxen to attend the Wisconsin Governor's Conference on Tourism in Milwaukee, WI on March 15-17, 2026, seconded by Jameson Wilson. Motion carried:

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

DRAFT

H. Approve the travel request in accordance with § 219.16-1. - Oneida Gaming Commission – 2026 Indian Gaming Conference - San Diego, CA - March 30, 2026 - April 3, 2026 (00:48:42)
Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission

Motion by Jennifer Webster to approve the travel request in accordance with § 219.16-1. For Oneida Gaming Commission to attend the 2026 Indian Gaming Tradeshow & Convention in San Diego, CA on March 30, 2026 - April 3, 2026, seconded by Lisa Liggins. Motion carried:

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

I. Enter the e-poll results into the record regarding the approved travel request - Chairman Tehassi Hill – 2026 Indian Gaming Tradeshow & Convention - San Diego, CA - March 29 - April 3, 2026 (00:49:17)
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved travel request for Chairman Tehassi Hill to attend the 2026 Indian Gaming Tradeshow and Convention in San Diego, CA on March 29, 2026 - April 3, 2026, seconded by Kirby Metoxen. Motion carried:

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

J. Enter the e-poll results into the record regarding the approved travel request - Councilman Jonas Hill - State Consultations - Departments of Corrections, Military Affairs, Administration & Revenue - Carter, WI - December 9-10, 2025 (00:49:48)
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved travel request for Councilman Jonas Hill to attend the State Consultations - Departments of Corrections, Military Affairs, Administration & Revenue in Carter, WI on December 9-10, 2025, seconded by Jameson Wilson. Motion carried:

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

K. Enter the e-poll results into the record regarding the approved travel request - Councilman Kirby Metoxen - Inspecting New York Properties for Economic Development - Syracuse, NY - January 6-9, 2026 (00:50:23)
Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to enter the e-poll results into the record regarding the approved travel request for Councilman Kirby Metoxen to attend the Inspecting New York Properties for Economic Development in Syracuse, NY on January 6-9, 2026, seconded by Jameson Wilson. Motion carried:

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

DRAFT

L. Enter the e-poll into the record regarding the travel request - Councilman Jonas Hill - Great Lakes Intertribal Food Coalition (GLIFC) Quarterly meeting - Carter, WI - January 20-22, 2026 (00:54:06)
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to enter the e-poll results into the record regarding the travel request for Councilman Jonas Hill to attend the Great Lakes Intertribal Food Coalition (GLIFC) Quarterly meeting in Carter, WI on January 20-22, 2026, seconded by Jennifer Webster. Motion carried:

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

XI. NEW BUSINESS

A. Community Concern - Anna John Resident Care Center declinations (00:54:33)
Sponsor: Pearl Webster, Tribal Member

Motion by Lawrence Barton to defer the Community Concern - Anna John Resident Care Center declinations to the January 28, 2026, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried:

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

B. Approve the Workplace Health Education Program Participation Agreement (00:55:05)
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to approve the Workplace Health Education Program Participation Agreement, seconded by Jennifer Webster. Motion carried:

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

C. Review the Three Card Poker Rules of Play and determine next steps (01:00:31)
Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission

Motion by Lisa Liggins to accept the notice of the Three Card Poker Rules of Play approved by the Oneida Gaming Commission on December 8, 2025, and to direct notice to the Oneida Gaming Commission there are no requested revisions under §501.6-14(d), seconded by Jennifer Webster. Motion carried:

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

DRAFT**D. Accept the memorandum regarding the withholding of pay for Councilman Marlon Skenandore (01:01:15)**

Sponsor: Lisa Summers, Director of Government Administration

Motion by Jennifer Webster to accept the memorandum regarding the withholding of pay for Councilman Marlon Skenandore, seconded by Jameson Wilson. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,

Jameson Wilson

Not Present: Jonas Hill, Marlon Skenandore

For the record: Secretary Lisa Liggins stated as noted in the memorandum included in the item today, Councilman Skenandore has continued his unexcused absence which began on Monday, October 13, 2025, through today, with the exception of weekendings December 13, 20, and 27th. As an elected official, in accordance with our oaths of office, it's our responsibility to act, in the best interest of our tribal members and the Nation. The Oneida Business Committee has taken action to uphold our responsibilities by adopting BC resolution # 10-22-25-B which withholds pay when Councilman Skenandore is unexcused.

I know that everyone can understand that situations arise in our lives where we need time to get back on track, however, in this situation, there has been a pattern of non-communication since October 13th. I encourage Councilman Marlon Skenandore to take care of his responsibilities in both his personal life and to his oath of office to the community and to the Oneida Nation. Thank you

E. Approve research request - Lee Dayberry - Capella University - Preparedness in Practice: Risk Perception and Disaster Preparedness in a Tribal Nation (01:10:11)

Sponsor: Jo Anne House, Chief Counsel

Motion by Jennifer Webster to approve the research request, consistent with resolution # BC 05-08-19-A, Research Request: Review and Approval to Conduct, and, in accordance with a.) Resolve #2(3), Lee Dayberry is required to submit the final draft research paper for review; b.) Resolve #2(4), Lee Dayberry is required to submit a copy of the published work and can request to present the research findings to the Oneida Business Committee; and c.) Resolve #5, any further use of this research information is subject to authorization by the Oneida Business Committee, seconded by Kirby Metoxen. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,

Jameson Wilson

Not Present: Jonas Hill, Marlon Skenandore

F. Approve the amended bylaws for the Oneida Personnel Commission (01:24:51)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to approve the amended bylaws for the Oneida Personnel Commission, with a change on line 310 of the redline copy from "Oneida Business Committee Support Office" to "Government Administrative Office", seconded by Jennifer Webster. Motion carried:

Ayes: Lawrence Barton, Lisa Liggins, Kirby Metoxen, Jennifer Webster,

Jameson Wilson

Not Present: Jonas Hill, Marlon Skenandore

DRAFT**G. Discuss the Roy Skenandore Memorial II Tournament Proposal and determine next steps (01:42:52)**
Sponsor: Ray Skenandore, Tribal Member

Motion by Lisa Liggins to support the Roy Skenandore Memorial II Tournament Proposal in the amount of \$200,000 pending receipt of the sponsorship benefits arising out of the financial support and with the requirement of a report from Mr. Skenandore on the return on investment of the event to be submitted no less than ninety (90) days after the event, and to direct the Economic Strategy Coordinator to follow-up with requestor to complete the necessary resolution to provide the financial support, seconded by Jennifer Webster. Motion carried:

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

For the record: Secretary Lisa Liggins stated I fully support this event; however, I do have concerns for the Oneida Nation continuing to provide ongoing financial support for external entities. Thank you

XII. GENERAL TRIBAL COUNCIL**A. Schedule a special General Tribal Council meeting to address the Powless-Buenrostro petitions # 2025-04 and # 2025-05 (02:25:45)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to schedule a special General Tribal Council meeting on Sunday, May 31, 2026, at 2:00 p.m. to address petitions # 2025-04 and # 2025-05, seconded by Jennifer Webster. Motion carried:

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

B. PETITIONER KIMBERLY SCHULTZ - PETITION # 2025-03**1. Accept the statement of effect regarding petition # 2025-03 (02:27:12)**
Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to accept the statement of effect regarding petition # 2025-03, seconded by Jennifer Webster. Motion carried:

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

DRAFT**2. Determine next steps regarding petition # 2025-03 (02:27:46)**
Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to deny the petition based on the Statement of Effect which identifies the petition would violate the Nation's Per Capita Law, General Welfare Assistance Law, and the Budget and Finances Law, on the Legal Review which identifies the petition creates liabilities for the Nation and members as it violates those laws, and on the Fiscal Analysis which identifies there is insufficient funding for the petition and approve the correspondence to the petitioner, seconded by Jameson Wilson. Motion carried:

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

XIII. EXECUTIVE SESSION (02:29:48)**A. REPORTS****1. Accept the Treasurer's November 2025 Report (01:29:58)**

Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to accept the Treasurer's November 2025 Report, seconded by Jennifer Webster. Motion carried:

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

2. Accept the Chief Counsel report (02:30:09)

Sponsor: Jo Anne House, Chief Counsel

Motion by Lisa Liggins to accept the Chief Counsel report, seconded by Lawrence Barton. Motion carried:

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

B. NEW BUSINESS**1. Accept the November 5, 2025, Business Committee Officer session notes (02:30:20)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the November 5, 2025, Business Committee Officer session notes, seconded by Jameson Wilson. Motion carried:

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

DRAFT

2. **Accept the December 3, 2025, Business Committee Officer session notes (02:30:34)**
Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to accept the December 3, 2025, Business Committee Officer session notes, seconded by Jennifer Webster. Motion carried:

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

3. **Discuss the Roy Skenandore Memorial II Pool Tournament and determine next steps (02:30:47)**
Sponsor: Lawrence Barton, Treasurer and Jonas Hill, Councilman

Motion by Lisa Liggins to accept the Roy Skenandore Memorial II Pool Tournament discussion as information, seconded by Jennifer Webster. Motion carried:

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

4. **Enter the e-poll results into the record regarding the approved authorization to execute the First Amendment to the Emergency Medical Services Agreement between Oneida and Village of Ashwaubenon (02:31:13)**
Sponsor: Lisa Liggins, Secretary

Motion by Lawrence Barton to enter the e-poll results into the record regarding the approved authorization to execute the First Amendment to the Emergency Medical Services Agreement between Oneida and Village of Ashwaubenon, seconded by Jennifer Webster. Motion carried:

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

Item II.A. was addressed next.

XIV. ADJOURN (03:00:59)

Motion by Lisa Liggins to adjourn at 11:31 a.m., seconded by Jennifer Webster. Motion carried:

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

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

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Approval of Use of Economic Development Diversification and Community...

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Accept Resolution of Approval of Use of EDDCD Funds for a donation of \$200,000

+

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Primary Requestor: (Name, Title/Entity)



Cover Letter

To: Oneida Business Committee

From: Justin Nishimoto, Economic Strategy Coordinator

Date: January 13, 2026

Subject: Submission of Pool Tournament Analysis and Draft Resolution for EDDCD Fund Sponsorship

Dear Business Committee Members,

I am submitting the attached materials for your review regarding the request to utilize the Economic Development, Diversity, and Community Development (EDDCD) Fund to sponsor the Roy Skenandore Memorial II Pool Tournament and the associated 2026 Women's 8-Ball World Championship.

At the January 14, 2026, OBC meeting, I was formally tasked by the Oneida Business Committee to draft the resolution authorizing the use of EDDCD funds for this event. In support of this directive, I reviewed the event proposal and compiled the following attachments for your consideration:

Included Attachments

1. Pool Tournament Analysis 2025 – An evaluation of the prior year's event, including its financial impacts and alignment with EDDCD goals.
2. BC Agenda Request – Roy Skenandore Memorial II Tournament – Event proposal, cost breakdown, and projected economic impacts.
3. Draft Resolution (attached separately when completed) – Authorizing the allocation of EDDCD funds for sponsorship.

Summary of Findings

Based on the analysis provided:

- The tournament aligns with the EDDCD Fund's objectives, particularly in visitor attraction, revenue generation, and marketing & image enhancement for the Nation.

- Last year's event drew significant national and international attention and has the potential to expand further in 2026. The proposal outlines increased attendance, enhanced viewership, and wider economic benefits for Oneida businesses.
- Some uncertainties remain regarding direct gaming revenue tracking, but improved data collection measures are recommended moving forward.

Purpose of Submission

This packet is being presented in fulfillment of the Committee's direction to:

1. Provide an evaluative summary of the request, and
2. Develop a draft resolution authorizing the use of EDDCD funds for the event sponsorship.

I will be available at the upcoming BC meeting to answer questions, provide clarification on the analysis, or adjust the supporting resolution as needed.

Thank you for the opportunity to contribute to this important decision and for your continued leadership in advancing strategic economic opportunities for the Oneida Nation.

Yawa?kó (Thank you),

Justin Nishimoto
Economic Strategy Coordinator

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Approval of Use of EDDCD Funds for a donation of \$200,000 for donation for Roy Skenandore Memorial Pool Tournament II

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

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

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

6 **WHEREAS**, the Economic Development, Diversification and Community Development Fund was
7 created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the
8 procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C,
9 and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development,*
10 *Diversification and Community Development Fund As Amended*; and

11 **WHEREAS**, the Oneida Business Committee has previously supported community-based initiatives
12 through the EDDCD Fund, including past allocations for the Roy Skenandore Memorial
13 Pool Tournament, recognizing its cultural, recreational, and community-building value; and

14 **WHEREAS**, a request has been submitted for a \$200,000 donation from the EDDCD Fund to support
15 the continued success and expansion of the Roy Skenandore Memorial Pool Tournament;
16 and

17 **WHEREAS**, the use of the EDDCD Fund for this purpose aligns with the fund's intent to support
18 community development, cultural engagement, and economic activity within the Oneida
19 Nation.

20 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee approves the allocation of
21 \$200,000 from the Economic Development, Diversification and Community Development Fund for the
22 purpose of supporting the Roy Skenandore Memorial Pool Tournament.

23 **BE IT FUTHER RESOLVED**, the \$200,000 allocation is to be used solely for the expenses associated with
24 the Roy Skenandore Memorial Pool Tournament, and any unspent funds shall be returned to the Economic
25 Development, Diversification and Community Development Fund.

26 **BE IT FINALLY RESOLVED**, the responsible party for administration and oversight of these funds is
27 identified as Dean Roeseler of Dr. Pool.



Memorandum

To: Oneida Business Committee
From: Justin Nishimoto, Economic Strategy Coordinator
Date: January 13, 2026
Re: EDDCD Fund Sponsorship for Pool Tournament

Background

At the direction of the Oneida Business Committee, I have reviewed the request to utilize the Economic Development, Diversity, and Community Development (EDDCD) Fund to support a pool tournament to be held at the Oneida Casino Hotel. This review focused on whether the proposed use aligns with the EDDCD Fund guiding principles and on evaluating outcomes from the prior tournament, particularly related to casino revenue generation.

Current Request

The current request proposes the use of EDDCD funds to support a pool tournament intended to draw regional and national visitors to the Oneida Reservation. The event is framed as a visitor attraction and marketing opportunity with potential economic benefits to Oneida-owned enterprises, including the hotel, food and beverage outlets, and gaming operations.

Alignment with EDDCD Fund Guidelines

Based on a review of the EDDCD Fund Guiding Documents, the proposed tournament generally aligns with the Economic Development Plan, specifically in the areas of:

- **Visitor Attraction** – Supporting events that may increase visitation to the Reservation.
- **Marketing and Image** – Promoting the Oneida Nation through regional and national exposure.

From a policy perspective, the proposed use of EDDCD funds is allowable and can be considered consistent with the stated purpose of the fund.

Findings and Areas of Concern

While the event aligns with the intent of the EDDCD Fund, the review identified several considerations that warrant caution:

- **Casino Revenue Uncertainty:** Available information from the prior tournament does not clearly demonstrate a measurable increase in gaming revenue directly attributable to the event.
- **Limited Data Tracking:** A significant portion of tournament participants may not have stayed overnight or used player cards, limiting the ability to accurately track gaming activity.
- **Reliance on Projections:** Revenue expectations appear to be based largely on projections rather than verified performance data from the previous event.

As a result, the overall financial return to gaming operations remains uncertain.

In Closing

The requested use of the Economic Development, Diversity, and Community Development Fund for the pool tournament is within the scope of allowable expenditures under the fund's guiding principles. However, based on the limited casino revenue data from the prior event, there is insufficient information at this time to fully evaluate the return on investment, particularly from a gaming perspective.

Should the Business Committee consider approving this request, it may be prudent to do so with conditions, including the development of improved data collection and reporting mechanisms related to hotel occupancy, food and beverage sales, and gaming activity. This would support more informed decision-making for future event sponsorships.

Business Committee Agenda Request

1. Meeting Date Requested: 01/14/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Roy Skenandore Memorial II Tournament Proposal

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Mark W. Powless, General Manager

Louise Cornelius, Gaming General Manager

Michelle Danforth-Anderson - Toursim

Justin Nishimoto - Economic Strategy

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Ray Skenandore, Tribal Member

Primary Requestor: (Name, Title/Entity)



Tournament Proposal 2026

January 2, 2026

Ray Skenandore and Dean 'DR Pool' Roeseler

Dr Pool Promotions Inc.

1329 Meadowbrook Drive

Watertown WI 53098

(920)206-6355

dean@drpool.net

WPBA President

dean@wpba.com

Cell 920-988-0493



Overview

After the successful July 2025 completion of the first ever Oneida WPA Women's 8-Ball World Championship and the Roy Skenandore Memorial, we have the opportunity to host the second year of both of these events. We feel that the second year will outdo the first, in organization, viewership, attendance, and talent. In addition, some other organizations were impressed with our accomplishments and would like to be a part of year two. The proposed date of this tourney is July 24-28, 2026.

This year Dr. Pool and I have met with additional Oneida tribal organizations, and individuals beforehand. Through these discussions and planning efforts our new ask of the tribe is...

Option A:

-\$150,000

Contingent upon matching funds of \$150,000 from the State of Wisconsin Grant. This grant is specifically written for events like this, to help Wisconsin be able to bid and host the world's biggest events!

Option B:

-\$200,000

(For reference, the total ask and approved tribal contribution last year was \$163,000.)

Goals:

1. We have the opportunity to host the second year of the Oneida WPA Women's 8-ball World Championship. Last year athletes from 29 different countries traveled to Oneida to compete. We anticipate more response from other countries in year two. The spectator attendance was phenomenal. The local and international press coverage was even greater than anticipated, and we feel we can increase the regional coverage even more. We are developing a bigger spectator layout for more seating during the quarter, semi and final matches to take care of standing room only spectators. The signage provided by Big Bear Media was top notch.
- 2: Double the size of the Roy Skenandore Memorial event. The event last year was held over the fourth of July weekend and therefore diminished the attendance due to family commitments. We feel the date change will allow us to accomplish this new goal.
3. Continue to showcase the Oneida Casino and Hotel as a top destination on a local, national, and world stage and continue to attract opportunities or events that will draw national exposure and drive economic development and visitors to Oneida.
4. Expand last year's youth clinic taught by the pros, and bring it to Oneida with more free participation for tribal youth.
5. Move our opening ceremonies from Lambeau Field to Oneida.

Specifications

Components	Price
Roy Skenandore Memorial Tournament prize money.	\$20,000
DR Pool's fee for table rental, staff and other costs.	\$10,000
Women's World 8-Ball Championships prize money.	\$150,000
World Sanctioning fee.	\$10,000
Facility Cost - space needed to run tournaments - Flat fee offer all inclusive	\$40,000
Hotel rooms for staff(tournament directors, refs, table professionals, etc) - 150 total room nights (\$129[staff room rate]+\$20.00 tax[15.5% room tax] =	\$22,350
Total	252,350

Opening ceremonies were done at Lambeau last year. This year we are moving this event kickoff to fully owned tribal businesses such as Thornberry. These costs range from \$20,000 to \$35,000. This will likely depend on the State of Wisconsin grant, that is meant to make events here more memorable and likely to come back year after year.!

Sponsorships

The amateur tournament will be called the "**Roy Skenandore Memorial II**" and will be run by DR Pool and staff. 207 players participated last year during the 4th of July week. We expect many more this time around as the word spreads about this event.

- This amateur tournament will have a minimum of **\$20,000** added to the player's prize pool.
- This money will be spread out among the many divisions of 9-ball and 8-ball.

The professional tournament will remain the same: "**Oneida WPA Women's 8-Ball World Championship**." This event is sanctioned by the World Pool-Billiards Association. This 64 player tournament will decide the **2026** Women's World Champion of 8 Ball pool. The Defending Champion is Jasmin Ouschan of Austria. This event is invite-only, and invitations will be sent out 5-6 months in advance..

- This professional tournament must have a minimum of **\$150,000** added to the player's prize pool per the WPA contract, but we hope to add more.

Facility Cost

We have been quoted a price from the Oneida Hotel. In an effort to minimize costs, DR Pool has negotiated new offers for renting the convention space. The space needed will cost a minimum of \$40,000.

Accommodations for staff

DR Pool's staff will set-up and tear down the pool tables, provide maintenance, hang lighting, signage, etc. DR Pool will provide lodging for staff, officials, major sponsors and referees. Estimated cost based on current rates will be \$22,350. Last year's expenditure for one week was \$23,343.

Revenues

Components	Revenue
Hotel Estimate	\$66,000
Food and Beverage est.	\$60,000
Gaming	\$75,000
Total	\$201,000

DR Pool's amateur tournaments range in attendance between 100 and 700 players. Actual turnout depends on a few factors, such as added money, time of year, and location/promotion of the event. Being on the top end of the added money spectrum, attached to a casino, and the buzz factor of the accompanying professional women's event are big reasons we expect a great turnout! We are expecting 350-400 players plus spectators. Most of these players will be from all over the state of Wisconsin.

In the pro event, 64 of the world's finest pool players will again come from the four corners of the world to Oneida! Each player is expected to bring 0.5 attendees with them, as many travel alone, but some will bring an entourage, and some are known to bring a translator or media with them as well.

We estimate this event bringing in 250 people on Thursday, 500 people on Friday, 500 people on Saturday, and 250 people on Sunday. This is total players, staff, and attendees.

Non-Gaming



The Wisconsin Economic Development Department (wecd.org) uses a formula to predict the economic impact of each visitor. The direct impact of visitors with a hotel room is \$227/day. This calculation noted hotel, food, gas, and incidentals. (These numbers do not include gaming). Pool is an indoor sport, so participants generally remain on site. This puts Oneida Hotel in a great position to capture all of that direct revenue.

The block-priced room rate for players is \$159/night and staff at \$129/night. Room blocks normally sell out long before the event starts, incentivizing players to make plans early.

If each attendee spends \$40 per day on food and drinks, the total added revenue for food and beverage would be **\$60,000**.

Gaming

Gaming revenue is generally not shared, and hard to find. Research shows gaming uses many measuring tools to calculate revenue such as GGR(Gross Gaming Revenue), CPA(Cost Per Acquisition), ARPU(Average Revenue Per User). Since it is unknown which accounting methods are used by the Oneida Casino, these exact projections should come from our gaming experts at the Oneida Casino.

It's worth noting that many pool players don't gamble on player cards so they are not easily tracked individually, but as a group I can't think of a bunch that gambles more! I would still like to see the numbers(hotel and casino revenue and profit) from July 2024 and compare to July 2025. I believe that this amazing event has already proven itself on these metrics and will only improve in year two.

I have worked and played in casinos and pool tournaments my whole life and know that pool is synonymous with gambling! I like to play a slot machine before my pool matches to sharpen the quick twitch neurons firing in my brain. I like to play poker and bet on sports in between my pool matches to relax. If I win money at a pool tournament, I love to reward myself by going straight to the casino to test my luck! I am not alone.

We conservatively estimate 1,000 people to walk into the Oneida Hotel and Casino for the week of pool festivities. I estimate 75% of all adult attendees including players, staff, sponsors, and spectators will gamble on site. If they each only put \$100 in action (in a slot



machine, sports book kiosk, or the table games) this adds up to **\$75,000** in gaming revenues. Many players gamble much more than that. As this event grows, so will the odds of capturing the play of MASSIVE gamblers. In the gaming industry these people are known as 'whales'. When these gamblers enter the casino they skew the more humble gaming estimates to much higher ones. I would be shocked if this hasn't already happened.

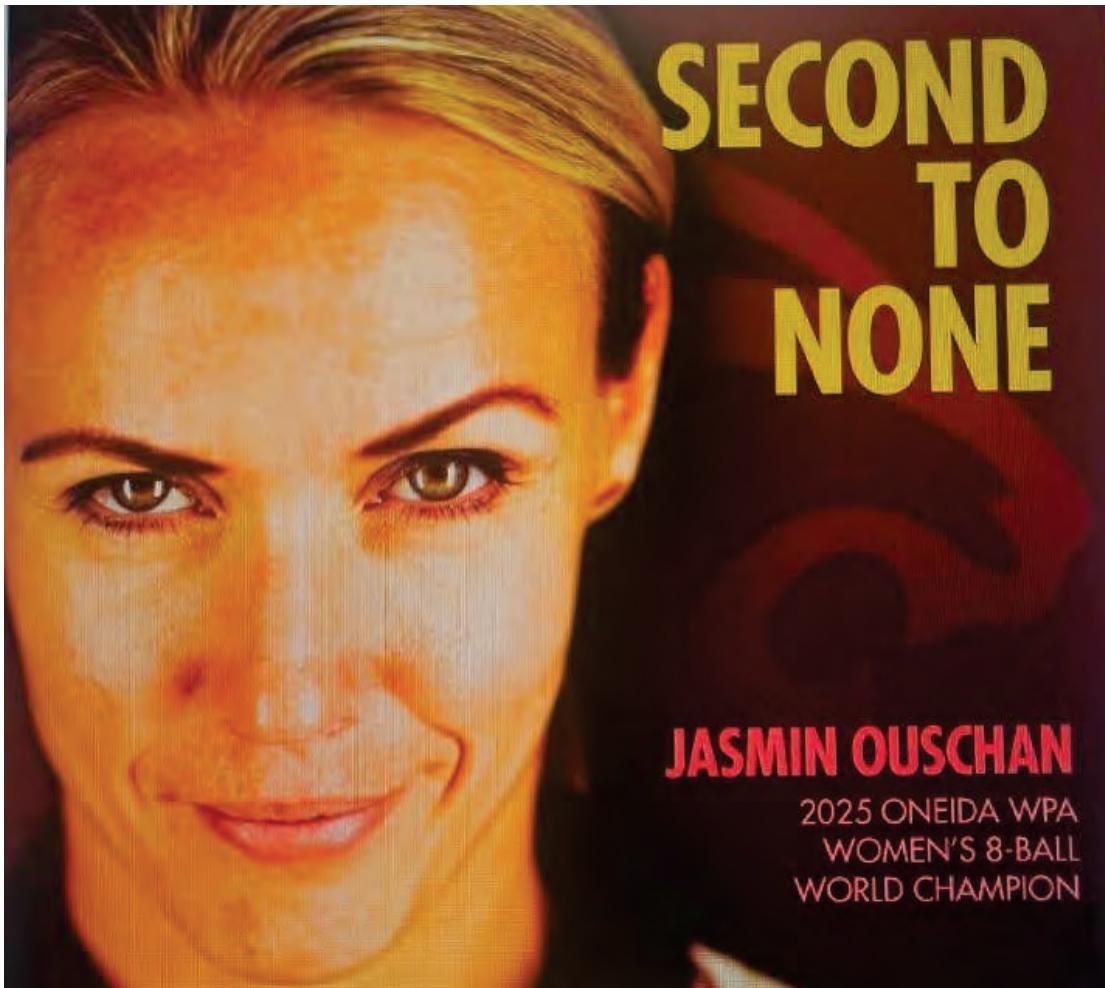
Milestones

Viewership: Last year the 4 streamed tables on Billiard TV during the event were **150,000** plus hours of viewing by **370,000** unique viewers. The WPBA Youtube channel had **573,500** views with an average viewing time of 15 minutes(see attachment). These streaming viewership numbers are only from July 2-7. They are still available to be seen on these platforms, so these numbers will continue to rise over time.

Memorial for a great Oneida

Roy Skenandore was a Oneida Army veteran and graduate of UW-Milwaukee. In 1977, Roy and Alice moved to Las Vegas, NV started a family and a new career in gaming. Roy answered the call back to the reservation from his tribe that was starting a new casino in 1991. He was recently honored for his contributions to Indian gaming with a posthumous award received by family at the G2E Gaming conference in Las Vegas (Oct 2024). Indian Gaming Association Chairman Ernie Stevens Jr. spoke at the event in Las Vegas and again honored the gaming legacy of Roy Skenandore with a speech and plaques given at the opening ceremony for the **2025 Oneida WPA Women's 8-Ball World Championship**.

World Championship tournament



Hosting this event again will be a rare opportunity, one that has never happened before in this state and only once before on this continent. DR Pool has a longstanding history of running pool tournaments with Indian casinos. He has offered this prestigious tournament to us again to showcase the Oneida tribe and all it has to offer..

Other Opportunities

Spectator Fees

The 2025 advance ticket sales through Eventbrite by the WPBA were \$6234.04 which Oneida tourism received half. (\$3117.02). These sales will again be split, with half going back to the tribe, incentivizing an even bigger final day for this World Championship.

Opportunity Attraction Fund

An exciting possible source of outside funding has been recently made available. Kirby Metoxen informed me about a new grant to help bring events like the WW8BC to Wisconsin. The 'Opportunity Attraction Fund' will match dollar for dollar up to \$5 million! I spoke with Ann Deuser at travelwisconsin.com and Sarah Duchemin at Wisconsin Economic Development Corporation (wecd.org), and they both were excited to hear about this event and think it is a perfect fit for this new funding! Although I've loved my time at the CEC, Sarah Duchemin advised me to hand off the next step of creating an account for this funding to the tribe. This is the only way to get the application.

Alice Skenandore is a co-founder of the Wise Women Gathering Place and has written many grants. She has offered to volunteer and help to secure this grant. This grant is for matching funds, so the application for this amazing opportunity starts after funding has been made official.

2026 AND BEYOND!

If you thought last year's show was great, tune in this year!!!

ONEIDA HOTEL BOOKING and SERVICES CONTRACT

This Booking and Services Contract ("this Agreement") is made and entered into the last date written below, by and between the ONEIDA HOTEL, managed by Aimbridge Hospitality ("Hotel/Facility") and DR Pool Promotions, Inc..

RECITALS:

The parties wish to reduce their understanding to writing. NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are acknowledged, the parties agree as follows:

Reservation of Rooms. Group reserves the block of rooms set forth on the attached Schedule "A: (the "Block") for the dates (the "Stay") and rates set forth therein. If groups are reserved at state rate or federal rate, current per diem at time of stay will apply. All rates are subject to a 15.50 room tax. Hotel shall reserve the Block exclusively for Group in the number and for the days set forth on the attached Schedule "A." Group shall instruct its individual members to reserve rooms only within the Block.

Meeting Room Requirements. Hotel shall reserve for Group, meeting rooms on the days and at the times during the Stay and for the charges set forth on the attached Schedule "B." Hotel reserves the right to assign and change meeting room(s) as may be appropriate at the sole discretion of Hotel with notification.

Banquet Requirements. Hotel shall provide to Group the banquet services set forth on the attached Schedule "B." No later than 3 days before the first date for reservation of rooms in the Block, Group shall submit to Hotel a Banquet Event Order for each meal to be served by Hotel to Group during Group's stay at the Facility. A copy of the current price list for banquet services offered by Hotel is available upon request. However, the Hotel reserves the right to increase the price of any and all items listed up to the deadline for the submission of the Banquet Event Order (notwithstanding the actual date of submission of the Banquet Event Order). Hotel shall confirm banquet service prices with Group within 5 days after the expiration of the deadline for submission of the Banquet Event Order. The Hotel will provide the event planner in advance a function sheet(s) detailing the event(s) in question. It is the responsibility of the event planner to review and return to the Catering Representative a copy bearing an authorized signature indicating approval of said details. If necessary, changes and/or additions should be made no later than 14 days prior to the function except the final guarantee.

- Hotel reserves the right to substitute entrée items based on availability with notification.
- All banquet charges include a service charge plus state and local taxes.
- No alcoholic beverages or food items may be brought upon the Hotel premises except for gifts and prizes that remain unopened on the Facility premises.
- All food items must be supplied and prepared by the hotel and may not be removed from the premises, even if there is food left over from the event. It is a violation of the Health Code for leftover banquet food to be removed from the event facilities by guests.
- ONEIDA HOTEL enforces the minimum drinking age of 21 with no exceptions when serving alcoholic beverages.
- Group agrees to begin its function promptly at the scheduled time and agrees to have their guests, invitees, and other persons vacate the designated function area at the closing hour indicated.
- ONEIDA HOTEL reserves the right to inspect and control all private parties, meetings, receptions, wedding, etc. being held on the premises and to limit the noise volume in our function rooms for the consideration of others.
- There will be an additional charge for "Changing the Room Setup" on the day of the function once the room has been setup as per your original order. For groups up to 30 (15 0), groups up to 50 (175.00), groups up to 100 (125), and groups above 100 (115 0).
- ONEIDA HOTEL reserves the right to assess charges for damages incurred due to the misuse or abuse of equipment and/or facilities during the course of an event. The Hotel does not permit the affixing of anything to the walls, floors or ceiling of the rooms with nails, staples, tape, or any other substance. Any damage suffered, cost of repair, and/or replacement will be billed to the Group.
- No smoke machines, fog machines or haze machines are allowed in the banquet space at the ONEIDA HOTEL

Initials indicate "banquet requirements" has been explained and is understood.

Special Needs. If Group has special needs (Use of electricity, gas, etc. is restricted by local codes and may require engineering. Fee for special needs will be quoted in advance and billed on an attendance guarantees), complete details of any special needs must be submitted to Hotel on the attached Schedule "B" no later than 180 days before the first day of the Stay. Hotel reserves the right to charge the reasonable cost of meeting any such special needs. Hotel shall not be responsible to meet any special needs that are not set forth on the attached Schedule "B." Hotel shall not be responsible to meet any special need that, in the sole discretion of Hotel, poses undue risk of property damage or bodily harm to anything or person, would render void or increase the cost of any insurance of Hotel or is beyond the reasonable capability of Hotel to fulfill. If Hotel has agreed to meet the special need(s) requested by Group, no later than 30 days before the first day of the Stay, Hotel shall notify Group of the charges for meeting such special needs. Failure by Group to object to such charges within 7 days of notification shall be deemed acceptance of the charges by Group. If Group objects to such charges, Hotel shall not be obligated to meet the special needs of Group.

Vendors and Third Parties. All Business sales with vendor/trade shows not open to the public are exempt. This would apply to all ballrooms, foyers and pre-function space. The vendor/organization would be responsible for the appropriate Licensing, Certificate of Insurance, and Permits for all business sales to the public. No later than 60 days before the first day of the booking, Group shall submit to Hotel a list of vendors and third parties who are scheduled to participate in any meeting, displays or events at the Facility during the Group's stay. Group shall not allow any third party to bring upon the premises any item of property or perform any activity that might result in property damage, personal injury, or is contrary to Hotel policy.

Final Review Date. If the first day of the Stay is more than 1 year from the effective date of this Agreement, then, notwithstanding the rooms and services requested herein, no later than 365 days before the first day of the Stay, Group may notify Hotel that it desires to modify the requested Block or other services requested herein, and the Block and such services may be cancelled or reduced without liability to Group. Group shall have no right to increase the Block or other services, except to the extent Hotel has the ability to meet such increased needs. Any amendment of this Agreement as of the Final Review Date shall be set forth on Schedule "C" – Final Review Adjustments Form.

Guaranty of Payment. Group guarantees payment of the charges set forth on the attached Schedules. Notwithstanding the fact that members of the Group intend to reserve rooms in the Block, which, when used by such member during the Stay will reduce Group's liability for payment hereunder, Group is primarily liable to make payment for all the charges set forth in this Agreement. Group waives all diligence on behalf of Hotel in collecting from any individual member of Group for any sums that maybe due hereunder. Group waives notice of default by any individual member for sums that may be due for services provided by Hotel. Hotel shall issue an invoice to Group for all charges except for any damages that may be claimed by Hotel for breach hereof on the last date of booking. Group shall make payment of all such charges no later than 30 days from the date of such invoice.

Deliveries to Facility. Either Group nor any vendor or third party providing products or services to Group shall deliver any materials to the Facility more than 3 days prior to the first date of the block. Any materials left on premises after such time may be stored by Hotel at a storage charge of \$100.00 per day or may be considered abandoned and disposed of by Hotel without liability to Group or any third party vendor or supplier. Group shall be responsible to advise any third party vendor or supplier of this provision.

Lost Items and Damage. Hotel shall not be responsible for lost, stolen, or misplaced items. Group is responsible for vendors and third parties and the services vendors and third parties provide to Group. Any damages to the Hotel or its facilities resulting from vendors or third parties will be the responsibility of Group. Group will be billed for damages or have the responsibility to collect from vendors or third parties.

Insurance. If Group is holding any meetings/functions at the Facility, no fewer than 30 days before the first date of the block, Group shall provide to Hotel, certificates of liability and worker compensation insurance in amounts and through insurance companies licensed to do business in the State of Wisconsin and acceptable to Hotel. Group authorizes Hotel to confirm directly with such insurance companies that such insurance continues in full force and effect. At the request of Hotel, Group shall cause to be provided similar certificates of insurance from all vendors and third parties scheduled to participate in any meetings/events or displays at the Facility during the Stay.

Indemnification. Group shall indemnify, defend and hold harmless Hotel, its affiliates, employees, directors and officers, agents and attorneys from and against any losses, damages, claims or expenses or liability, including reasonable attorney fees, asserted by members of Group or any other person or entity for any claimed or actual

property damage or personal injury arising out of the use of the Facility by Group or by any vendor or third party who may be upon the Hotel premises because of Group's activities thereon, except to the extent the same is caused by the negligence of Hotel.

Compliance with Law. Group shall comply with all local, state and federal laws and ordinances at the Facility during all times Group is at the Facility. Group shall be solely responsible for obtaining all permits and licenses and other permission that may be required to conduct the activities Group plans to conduct at the Facility. Group shall provide copies of all such permits, licenses and permission to Hotel upon Hotel's request. Group shall abide by all rules and reasonable request of Hotel, including, but not limited to, limitation of noise volume levels. Group shall not misuse or abuse equipment or facilities. Group shall not affix any kind of adhesives, nails, pins or other such items to any part of the Facility without the prior approval of Hotel.

Protective Protocol: The hotel will act in accordance with state and local directives to ensure everyone's health and safety. Accordingly, the Hotel has carried out extensive training and implemented protocols designed by (ONEIDA HOTEL) and management for all associates relative to cleaning programs, guest interactions and the requirement that personal protective equipment be used at all times. Group event coordinators and Group attendees/guests agree to follow all current guidelines and regulations including wearing face coverings and practicing social distancing at all times they are on hotel property. The Hotel reserves the right to remove associates from the servicing of your event, should these requirements not be followed. Should the Group or any attendees breach this clause, the Hotel may terminate the Event immediately without any liability or penalty. Group agrees to indemnify Hotel, the owner of the premises, and the management company hired by the owner of the premises, for any fines, liabilities, penalties, costs, including attorney's fees, assessed against the Hotel as a result of Group or Group's attendees breach of this clause.

____ *Initials indicate "Protective Protocol" has been explained and is understood.*

Default The following shall constitute events of default:

- (a.) The failure of at least 85% of the number of rooms in the Block, as to a default in the number of rooms used, to collect the difference between the lesser of (i.) the total unused rooms in the Hotel during the Stay of (ii.) 75% of the actual group for the difference between 85% of the Block and the actual number of rooms used.
- (b.) The failure to use the meeting rooms reserved as to meeting rooms that are reserved and not used, group shall be charged and published daily meeting room rate for each room each day.
- (c.) The Failure to require the number of meals indicated on the Banquet Event Orders submitted by Group and guaranteed by Group 72 hours prior to the Event to collect 85% of the charges for the services that were to be provided minus the Hotel's cost of such services.
- (d.) The failure to make payment when and as due hereunder
- (e.) The failure to abide any of the other terms of this Agreement

____ *Initials indicate "default" has been explained and is understood.*

Cancellation The following shall constitute events of default:

- (f.) The cancellation of the booking of the Event after the Final Review Date
- (g.) As to cancellation of the Event after the Final Review Date to collect liquidated damages in the following amounts based on collection of the following items:

CANCELLATION	
Between 365 days and 90 days before the first day of Event	50% of Room Block charges as set forth on Schedule "A" and 50% of projected Food & Beverage revenue and fees as set forth on Schedule "B"
Between 90 days and 31 days before the first day of Event	75% of Room Block charges as set forth on Schedule "A" and 75% of projected Food & Beverage revenue and fees as set forth on Schedule "B"
Between 30 days and the first day of Event	100% of Room Block charges as set forth on Schedule "A" and 100% of projected Food & Beverage revenue and fees as set forth on Schedule "B"

Group acknowledges that Cancellation of this Agreement after the Final Review Date will cause damages to the Hotel that the Hotel will in all likelihood not be able to mitigate its damages, and that those damages will increase the closer the date of cancellation is to the first date of the Event. Group further acknowledges that it would be difficult, time consuming and burdensome for Hotel to calculate its actual damages resulting from cancellation and that the percentages set forth immediately above are reasonable estimates of the damages Hotel will incur if this Agreement is cancelled within the timeframes set forth above.

Initials indicate "cancellation" has been explained and is understood.

Interest and Attorneys' Fees. In addition to any other damages that may be collected by Hotel, Group shall pay interest at the rate of 18% per annum on all sums past due when and as required hereunder. In addition, Group shall pay all costs of collection, including reasonable attorneys' fees that may be expended by Hotel to collect any sums payable by Group hereunder, whether such costs and fees are incurred before or after the initiation of a lawsuit or before or after the entry of judgment.

Remedies Cumulative. Except for the cancellation damages provided in Paragraph 14 above, all remedies of Hotel are cumulative and no election of one remedy shall preclude exercise of any other remedy.

Force Majeure. Both parties shall not be in breach of this Agreement for failing to perform if such failure is the result of circumstances beyond the reasonable control of both parties including, but not limited to, acts of God, governmental regulations, disaster, civil disorder, terrorism, outbreak of war, unavailability of supplies, disruption of utility service, strike or any like condition.

Notification of Tax Exempt Status. Group shall be recognized and billed as a tax exempt organization provided Hotel has been given Group's Wisconsin state sales tax exempt number within 24 hours before the first date of the block. Such exemption does not apply to the hotel occupancy tax nor to any individual member of the Group who pays for a room.

Due Authorization. Group represents and warrants to Hotel that the person signing this Agreement has been duly authorized by Group to bind the Group to this contract and that no further permissions or approvals are required for such person to execute this document in favor of Hotel.

Binding Effect. This Agreement is binding upon the parties hereto, their respective successors and assigns. Notwithstanding the foregoing, this Agreement may not be assigned by Group without the prior written consent of Hotel.

Severability. If any of the provisions of this Agreement are deemed to be illegal or unenforceable by a court or other legal tribunal in the proper exercise of its jurisdiction, the remaining provisions shall be unaffected and shall continue in full force and effect.

Governing Law. This Agreement is entered into and shall be construed in accordance with the laws of the State of Wisconsin.

Venue. Any dispute over the provisions of this Agreement or the performance hereof, including, but not limited to, any enforcement action, shall be exclusively venued in the Circuit Court for Brown County, Wisconsin. Group waives the right to remove any such proceeding to the Federal District Court.

Entire Agreement. This is the entire Agreement between the parties hereto. In entering into this Agreement, neither party is relying on any inducements, promises, terms or conditions which are not specifically set forth herein. This Agreement may be amended only a writing signed by both parties hereto provided, however, that forms to be completed by Group shall be completed within the time set forth herein and shall become a part of this Agreement.

Effective Date. This Agreement shall be effective the date it is signed by Hotel and shall not be binding upon Hotel until such date.

IN WITNESS WHEREOF this Agreement has been executed to be effective the date of acceptance by Hotel.

DR Pool Promotions, Inc.:

Date: _____ By: _____
Its: _____

ONEIDA CASINO HOTEL

Date: _____ By: _____
Its: _____

SIGNED CONTRACT DUE BY: January 17th, 2025

Advertising Promotional Acknowledgement. The Client agrees that all advertising, promotional materials, and any other collateral related to the event to be held at Oneida Casino Hotel must be submitted to Oneida Casino Hotel for review and approval prior to distribution. The Client shall not use the name, logo, or any trademarks of Oneida Casino Hotel in any promotional materials without prior written consent from Oneida Casino Hotel. Approval or disapproval of such materials will be provided by Oneida Casino Hotel within 10 business days of submission. Failure to comply with this clause may result in the cancellation of the event and forfeiture of any deposits paid.

IN WITNESS WHEREOF this Agreement has been executed to be effective the date of acceptance by Hotel.

DR Pool Promotions, Inc.:

Date: _____ By: _____
Its: _____

ONEIDA HOTEL

Date: _____ By: _____
Its: _____



Managed by Aimbridge Hospitality

BOOKING & SERVICES CONTRACT SCHEDULE A

ROOM BLOCK INFORMATION

COMPANY/GROUP INFO

ON-SITE DATE: June 30, 2025

COMPANY/GROUP NAME:	DR Pool Promotions, Inc.
POST AS:	WPBA Tournament
CONTACT:	Dean Roeseler
MAILING ADDRESS:	1301 Allwardt St. 4D
CITY/STATE:	Watertown WI

ROOM BLOCK INFORMATION

		Mon 06/30/2025		Tue 07/01/2025		Wed 07/02/2025		Thu 07/03/2025	
	Sgl/Db	Rooms	Rate	Rooms	Rate	Rooms	Rate	Rooms	Rate
Run of House	S	5	\$139.00	20	\$139.00	35	\$139.00	100	\$139.00
		Fri 07/04/2025		Sat 07/05/2025		Sun 07/06/2025			
Run of House	S	150	\$139.00	150	\$139.00	20	\$139.00		

Room Tax:	15.50	Block Cut-off Date:	June 1st, 2025
Additional Information:	<ul style="list-style-type: none"> 1-40 comp based on actualized rooms booked in the block To avoid attrition 60 days prior to date of arrival (May 1st, 2025) block will be reduced by 50% of rooms left to sell. 15 staff rooms at a rate of \$119.00+ tax rooming list must be turned in by May 1st, 2025. 		
Reservation Method:	Reservations for the Event will be made by individual attendees directly with Hotel's reservation department (Call 800-238-4263 or the hotel direct at 920-494-7300). In order to receive the group rate, your attendees must ask for a room in the WPBA Tournament room block.		

DR Pool Promotions, Inc.:

Date: _____ By: _____

ONEIDA HOTEL

Date: _____ By: _____

SIGNED CONTRACT DUE BY: January 17th, 2025

Sales Contact: Gretel Mytton

Direct Telephone: 920-405-6412



Managed by Aimbridge Hospitality

BOOKING & SERVICES CONTRACT SCHEDULE B

MEETING ROOM REQUIREMENTS & SPECIAL SERVICES

COMPANY/GROUP INFO

ON-SITE DATE: June 30, 2025

COMPANY/GROUP NAME:	DR Pool Promotions, Inc.
POST AS:	WPBA Tournament
CONTACT:	Dean Roeseler

Date	Time	Room	Setup	Event	AGR	Room Rental
Wed, 07/02/25	8:00 AM - 10:00 AM	The 3 Clans Conference Center	Special Setup Instructions	SET	225	
Wed, 07/02/25	8:00 AM - 10:00 AM	Great Lakes Complex	Special Setup Instructions	SET	20	
Wed, 07/02/25	8:00 AM - 10:00 AM	Iroquois Complex	Special Setup Instructions	SET	225	
Wed, 07/02/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	1750
Wed, 07/02/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	12,000
Wed, 07/02/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	14,000
Thu, 07/03/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	1750
Thu, 07/03/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	14,000
Thu, 07/03/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	12,000
Fri, 07/04/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	13,000
Fri, 07/04/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	14,000
Fri, 07/04/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	12,000
Sat, 07/05/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	13,000
Sat, 07/05/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	114,000
Sat, 07/05/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	18,000
Sun, 07/06/25	10:00 AM - 10:00 PM	Great Lakes Complex	Special Setup Instructions	GS	20	1750
Sun, 07/06/25	10:00 AM - 10:00 PM	The 3 Clans Conference Center	Special Setup Instructions	GS	225	14,000
Sun, 07/06/25	10:00 AM - 10:00 PM	Iroquois Complex	Special Setup Instructions	GS	225	12,000

MEETING & EVENT INFORMATION

SPECIAL NEEDS & SERVICES

DR Pool Promotions, Inc.:

Date: _____ By: _____

ONEIDA HOTEL

Date: _____ By: _____

SIGNED CONTRACT DUE BY: January 17th, 2025



PRODUCTIONS

NEIDA
HOTEL

EXPO PIPE & DRAPE SECTIONS

8 & 3 ft Pipe & Drape8ft High – 6'-12' Long Section - **\$30/per**3ft High – 6' – 12' Long Section - **\$30/per**DRAPE COLORS

Banjo Black, Banjo Red, Banjo White, Banjo Blue
Heavy Commando Black (8ft only)

Specific Colors upon request*12ft Ext. Pipe & Drape12'- 20' High – 6'-18' Long Section - **\$50DRAPE COLORS*Heavy Commando, Black Banjo, Silver Banjo***Specific Colors upon request*

EXPO SERVICES

EXPO BOOTHS**\$30 per Vendor Booth, \$60 per Double Booth***(includes 8ft high back w/3ft side rails)*EXPO POWER TO BOOTHS - \$20 per booth

DRAPE COLORS AT REQUEST:
BANJO BLACK, BANJO RED, BANJO WHITE, BANJO BLUE

CAN ALTERNATE COLOR PATTERN IF REQUESTED

SCREEN/PROJECTOR PACKAGES					
<u>BUDGET PROJECTION PACKAGE</u> \$200/DAY Tripod Front Projection Screen (8x8) LCD Projector (3K Lumens) ALL Cabling: power to av table/connection cables		<u>MEETING PROJECTION PACKAGE</u> \$250/DAY Front Projection Pull-Up Screen (10x10) LCD Projector (5K Lumens) ALL Cabling: power to av table/connection cables			
<u>LARGE SCREEN PROJECTION PACKAGE</u> \$315/DAY 9x12' Front/Rear Screen w/Legs & Skirting LCD Projector (5K Lumens) ALL Cabling: power to av table/connection cables		<u>LARGE EVENT PROJECTION PACKAGE</u> \$750/DAY/PER CORNER 11x17' Front Projection Screen – Hung in Corners LCD Projector (5K Lumens) Mounted from Ceiling ALL Cabling: power to av table/connection cables			
<u>LARGE EVENT TECHNICIAN PACKAGE - \$2,000/DAY</u> 11x17' Front Projection Screen – Hung in Corners, LCD Projector (5K Lumens) Mounted from Ceiling HD Video Switcher/Amplifier, Laptop w/Slide Advancer, Stage Lighting w/Control Board, Audio Mixer, (4) Wireless Microphones, Audio/Sound Patch IN – ROOM DEDICATED AV TECHNICIAN					
A LA CART PRICING					
SCREEN	PRICE	PROJECTORS	PRICE		
8x8 Screen	\$75.00	Epson 3K Lumens	\$175.00		
10x10 Pull-Up Screen	\$100.00	Panasonic 5K Lumens	\$200.00		
9x12 Front/Rear Projector Screen	\$150.00	Large Lumen Projector at Request	TBD		
<u>COMPUTERS & CABLES</u> Laptop - \$100 Slide Advancer - \$15 Computer Adapters - \$10 3' – 6' HDMI Cable - \$10 10' – 25' HDMI Cable - \$20 HDMI Splitter/Amplifier - \$25 Ethernet Amplifier - \$25 Ethernet Cable - \$15 <u>Oneida Hotel Ethernet Connection - \$50</u>		<u>CAMERAS & CABLES</u> ROLAND VR-50 Video Switcher - \$150 ROLAND MK II - \$75 CANON XA35 Camera w/Tripod - \$175 PTX ROBO CAM w/Tripod - \$175 Camera Tripod - \$50 10' – 25' SDI Cable - \$25 50' – 100' SDI Cable - \$35 SDI Splitter/Amplifier - \$20 ROOM-TO-ROOM HD Video Connection - \$100			



PRODUCTIONS

PATRICK METOXEN

patjmetox@yahoo.com

c: (920) 492-9692

OFFICE HOURS – 8am – 5pm MON-FRI

PM PRODUCTIONS STAFF WILL BE ON-SITE FOR ALL PM PRODUCTION SCHEDULED HOTEL EVENTS

*IF YOU DO NOT SEE A SPECIFIC ITEM LISTED TO MAKE YOUR EVENT A SUCCESS PLEASE CONTACT PM PRODUCTIONS

A LA CART PRICING CONTINUED

AUDIO

Wireless Handheld Microphone - \$75
 Wireless Lavalier Microphone - \$75
 Audio/Sound Patch - \$50
Oneida Hotel Access To House Sound - \$50
 Audio Mixer - \$25
 12 Ch. Audio Mixer - \$35
 Behringer Digital Audio Mixer w/Digi-Snake - \$225
 Floor Mic Stand - \$5
 Table-Top Mic Stand - \$5
 Powered EV Speaker w/Stand - \$100
 3' – 25' XLR Cable - \$10
 50' XLR Cable - \$25
 100' XLR Cable - \$50
 Music Stand - \$10

VIDEO

55" LED TV w/Stand - \$150
 42" LED TV w/Stand - \$125
 15" - 32" LED TV - \$75
 SOUND BAR - \$30
 Blue-Tooth Speaker - \$15
 Blu-Ray Player - \$15
 HD Digital Antenna - \$15
 100' Co-Ax Cable - \$25
 ROOM-TO-ROOM HD Video Connection - \$100
 10' – 25' SDI Cable - \$15
 50' SDI Cable - \$25
 100' SDI Cable - \$50
 SDI Converters - \$25
 (1x4) SDI Amplifier/Splitter - \$50

LIGHTING

Wireless Up-Lighting - \$30/per light
 GVM Camera/Video Lighting Kit - \$125
Oneida Hotel Wolf Stage Lighting w/Board - \$125
 Dance Lighting (per light) - \$50
 Light Stand - \$15
 Dance Lighting Rig - \$25
 20' Truss Stand - \$100
 20' Truss Lighting Rig - \$300
 Lighting Bounce Boards - \$10
 Podium Lighting - \$20
 Lighting Tree - \$100

EVENT SUPPORT

Power - \$10
 Tripod Easel - \$7
 Flip Chart w/Markers & Stand - \$35
 Self-Adhesive Flip Chart w/Markers & Stand - \$40
 Rolling Dry Erase Board w/Markers - \$40
 Polycom Speakerphone - \$75
 Roland R-44 Audio Recorder - \$100
 ZOOM H4n Pro Audio Recorder - \$75
 D-Tap Portable Battery - \$25
 Phone Chargers - \$5

AUDIO/VISUAL TECHNICIANS & CAMERA OPERATORS - \$40/hr – 2 hr Minimum

TAX & 23% SERVICE CHARGE NOT INCLUDED ON PRICING



ISHAUN SINGH | PRESIDENT
Email: ishaun.singh@wpapool.com
Tel: +27 76 412 8816
Website: www.wpapool.com

Date: 06 January 2026

To:

President: Mr Dean K. Roeseler
Women's Professional Billiard Association
102 Wonder World Drive, Suite 304-165, San Marcos, TX 78666

Subject: Authorization to Host the 2026 Women's 8-Ball World Championship

Dear Dean,

The World Pool Association (WPA), as the recognized world governing body for pool disciplines, hereby formally confirms that the **Women's Professional Billiard Association (WPBA)** is **authorized and approved** to host and produce the **2026 Women's 8-Ball World Championship**.

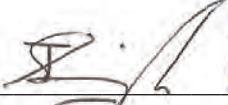
This authorization grants WPBA the right to organize, promote, and deliver the event in accordance with WPA rules, regulations, and technical standards, and subject to ongoing coordination with the WPA regarding calendar alignment, ranking status, and official sanctioning requirements.

This approval applies specifically to the **2026 edition** of the Women's 8-Ball World Championship.

The WPA acknowledges WPBA's experience and capability in delivering high-level international women's events and looks forward to continued cooperation toward the successful staging of the 2026 championship.

Should any further confirmation or documentation be required, please do not hesitate to contact the WPA Office.

Yours sincerely,


Ishaun Singh
President, World Pool Association



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THE ROY SKENANDORE MEMORIAL



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**\$20,000
GUARANTEED
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JULY

2025

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GREEN BAY, WI

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@wpbabilliards

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wpapool.com





UPPER DIVISION 8-BALL
1st Place
Ray Skenandore

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

1 **Approval of Use of Economic, Development, Diversification and Community Development 2 (EDDCD) Funds for a donation of \$200,000 for donation for Roy Skenandore Memorial Pool 3 Tournament II**

4
5 **WHEREAS**, the Oneida Nation is a federally recognized Indian government and a treaty tribe
6 recognized by the laws of the United States of America; and

7
8 **WHEREAS**, the Oneida General Tribal Council is the governing body of the Oneida Nation; and

9
10 **WHEREAS**, the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
11 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and

12
13 **WHEREAS**, the Economic Development, Diversification and Community Development (EDDCD) Fund
14 was created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the
15 procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C,
16 and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development,
17 Diversification and Community Development Fund As Amended*; and

18
19 **WHEREAS**, the Oneida Business Committee has previously supported community-based initiatives
20 through the EDDCD Fund, including past allocations for the Roy Skenandore Memorial
21 Pool Tournament II , recognizing its cultural, recreational, and community-building value;
22 and

23
24 **WHEREAS**, a request has been submitted for a \$200,000 donation from the EDDCD Fund to support
25 the continued success and expansion of the Roy Skenandore Memorial Pool Tournament
26 II; and

27
28 **WHEREAS**, the use of the EDDCD Fund for this purpose aligns with the fund's intent to support
29 community development, cultural engagement, and economic activity within the Oneida
30 Nation; and

31
32 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee approves the allocation of
33 \$200,000 from the Economic Development, Diversification and Community Development Fund for the
34 purpose of supporting the Roy Skenandore Memorial Pool Tournament II.

35
36 **BE IT FUTHER RESOLVED**, the \$200,000 allocation is to be used solely for the expenses associated with
37 the Roy Skenandore Memorial Pool Tournament II, and any unspent funds shall be returned to the
38 Economic Development, Diversification and Community Development Fund.

39
40 **BE IT FINALLY RESOLVED**, the responsible party for administration and oversight of these funds is
41 identified as Dean Roeseler of Dr. Pool.

Adopt resolution entitled Approval of Use of Economic, Development, Diversification and Community...

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Accept Resolution of Approval of Use of EDDCD Funds for the BINYA Capital C

+

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Primary Requestor: (Name, Title/Entity)



Cover Letter

To: Oneida Business Committee

From: Justin Nishimoto, Economic Strategy Coordinator

Date: January 13, 2026

Subject: Presentation of BINYA Capital Contract and EDDCD Fund Alignment

Dear Business Committee Members,

I am submitting for your review and discussion the attached memorandum summarizing the approved contract with Binya Capital, LLC and its alignment with the guiding principles of the Economic Development, Diversity and Community Development (EDDCD) Fund.

The purpose of this presentation is to ensure transparency and provide clarity on how this initiative supports our Nation Building priorities. The BINYA Capital engagement is a strategic step toward creating a private investment enterprise that will diversify our revenue streams, strengthen governance, and advance long-term economic sustainability for the Oneida Nation.

Included in this packet are:

- Memo: Detailing the contract scope, funding source, and alignment with EDDCD Fund priorities.
- Attachments:
 - BINYA Capital Contract (Contract #2025-1138)
 - EDDCD Fund Guiding Documents

I look forward to presenting this information during the upcoming BC meeting and addressing any questions regarding the project's objectives, timeline, and expected outcomes.

Thank you for your continued leadership and commitment to advancing the economic future of the Oneida Nation.

Yawʌ?kó (Thank you),

Justin A. Nishimoto
Coordinator – Economic Strategy



Memorandum

To: Oneida Business Committee
From: Justin Nishimoto, Economic Strategy Coordinator
Date: January 13, 2026
Re: EDDCD Fund Approval and Alignment of BINYA Capital Contract

Purpose

This memorandum provides an official summary of the approved contract with Binya Capital, LLC and confirms its alignment with the guiding principles of the Economic Development, Diversity and Community Development (EDDCD) Fund.

Background

The Oneida Business Committee has identified economic development as a strategic priority through the Nation Building process. To advance this priority, the Committee approved the engagement of Binya Capital, LLC to assist in creating a private investment enterprise for the Oneida Nation.

Contract Details

- Contract Number: 2025-1138
- Vendor: Binya Capital, LLC
- Total Commitment: \$273,000
- Funding Source: Tribal Contribution Savings – Revenue Generation allocation
- Scope of Work:
 - Stakeholder engagement and readiness assessment
 - Development of an investment plan and fund framework

- Organizational structure and governance policy creation
- Talent recruitment for CEO, CFO, and Board of Directors
- Governance development and orientation
- Timeline: Estimated 9 months from approval
- Legal Review: Completed and approved by Oneida Law Office
- Finance Committee Approval: January 8, 2026

Alignment with EDDCD Fund

The BINYA Capital project directly supports the EDDCD Fund's guiding principles by:

- **Revenue Generation:** Establishing a private investment enterprise to diversify income streams and reduce reliance on gaming and federal funding.
- **Economic Development:** Creating sustainable business opportunities and fostering entrepreneurship.
- **Government Roles and Responsibilities:** Enhancing governance through structured oversight and transparency in investment activities.
- **Land and Infrastructure:** Providing a foundation for future development aligned with strategic land use and economic diversification.

Conclusion

The BINYA Capital contract is fully aligned with the EDDCD Fund priorities and represents a critical step toward achieving long-term economic sustainability for the Oneida Nation. This initiative will strengthen our economic base, create employment opportunities, and advance our sovereignty through strategic investment.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank

Approval of Use of EDDCD Funds for the BINYA Capital Contract of \$273,000

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

3

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

5

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

8

9 **WHEREAS**, the Economic Development, Diversification and Community Development Fund was
10 created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the
11 procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C,
12 and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development,
13 Diversification and Community Development Fund As Amended*; and

14

15 **WHEREAS**, the Oneida Business Committee has identified economic development as a strategic
16 priority through the Nation Building process and directed the creation of a commerce
17 structure to support the Nation's economic development efforts; and

18

19 **WHEREAS**, a request has been submitted for \$273,000 from the EDDCD Fund to engage Binya
20 Capital, LLC for the purpose of creating a private investment enterprise to diversify revenue
21 streams, strengthen governance, and advance long-term economic sustainability for the
22 Oneida Nation; and

23

24 **WHEREAS**, the use of the EDDCD Fund for this purpose aligns with the fund's intent to support
25 economic development, revenue generation, and strategic initiatives that enhance
26 sovereignty and financial independence.

27

28 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee approves the allocation of
29 \$273,000 from the Economic Development, Diversification and Community Development Fund for the
30 purpose of funding the BINYA Capital contract (Contract #2025-1138).

31 **BE IT FUTHER RESOLVED**, the \$273,000 allocation is to be used solely for the expenses associated with
32 the BINYA Capital engagement as outlined in the approved contract, and any unspent funds shall be
33 returned to the Economic Development, Diversification and Community Development Fund.

34

35 **BE IT FINALLY RESOLVED**, the responsible party for administration and oversight of these funds is
36 identified as Debra Powless, Director of Commerce Development.



ONEIDA
FINANCE COMMITTEE
FC REGULAR MEETING
JANUARY 8, 2026 • Time: 8:30 A.M
Business Committee Conference Room / Microsoft Teams

REGULAR MEETING MINUTES

FC MEMBERS PRESENT:

Larry Barton, BC Treasurer/FC Chair	RaLinda Ninham-Lamberles CFO/FC Vice-Chair
Sarah White, Purchasing Director	Chad Fuss, Asst. GGM-Finance Casino Hotel
Jennifer Webster, BC Council Member	

FC MEMBERS EXCUSED: Jonas Hill, BC Council Member and Lisa Liggins, BC Secretary

OTHERS PRESENT: Ryan Raduechel, Paul Truttmann, David Emerson, Debra Powless, David Jordan, Sarah Miller, and Ashley Blaker taking notes.

I. CALL TO ORDER:

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

II. APPROVAL OF AGENDA: JANUARY 8, 2026

Motion by RaLinda Ninham-Lamberles to approve the January 8, 2026, Finance Committee Meeting Agenda noting one updated amount for Oneida Finance Fund #12 and one deletion under Oneida Finance Fund #14. Seconded by Jennifer Webster. Motion carried unanimously.

III. FC MINUTES: December 19, 2025 (Approved via E-Poll on 12/19/25)

Motion by Jennifer Webster to acknowledge the FC E-Poll action taken on December 19, 2025, approving the December 19, 2025, Finance Committee Meeting Minutes. Seconded by Sarah White. Motion carried unanimously.

IV. CAPITAL EXPENDITURES:

1. OTIS Elevator Company – OCH Tower 1 & Service Elevators Timothy Skenandore, Gaming-Facilities	Amount: \$739,500.00
---	----------------------

\$535.50. Seconded by Chad Fuss. Motion carried unanimously.

13. Crunch Gym Membership & Digital Arts Course	Amount: \$497.59
Requester: Connie Danforth	

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Crunch Gym Membership & Digital Arts Course in the amount of \$497.59. Seconded by Chad Fuss. Motion carried unanimously.

14. Mr. Golf Lessons & Peloton App Fees	Amount: \$437.11
Requester: Connie Danforth for Lenna	

Deleted from the Agenda.

15. Askren Wrestling Academy Fees	Amount: \$750.00
Requester: Clyde Skenandore for Cashton	

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Askren Wrestling Academy Fees for the son of the requester in the amount of \$750.00. Seconded by Chad Fuss. Motion carried unanimously.

16. Askren Wrestling Academy Fees	Amount: \$750.00
Requester: Clyde Skenandore for Harlow	

Motion by Jennifer Webster to approve from the Oneida Finance Fund the request for Askren Wrestling Academy Fees for the daughter of the requester in the amount of \$750.00. Seconded by Chad Fuss. Motion carried unanimously.

VII. EXECUTIVE SESSION:

Motion by Chad Fuss to go into Executive Session. Seconded by Jennifer Webster. Motion carried unanimously. Time: 8:44 A.M.

Motion by Jennifer Webster to come out of Executive Session. Seconded by Chad Fuss. Motion carried unanimously. Time: 9:05 A.M.

1. Independent Contract 2025-1138 – Binya Capital, LLC
Debra Powless, Commerce Development

Motion by Jennifer Webster to approve Independent Contract 2025-1138 – Binya Capital, LLC to match contract details. Seconded by Chad Fuss. Abstained by Sarah White and RaLinda Ninham-Lamberies. Motion carried.

For the record, the reason Sarah White abstained was due to the contract not being competitively sourced for 3 bids.

VIII. ADMINISTRATIVE /INTERNAL: None

IX. FOLLOW UP: None

X. FOR INFORMATION ONLY:

1. AGS – Lease (3) Slot Machines - \$55 Per Day
David Emerson, Gaming-Slots

Motion by Jennifer Webster to accept as FYI AGS – Lease (3) Slot Machines - \$55 Per Day.
Seconded by Sarah White. Motion carried unanimously.

XI. ADJOURN Motion by Jennifer Webster to adjourn. Seconded by Chad Fuss.

Motion carried unanimously. Time: 9:06 A.M.

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

Finance Committee Approval Date of Minutes via E-Poll: January 8, 2026

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # 12-10-25-B

Obligation for Tribal Contribution Savings for Commerce Development Consultant Contract

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

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

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

WHEREAS, BC Resolution #11-10-21-E state funds from the ARPA Federal Recovery Funds designated a percentage allocation to eight areas of obligation of use and specifically 2% toward Revenue Generations of funds; and

WHEREAS, the Oneida Business Committee has identified economic development as a strategic priority through the Nation Building process, and has directed the Director of Commerce Development to establish a commerce structure to support the Nation's economic development efforts, excluding gaming operations, and to ensure that its assets and liabilities are segregated from the broader Oneida Nation government;

WHEREAS, the Director of Commerce Development has determined that engaging a qualified and experienced consultant is necessary to assist in co-producing a draft structure for the Oneida Commerce Development Enterprise, the Oneida Business Committee has reviewed the proposal, and that funding for this consultant agreement should be allocated from the Tribal Contribution Savings Fund;

WHEREAS, the Oneida Business Committee has determined that Tribal Contribution Savings funds would be used as set out in resolution #BC-06-09-21-B, as amended by resolution #BC-06-23-21-C which designates percentage allocations to eight categories (*percentages rounded*) –

- Direct Membership Assistance, 45% of funds;
- Housing, 17% of funds;
- Food and Agriculture, 12% of funds;
- Education, 6% of funds;
- Culture and Language, 10% of funds;
- Revenue Generations, 2% of funds;
- Government Roles and Responsibilities, 3% of funds.
- Overall Priority – Land, Infrastructure, Sovereignty, 5% of funds; and

WHEREAS, the Oneida Business Committee has closed the Tribal Contribution Savings Portal and identified that the remainder of the Tribal Contribution Savings funds will be allocated based on project request; and

BC Resolution # 12-10-25-B
Obligation for Tribal Contribution Savings for Commerce Development Consultant Contract
Page 2 of 2

WHEREAS, the Commerce Development Director is requesting \$273,000 from Tribal Contributions Savings

NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee approves the obligation of funds in the amount of \$273,000 with the Commerce Development Director as project owner, for purpose of carrying out contract file # 2025-1138, Proposal to Create a Private Investment Enterprise for the Oneida Nation.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 6 members were present at a meeting duly called, noticed and held on the 10th day of December 2025; that the forgoing resolution was duly adopted at such meeting by a vote of 5 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.


Lisa Liggins, Secretary
Oneida Business Committee

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

Clear Form

CONTRACT / PURCHASE APPROVAL REQUEST

Contacts

Date	12/12/25	Requested Review Date	
Requestor's Name	Debra Powless	Requestor's Phone #	Ext. 4397
Business Unit Name	Commerce	Area Director	DPowless
Business Unit Number		General Manager	

Description of Contract (Include a summary of the contract as well as benefits associated from the contract)

Creation of a private investment enterprise for Nation topp make and manage performance of private equity investments to generate long-term value, dividends and ec. opportunities.

Terms of the Contract

Supplier Name	Binya Capital Agreement		Vendor Number	152847
Item(s) Purchased			Budgeted Purchase	YES <input type="checkbox"/> NO <input checked="" type="checkbox"/>
Total Commitment	\$273,000		Trade-in/Book Value	
Shipping Costs			Legal Review #	2025-1138
Contract Start Date			Contract End Date	
Verified Suspension/Debarment Status www.sam.gov	N/A		Status:	
CAP EX Approval	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Date	State License Current (Gaming Specific)
CAP EX Line Item			Account Number	Yes <input type="checkbox"/> No <input type="checkbox"/> N/A <input type="checkbox"/>

Competitive Bid/Sole Source Justification (Include a summary of the selection criteria if other than price)

	Supplier Name	Bid Amount	Indian Preference	Sole Source
Bidder #1			N/A	N/A
Bidder #2			N/A	N/A
Bidder #3			N/A	N/A

Summary of selection criteria or sole source justification:

See attached Sole Source justification

Approval / Review Dates	
Legal Review	12/9/25
Purchasing Review	
Gaming Commission Review	
Finance Committee Approval	
Cap-Ex Committee Approval	

Debra L. Powless

From: Oneida Law
Sent: Wednesday, December 10, 2025 6:17 AM
To: Central_Purchasing_Contracts
Cc: Debra L. Powless
Subject: 2025-1138 Binya Capital LLC
Attachments: 2025-1138 Final Approval .pdf

Please see attached.

Yaw^ko (Thank you).

Oneida Law Office
N7210 Seminary Road
Post Office Box 109
Oneida, WI 54155

Office: 920-869-4327

Fax: 920-869-4065

e-mail: Oneida_Law@oneidanation.org

CONFIDENTIALITY NOTICE:

This information is for the personal and confidential use of the designated recipient and may be a privileged and confidential attorney-client communication. If the reader is not the designated recipient or an agent responsible for delivery to the designated recipient, you have received this information in error and any review, dissemination, distribution or copying of this information is strictly prohibited. If you have received this information in error, please notify us immediately at oneida_law@oneidanation.org and destroy the original transmission and its attachments without reading or saving in any manner. Thank you.

Debra L. Powless

From: Central_Purchasing_Contracts
Sent: Wednesday, December 10, 2025 10:21 AM
To: Debra L. Powless
Subject: FW: 2025-1138 Binya Capital LLC
Attachments: 2025-1138 Final Approval.pdf

Central Purchasing Review Date: 12/10/25

PLEASE NOTE: After the receiving an approved PO, contracts can be executed and returned to the Purchasing contract email to be saved in OnBase.

Currently all backup information for your purchases is unavailable for viewing by approvers and other parties that need this information. The hard copy documents will be saved to a common directory before they are moved into OnBase. This will provide everyone with access to these materials. The following are examples of items that are appropriate to save in the common directory: registration form, flyer, catalog, contract, bids and quotes, etc. Please include Legal Review cover page.

- o Scan the documents and save them as a pdf. Save the document in the requisitions folder using the Requisition number as the naming convention.
- o OnBase documents can be retrieved directly through logging into OnBase or through Application Enabler.
- o The contract signature process must occur after the purchase order has been approved and sent by the Purchasing Department.



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

The information contained in this e-mail is confidential and privileged. If you are not the intended recipient, please be advised that any use, copying, or dissemination of this information is prohibited. Please destroy this e-mail and immediately notify us of the erroneous transmission.

From: Oneida Law <Oneida_Law@oneidanation.org>
Sent: Wednesday, December 10, 2025 6:17 AM
To: Central_Purchasing_Contracts <Central_Purchasing_Contracts@oneidanation.org>
Cc: Debra L. Powless <dpowles2@oneidanation.org>
Subject: 2025-1138 Binya Capital LLC

Please see attached.

Yaw^ko (Thank you).

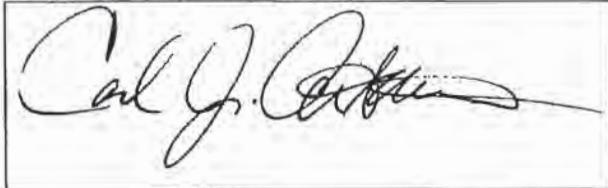
Oneida Law Office
N7210 Seminary Road

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

TO: Debra L. Powless
Commerce Development

*Use this number on future correspondence:***2025-1138**

FROM: Carl J. Artman, Staff Attorney

*Law Office use only*

<input type="checkbox"/> Purchasing review not required
<input type="checkbox"/> HRD approval needed

DATE: December 9, 2025

RE: Binya Capital LLC

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

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

The document is in appropriate legal form. (Execution is a management decision.)

CONTRACT

This agreement entered into by and between the Oneida Nation, whose mailing address is P.O. Box 365, Oneida, Wisconsin, 54155, and

Name:	Binya Capital LLC
Address:	5330 SE 4 th PL Ocala, FL 34480
Federal ID Number:	99-2022067
Vendor Number:	152847

hereinafter referred to as Contractor, do hereby mutually agree and covenant as follows:

- 1. Term.** The length of this contract is from Start date of contract to End date of contract. The terms of this contract shall be effective with the signing of both parties and shall conclude with satisfactory completion of the proposed services and/or deliverables. No work may be commenced under this contract until all parties have signed and appropriate approvals have been obtained.
- 2. Services/Deliverables.** The Contractor shall be responsible for providing the services and/or deliverables as listed on Exhibit A, attached and incorporated herein. The Contractor shall retain unqualified control over the means, manner, and methods by which services are performed and the right to perform such services at the locations and times that Contractor independently determines. The Contractor will provide all equipment, materials, and supplies needed to timely provide services. The Nation will not provide any training to the Contractor and will not require Contractor to attend any staff meetings of the Nation's employees.
- 3. Consideration.** The Oneida Nation agrees to pay Contractor for the acceptable completed services and/or deliverables as follows:
 - As listed on Exhibit A, attached and incorporated herein.
 - Contractor shall submit an invoice for payment as provided for on Exhibit A.
 - Reimbursement of transportation, per diem, and lodging shall be made pursuant to the Oneida Nation Travel and Expense Policy. Contractor shall invoice Oneida Nation according to the payment terms on Exhibit A.
 - This contract shall not exceed \$260,000 (Two Hundred Sixty Thousand Dollars).
 - Contractor agrees they are not eligible for any additional compensation in the form of cash or in the form of employee benefits under any plans or programs maintained by the Nation or its clients, including, but not limited to, bonus, paid time off, retirement, or incentive compensation (collectively, Benefit Plans). If, for any reason, Contractor is deemed to be a common-law employee of the Nation by any governmental agency, court, or other entity, Contractor hereby waives any right to,

and agrees to neither seek nor accept, any benefits under the Benefit Plans, even if, by the terms thereof, Contractor would be eligible to receive such benefits.

4. Ownership of Work Product. Results from services and/or deliverables, related documentation, copyrightable works, intellectual property, inventions and other works rendered or created in performance of this contract are the property of the Oneida Nation and must be tendered for payment and is the exclusive property of the Oneida Nation.

5. Vendor's Fee. Contractor must comply with all Oneida Nation licensing requirements prior to commencing any work under this agreement. To be in compliance with the Oneida Vendor Licensing Ordinance, an annual fee may be required.

6. Non-Disclosure. No information resulting from this Agreement or made accessible to the Contractor may be communicated to any third party for any purpose without the express written permission of the Oneida Nation.

7. Confidentiality. Both parties recognize and acknowledge that this Agreement creates a confidential relationship between the Oneida Nation and the Contractor. Information exchanged, whether written, oral or otherwise, is confidential in nature. Contractor agrees not to use, directly or indirectly, for its benefit or for the benefit of others, during the term of this Agreement, or anytime thereafter, any confidential information which is or may be acquired or developed in connection with or as a result of this Agreement.

8. Warranties. Contractor represents and warrants to the Oneida Nation that it has the experience and ability to perform the services and/or deliverables required by this Agreement; that it will perform in a professional manner; and that it has the power to enter into and perform this agreement.

9. Indemnification. Contractor shall indemnify and hold harmless the Oneida Nation, its affiliates, officers, directors, employees, and agents, from and against any and all claims, of whatever nature, for injuries, losses, or damages arising out of Contractor's negligence, gross negligence, or intentional misconduct, or the negligence, gross negligence or intentional misconduct of Contractor's affiliates, officers, directors, employees, or agents. The Oneida Nation shall indemnify and hold harmless Contractor, its affiliates, officers, directors, employees, and agents, from and against any and all claims, of whatever nature, for injuries, losses, or damages arising out of the Oneida Nation's negligence, gross negligence, or intentional misconduct, or the negligence, gross negligence, of intentional misconduct of the Oneida Nation's affiliates, officers, directors, employees or agents.

10. Insurance. Contractor will obtain and maintain throughout the term of this Agreement insurance regarding the goods and/or services being provided consistent with the industry standards and approval by the Oneida Nation. Contractor will furnish certificates or adequate proof of said insurance.

11. Workers Compensation. The Contractor warrants and represents that it carries the appropriate workers compensation policy coverage and that no persons employed or

performing under the terms of this agreement are excluded under that coverage. Further the contractor agrees to and shall indemnify and hold the Oneida Nation harmless against and from any and all loss, damages or costs incurred for any workers compensation claims including but not limited to attorneys' fees. The contractor shall provide the Oneida Nation with a copy of the contractor's workers compensation coverage policy prior to signing this agreement.

12. Employment Taxes. The Contractor shall be responsible for all withholding and any other employment taxes due to any taxing authority with respect to any and all compensation earned by Contractor under this contract.

13. Independent Contractor Relationship. For all purposes, including, but not limited to, the Federal Insurance Contributions Act (FICA), the Self Employment Contributions Act (SECA), the Social Security Act, the Federal Unemployment Tax Act (FUTA), the Internal Revenue Code, and any and all other federal, state, and local laws, rules, and regulations, each party hereto, including its officers, agents, and employees, shall be at all times an independent contractor relative to the other party. Nothing in this Agreement shall be construed to make or render either party, or any of its officers, agents, or employees, an agent, servant, or employee of, or a joint venture of or with, the other.

14. Approval. Satisfactory completion of this contract shall be subject to the approval of Debra Powless, Oneida Nation Commerce Department Director.

15. Assignment, Subcontracting. This agreement may not be assigned by either party for any reasons. Provided however, that with the prior written approval of the Oneida Nation, this does not bar the Contractor from sub-contracting any or all work under this contract, further provided, that all terms, limitations, and requirements of this Agreement shall be applicable to any sub-contractor.

16. Termination. This agreement may be terminated upon reasonable advance written notice by either party. In the event of termination, payment of services rendered shall be made as provided for in Exhibit A.

17. Conflict of Interest. Contractor has signed the Conflict of Interest form and certifies that there are no known conflicts that would interfere with this contract. A conflict arising after this contract is signed shall be made known to the Oneida Nation. A conflict arising after the signing of this contract will allow the Oneida Nation to terminate this contract immediately, or as may be deemed reasonably appropriate by the Oneida Nation.

18. Employment Status. Contractor represents that he is not currently an employee of the Oneida Nation.

19. Validity of Contract. This contract is not valid prior to review and approval by the Oneida Law Office.

20. Entire Agreement. This Agreement, together with its attachments, reflects and contains the entire understanding between the parties.

21. Notice. Notice required under this agreement may be sent to:

ONEID NATION:

Oneida Nation
Attn: Debra Powless
Commerce Dept Director
Post Office Box 365
Oneida, WI 54155

CONTRACTOR:

Binya Capital, LLC
Troland Clay
CEO
5330 SE 4th PL Ocala, FL 34480

22. Severability. Should any provision of this Agreement, or part thereof, be held under any circumstances in any jurisdiction to be invalid or unenforceable, such invalidity or unenforceability shall not affect the validity or enforceability of any other provision of this Agreement or other part of such provision.

By signing below I agree to all terms of this contract.

ONEIDA NATION:

By: _____
Name of Employee signing contract
Title of Employee
Date: _____

CONTRACTOR:

By: _____
Troland V. Clay
Chief Executive Officer
Date: _____

The undersigned has read the copy of the Oneida Indian Preference Law attached hereto, understands its provisions and their bearing on the contractor's rights and responsibilities, and agrees that such provisions shall govern the contractor's performance on the contract.

CONTRACTOR:

By: _____

Date: _____

EXHIBIT A**Scope of Work, Payment Schedule, and Project Timeline****1. Project Purpose**

Binya Capital, LLC (“Consultant”) shall assist the Oneida Nation (“Nation”) in the development of an investment enterprise (“Enterprise”), for the purpose of acquiring or starting businesses, or making other investments to be owned by the Nation, according to the Enterprise’s investment plan. The Scope of Work includes stakeholder engagement, investment planning, organizational structure, talent recruitment support, and governance development. All work shall be collaborative with, and reporting to, the Nation’s Director of Commerce Development (“Project Lead”).

2. Definitions

The following definitions shall apply to this Exhibit A:

- a. “Consultant” means Binya Capital, LLC.
- b. “Deliverable” means a tangible work product required under this Exhibit.
- c. “Investment Plan” means the document that records the goals, criteria, rationale and other essential information that explains the nature and characteristics of investments to be pursued by the Enterprise.
- d. “Project” means the collective work to be performed according to this Agreement.
- e. “Project Lead” means the Oneida Nation Commerce Department Director.
- f. “Report” means the report entitled “Oneida Nation Strategic Planning Session (October 1st and 2nd, 2025): Summary and Action Plan,” created by Blue Stone Strategy Partners.
- g. “Stakeholder” means the Oneida Nation as represented by its Oneida Business Committee. Stakeholder may be referred to as “Client.”
- h. “Stakeholder Meetings” means meetings with the Oneida Business Committee, committees or entities authorized by the Oneida Business Committee or Project Lead to participate in Stakeholder Meetings, and management and other individuals authorized by the Oneida Business Committee to participate in Stakeholder Meetings.

3. Scope of Work

The following section explains the Scope of Work, including tasks to be performed and deliverables to be provided by Consultant to the Nation.

a. Segment 1 – Stakeholder Readiness (1.5 months)

- 1. Consultant shall coordinate Project Administration with the Project Lead; launch the project and schedule weekly work meetings with the Project Lead; establish consistent framework for reporting and engagement with Project Lead, on behalf of the Client.

2. Consultant shall compile prior business and investment planning information; retrieve and review prior business, investment, strategic, or other plans relating to prior business initiatives and outcomes, including the Report; summarize information, its impact and status, and make recommendations on application to the Project.
 - o The Report is the result of a two-day meeting of the Business Committee, Oneida Nation division managers, and other Oneida Nation employees that explored the Stakeholder's economic development goals and visions. The Report may be a critical and most recent contribution to an understanding of the Oneida Nation's readiness to engage in economic development.
3. Consultant shall distribute a summary to Project Lead and Business Committee.
4. Consultant shall create a list of other information required from Stakeholder, and that is not included in prior business and investment planning documents, for Consultant to proceed with confidence into the next Segments.
5. Consultant shall confer with Project Lead if Consultant requires additional information or meetings with Stakeholder or its delegates to explore areas not covered in the prior business and investment planning documents. If additional Stakeholder meetings are required, Consultant shall: i) prepare materials for work session; ii) coordinate scheduling, venue, and IT preparation for work session; and iii) record feedback and direction from work session and distribute to Project Lead and Stakeholder.
6. Consultant shall prepare and distribute comprehensive Stakeholder Readiness Report documenting engagement activities, feedback from Stakeholder, analysis of prior planning efforts, and recommendations for project execution and stakeholder involvement, approved by Client. (Deliverable 1).

b. Segment 2 – Investment Planning (3.5 months)

Part A (1.5 months): Mission, Goals, Objectives

1. Consultant shall work with decision-makers to establish an investment plan including purpose, strategic goals, philosophy, principles, assumptions, rationale, and criteria for making investments.
2. Consultant shall facilitate a one- or two-day Stakeholder planning session focused on investment planning, including:
 - i) Preparing materials for work session; ii) coordinating scheduling, venue, and IT preparation for work session; and iii) recording feedback and direction from work session and distribute same to Project Lead and Stakeholder.
 - o Consultant shall draft an Investment Plan. Investment Plan drafting will likely involve several drafts and require input from the Stakeholder and Project Lead throughout the drafts and revisions.

- o Consultant shall draft the final and approved Investment Plan documenting mission, goals, objectives, investment philosophy, principles, assumptions, rationale, and criteria for Enterprise's investment activities. (Deliverable 2).

Part B (2 months): Investment Fund Framework

1. Consultant shall propose the investment fund structure, projections, and capital commitment necessary to make investments according to Enterprise's approved investment plan.
2. Consultant shall complete investment fund projections aligned with investment plan.
3. Consultant shall present and obtain feedback from Stakeholder on projections, structure, controls policy, and capital commitment; and shall:
 - o Revise investment fund projections pursuant to Stakeholder feedback; the revision process for the initial investment fund projections may take several iterations of feedback from Stakeholder and Project Lead.
 - o Present and obtain final endorsement of investment plan from Project Lead; Project Lead, in conjunction with Consultant, will present final investment fund plan to Business Committee for approval and approval of investment fund capital commitment (Onsite).
 - o Set up the Investment Account under the direction of the Project Lead.
4. Consultant shall conduct follow-up and related work to secure bank account to hold investment fund and secure commitment of capital. (Onsite).
5. Consultant shall draft documentation for approval of Investment Fund, including projections, structure, controls policy, capital commitment resolution, and completed investment account setup. (Deliverable 3).

c. **Segment 3 – Organizational Structure (1 month)**

1. Consultant shall complete Enterprise's organizing documents, organization chart, role clarifications, job descriptions, compensation ranges, and operating budget projections.
2. Consultant shall draft the Enterprise Operating Agreement, including:
 - Working in conjunction with legal counsel on drafting the Enterprise's operating agreement.
 - Coordinate edits and consultation on operating agreement with Client's legal counsel.
 - o Project Lead to schedule and facilitate Business Committee meeting to present operating agreement for approval.
3. Consultant shall draft an Enterprise organization chart reflecting management structure, including:

- Present to Client and make edits to final version.
- Obtain Project Lead's endorsement of the organization chart.
- Obtain Client's approval of final organization chart.

4. Consultant shall draft job descriptions and compensation ranges, including:

- Draft board director job description and profile for chair, vice chair, and treasurer/secretary positions, including stipend projections.
- Draft CEO job description, profile, and base/incentive salary projections.
- Draft CFO job description, profile, and base/incentive salary projections.
- Outline compensation ranges for CEO and Board Directors.
- Obtain Project Lead's endorsement of the job descriptions and compensation ranges.
- Obtain Client's approval of job descriptions and compensation ranges.

5. Consultant shall draft operating budget projections, including:

- Draft three-to-five-year operating budget projections aligned with organization chart, operations, and investment implementation and growth projections.
- Obtain Project Lead's endorsement of the commitment for operating funding for first three to five years.
- Obtain Client's approval and commitment for operating funding for first three to five years.

6. Consultant shall complete the organization structure package including approved operating agreement, organization chart, all job descriptions with compensation ranges, and three-to-five-year operating budget projections with funding commitment. (Deliverable 4).

d. Segment 4 – Talent Recruitment Support (3 months)

1. Consultant shall search for, vet, and assist the Stakeholder with selecting a board of directors, Chief Executive Officer, and Chief Financial Officer.
2. Consultant shall conduct recruiting of board directors, CEO and CFO, including:
 - Draft and publish postings for CEO, CFO, and Board of Directors per approved job descriptions;
 - Conduct initial recruiting and vetting of board of directors applicants;
 - Conduct recruiting and vetting of CEO applicants;
 - Conduct recruiting and vetting of CFO applicants.

3. Consultant shall conduct interviews and selection, including:
 - Facilitate vetting and interview scheduling and processing of candidates with Business Committee;
 - Attend and facilitate onsite interviews of board candidates, CEO, and CFO;
 - Conduct negotiations for hiring of CEO and provide orientation to position for selected candidate;
 - Conduct negotiations for hiring of CFO and provide orientation to position for selected candidate.
4. Consultant shall provide notification and orientation of Board Directors selected by Client.
5. Consultant shall draft a talent recruitment report documenting recruitment process, candidate pool, selection recommendations, and confirmation of hired/appointed CEO, CFO, and Board of Directors with completed orientation for all positions. (Deliverable 5)

e. **Segment 5 – Governance Development (1 month)**

1. Consultant shall draft a board governance policy covering audit and financial controls, human resources, board and CEO roles, and shareholder reporting requirements in the oversight and management of Enterprise.
2. Consultant shall develop the governance policy, including:
 - Complete first draft of business governance policy and obtain Business Committee feedback;
 - Complete additional drafts of business governance policy, as necessary and required, and obtain Business Committee feedback;
 - Obtain Business Committee final approval of governance policy and reporting structure (onsite).
3. Consultant shall facilitate policy implementation, including:
 - Conduct board and management orientation and training on the governance policy.
 - Assist board and management with initial operational implementation of governance policy.
4. Consultant shall complete a Governance Policy for Business Committee approval, that documents board oversight responsibilities, financial controls, audit requirements, human resources policies, CEO and board roles, shareholder reporting structure, and evidence of completed orientation and training for board and management. (Deliverable 6)
5. Segments may require coordination with other tribal divisions, departments, or entities. For example, Segment 3 and Segment 4 may require coordination with Oneida Nation Human Resources.

4. General Consultation

Throughout the project, the Consultant shall provide advice and consultation to facilitate progress and ensure efficient communication and execution of the Scope of Work. Consultation will involve the Project Lead, other Stakeholders as directed by the Project Lead or provided for in this Scope of Work.

5. Payment Schedule

- a. Total Fee for services and deliverables: \$260,000.
- b. For each segment of the Work Plan, the Consultant shall submit an invoice for fifty percent (50%) of the segment price upon commencement of the segment. The Consultant shall submit an invoice for the remaining fifty percent (50%) promptly upon the Project Lead's acceptance of the segment's deliverables, with final payment to be made in full upon the Project Lead's approval thereof.
 - Stakeholder Readiness – \$30,000
 - Investment Planning – \$90,000
 - Organizational Structure – \$30,000
 - Talent Recruitment – \$70,000
 - Business Governance Development – \$20,000
 - Final payment – \$20,000
- c. Final Payment will be issued after Project Lead confirms the completion of the overall project, completion and delivery of all deliverables, and satisfaction of the Service Agreement. Payment terms will be net 30 days after receipt of invoice.
- d. Consultant shall invoice the Oneida Nation pursuant to this Part at the outset and at the completion of each Segment as provided herein. Client may withhold payment for any deliverable that does not meet the requirements specified in this Exhibit A until such deliverable is corrected to Client's reasonable satisfaction.

6. Expenses

All reasonable expenses incurred by Consultant in the performance of Agreement, including lodging, meals, and travel, shall be reimbursed by Client upon submission of receipts and documentation. Consultant may submit expense reimbursement requests with each invoice or monthly. Expenses shall not exceed thirteen thousand dollars (\$13,000.00).

7. No Legal Services; No Primary Research

Legal work required to draft Enterprise's articles of incorporation, operating agreement, or other legal documents required by the Client to create the company is included in the scope. However, Consultant is not an attorney and provides no legal services beyond coordination with Client's legal counsel. Compensation range recommendations are based on publicly available secondary data.

8. Modification of Exhibit

No change to this Agreement is effective unless signed by both parties.

9. Project Schedule and Adjustments

a. The estimated duration for completion of all phases is nine (9) months from the effective date of the Agreement as outlined below:

- Months 0–1.5: Segment 1 – Stakeholder Readiness
- Months 1.5–3.0: Segment 2A – Investment Planning (Mission, Goals, Objectives)
- Months 3.0–5.0: Segment 2B – Investment Fund Framework
- Months 5.0–6.0: Segment 3 – Organizational Structure
- Months 6.0–9.0: Segment 4 – Talent Recruitment Support
- Months 8.0–9.0: Segment 5 – Governance Development (may overlap with Segment 4)

b. The parties acknowledge that actual completion may vary based on Client's ability to schedule meetings, provide timely feedback, and fulfill Client responsibilities. The above timeline may be impacted by matters and scheduling internal to the Oneida Nation, such as the presentation of the end-of-segment reports to the Business Committee, scheduling of meetings with critical entities or individuals, or the need to undergo an independent third-party review referenced in Section 14 of this Exhibit A to the Agreement.

c. Delays Beyond Consultant's Control: If the timeline extends beyond nine (9) months due to delays in Client's scheduling of meetings, unavailability of Client personnel, or other factors beyond Consultant's reasonable control, the parties shall execute a written amendment, as required in Section 8, specifying any additional costs and a revised timeline prior to continuation of work.

10. Material Changes in Scope

If Client requests material changes to the Scope of Work that would require substantial additional time or effort beyond what is described herein, the parties shall negotiate in good faith an amendment to this Exhibit A addressing the additional work, timeline, and compensation.

11. Progress Reporting

Consultant shall provide weekly written progress reports to the Project Lead documenting work completed, upcoming activities, any scheduling issues, and Client action items needed to maintain project momentum.

12. Work Product and Deliverables Ownership

All deliverables, work product, documents, presentations, reports, plans, policies, and other materials created by Consultant pursuant to this Exhibit A shall be the sole and exclusive property of Client. Consultant hereby assigns to Client all right, title, and interest in such materials, including all intellectual property rights. Consultant shall deliver to Client all such materials in electronic and hard copy format upon completion of the project or upon earlier termination of the Agreement.

13. Termination

If the Oneida Nation invokes the Termination provisions of this Agreement, the Oneida Nation will remunerate Consultant for completed and invoiced segment(s), expenses submitted in accordance with the Agreement, and a pro rata share of the Final Payment. The pro rata share of the Final Payment will be equal to thirty percent (30%) of the remaining balance of the Agreement. For example, if the Nation terminates the agreement after the Consultant completed and invoiced for Segments 1 and 2, the Consultant would be entitled to \$42,000 (calculated as 120,000 paid for Segments 1 and 2, leaving a balance of 140,000, multiplied by 30%, equals \$42,000).

14. Due Diligence

- a. The Oneida Nation, at the direction of its General Tribal Council, requires "any economic development or financial strategy be reviewed and vetted by an independent third-party for appropriate due diligence; that the strategy include any and all pertinent assumptions; that the strategy be presented to GTC for review and approval; and that the independent third-party be present at the GTC meeting to answer any questions." GTC Meeting of January 20, 2020. The project for which Consultant is engaged may require an independent third-party review for the consideration and implementation of certain Segments, including Segments 2 and 3.
- b. This third-party review may delay or hinder acceptance and implementation of certain or all Segments subject to the mandated due diligence review. Project Lead will determine if the due diligence is required for Segment(s), arrange for the third-party review after consultation with the Business Committee and its delegates, and assist the Business Committee in the scheduling of a GTC meeting for the presentation of the review. The Project Lead will communicate with the Consultant about the necessity for and, if necessary, cooperation with the third-party reviewer. Delays to the Project resulting from this third-party review that extend beyond the 9 month term shall require a modification to this Agreement following Sections 8 and 11.

- End of Exhibit A -

Debra L. Powless

From: Kristine M. Hill
Sent: Wednesday, December 10, 2025 4:40 PM
To: Debra L. Powless
Subject: RE: 12 10 25 Receipt Binya agreement review

Fantastic. Next step is the finance committee agenda. If you haven't prepared that yet, the contract and the approved resolution/statement of effect etc go on that agenda.

From: Debra L. Powless <dpowles2@oneidanation.org>
Sent: Wednesday, December 10, 2025 8:21 AM
To: BC Officers Sessions <BC_Officers_Sessions@oneidanation.org>
Cc: Kristine M. Hill <khill1@oneidanation.org>
Subject: 12 10 25 Receipt Binya agreement review

Attached is the Binya Legal Review. Thanks Debra.

From: Carl J. Artman <cartman@oneidanation.org>
Sent: Tuesday, December 9, 2025 3:53 PM
To: Debra L. Powless <dpowles2@oneidanation.org>; Oneida Law <Oneida_Law@oneidanation.org>
Cc: Jo A. House <jhouse1@oneidanation.org>
Subject: Binya agreement review

Debra,

Please find attached the legal review and approval of the Binya agreement. This will be filed into our database (Leap) and forwarded to you and Purchasing. This is what you will need to proceed with Binya and what you may need for the Business Committee meeting tomorrow. Good luck with this project.

Carl J. Artman, Staff Attorney

Oneida Law Office

N7210 Seminary Road, P.O. Box 109

Oneida, WI 54155

Mobile (414) 339-3330

cartman@oneidanation.org

Debra L. Powless

From: Debra L. Powless
Sent: Friday, December 12, 2025 11:03 AM
To: Ashley M. Blaker
Subject: RE: 12 12 25 FC Meeting: Binya agreement review

Can you send me the FC's agenda request I am getting ready to send to you or don't you need that yet? Debra

From: Ashley M. Blaker <ablaker@oneidanation.org>
Sent: Friday, December 12, 2025 10:50 AM
To: Debra L. Powless <dpowles2@oneidanation.org>
Subject: RE: 12 12 25 FC Meeting: Binya agreement review

With the holidays coming up, will anything be completed by this month? If not, it will probably go on the agenda for January. Send what you have so I can review the request.

From: Debra L. Powless <dpowles2@oneidanation.org>
Sent: Friday, December 12, 2025 10:45 AM
To: Ashley M. Blaker <ablaker@oneidanation.org>
Subject: RE: 12 12 25 FC Meeting: Binya agreement review

Justification: There is an immediate need to begin the implementation process with the consultant that will directly impact the tribe's future financial situation. Thanks Debra.

From: Ashley M. Blaker <ablaker@oneidanation.org>
Sent: Friday, December 12, 2025 10:42 AM
To: Debra L. Powless <dpowles2@oneidanation.org>
Subject: RE: 12 12 25 FC Meeting: Binya agreement review

Is this request an immediate need to address a health or safety concern? If not, then the request will go on the next FC agenda.

From: Debra L. Powless <dpowles2@oneidanation.org>
Sent: Friday, December 12, 2025 10:39 AM
To: Ashley M. Blaker <ablaker@oneidanation.org>
Subject: RE: 12 12 25 FC Meeting: Binya agreement review

No I just inquired. Should I send the full packet to your for agenda? If so I will have to you before lunch time. Debra.

From: Ashley M. Blaker <ablaker@oneidanation.org>
Sent: Friday, December 12, 2025 10:38 AM
To: Debra L. Powless <dpowles2@oneidanation.org>
Subject: RE: 12 12 25 FC Meeting: Binya agreement review

Hi Debra,

Did you send an attachment? I don't see anything on this email or in the FAO mailbox.

Yaw^ko (Thank you),



A good mind. A good heart.
A strong Fire.

Ashley Blaker

Office Manager
Finance Administration
N7210 Seminary Rd.
Oneida, WI 54155
920.869.4491
ablaker@oneidanation.org

This email and any attachments may contain confidential information and is solely for the intended recipient(s). Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

From: Debra L. Powless <dpowles2@oneidanation.org>
Sent: Friday, December 12, 2025 10:34 AM
To: Ashley M. Blaker <ablaker@oneidanation.org>
Subject: FW: 12 12 25 FC Meeting: Binya agreement review

Ashley is it possible to add the Binya Agreement to the 12/19/25 FC Meeting agenda? Thanks Debra.

From: Lisa A. Liggins <lliggins@oneidanation.org>
Sent: Friday, December 12, 2025 10:27 AM
To: Debra L. Powless <dpowles2@oneidanation.org>
Subject: Re: 12 12 25 FC Meeting: Binya agreement review

Ashley just sent a packet for 12/19 FC meeting so maybe you can get added on to that agenda. Thanks.

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Vendor License

This license enables

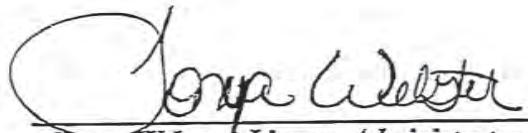
Binya Capital LLC

*to conduct the sale of goods or services to the
Oneida Nation*

Vendor No: 152847

Given this 10 day of October, 2025




Tonya Webster, License Administrator
Expiration Date 10-31-2026

Oneida Commerce Development

Agenda Request Form for Finance Committee

Meeting Date Requested:

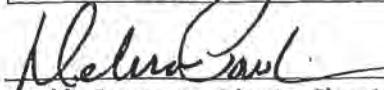
Submit everything as submitted to Purchasing when doing a requisition.

Below is the "Contract Purchase Approval Form" Page 1 - the Finance Committee uses this as the coversheet for agenda items.

Contract Purchase Approval Form	
Contacts	
Date: August 27, 2025,	
Requestor's Name:	Debra Powless
Requestor's Phone #:	920-609-7690 Ext. 4397
Business Unit Name:	Oneida Commerce Development
Director:	Debra Powless
Business Unit Number:	
Description of Contract: (Include a summary of the contract) & Attach Conflict of Interest Form / Disclosure	
The contract scope of work is to create a private investment enterprise for the Oneida Nation in order to make and manage performance of private equity investments for the tribe, which will generate long-term value, additional dividends, and economic opportunities for tribal citizens.	

Terms of the Contract:	
Supplier/Vendor Name:	Binya Tribal LLC
Vendor #:	✓
Items Purchased:	Budgeted Purchase: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Total Commitment:	\$273,000
Shipping/Freight Costs:	
Legal Review #:	
Contract Start Date: Upon approval by the Business Committee. Contract End Date: 9 months from approval.	
Was the Suspension/Debarment status verified on www.sam.gov ? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
CAP EX Approval?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Date: CAP EX Line Item:	
Account Number:	

Supporting Documents: Quote (Sole Source) or Competitive Bid Justification Quote or Bid				
	Supplier/Vendor Name	Bid Amount	Indian Preference	Sole Source
Bid #1				
Bid #2				
Bid #3				
Summary of selection criteria or sole source justification (if other than price):				
*Sole source justification attachment.				


Oneida Commerce Director Signature

Approval / Review Dates
Legal Review
Purchasing Review
Finance Committee Approval
Cap-Ex Committee Approval

8-28-25
Date
 1) proposal/contract
 To OBC Workgroup
 2) Resolution to OBC
 Work Group

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution

Obligation for Tribal Contribution Fund for Commerce Development Consultant Contract

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

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

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

6 WHEREAS, BC Resolution #11-10-21-E state funds from the ARPA Federal Recovery Funds
7 designated a percentage allocation to eight areas of obligation of use and specifically 2%
8 toward Revenue Generations of funds; and

9 WHEREAS, the Oneida Business Committee has identified economic development as a strategic
10 priority through the Nation Building process, and has directed the Director of Commerce
11 Development to establish a commerce structure to support the Nation's economic
12 development efforts, excluding gaming operations, and to ensure that its assets and
13 liabilities are segregated from the broader Oneida Nation government;

14 WHEREAS, the Director of Commerce Development has determined that engaging a qualified and
15 experienced consultant is necessary to assist in co-producing a draft structure for the
16 Oneida Commerce Development Enterprise, the Oneida Business Committee has
17 reviewed the proposal, and that funding for this consultant agreement should be allocated
18 from the Tribal Contribution Savings Fund;

19 WHEREAS, the Oneida Business Committee has determined that Tribal Contribution Savings funds
20 should be used as set out in resolution #BC-06-09-21-B, as amended by resolution #BC-
21 06-23-21-C which designates percentage allocations to eight categories (*percentages
22 rounded*) –

- 23 • Direct Membership Assistance, 45% of funds;
- 24 • Housing, 17% of funds;
- 25 • Food and Agriculture, 12% of funds;
- 26 • Education, 6% of funds;
- 27 • Culture and Language, 10% of funds;
- 28 • Revenue Generations, 2% of funds;
- 29 • Government Roles and Responsibilities, 3% of funds;
- 30 • Overall Priority – Land, Infrastructure, Sovereignty, 5% of funds; and

31 WHEREAS, the Commerce Development Director is requesting \$273,000 be obligated from the Tribal
32 Contribution Savings - Revenue Generation, 2% of funds, and

BC Resolution # _____
Obligation for TC fund for Commerce Development Contract
Page 2 of 2

43 **NOW THEREFORE BE IT RESOLVED**, that the Oneida Business Committee approves the obligation
44 of funds for the Commerce Development consultant proposal project in the amount
45 of \$273,000 from Tribal Contribution Savings Overall Priority - Revenue Generation with the
46 Director assigned as Project Owner.

47

48 **CERTIFICATION**

49

50 I the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business
51 Committee is composed of members of whom 5 members constitute a quorum; members were present
52 at a meeting duly called, noticed and held on the day of , 2025; that the foregoing resolution was
53 duly adopted at such meeting by a vote of members for, members against, and members not
54 voting*; and that said resolution has not been rescinded or amended in any way.

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Lisa Liggins, Secretary
Oneida Business Committee

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

Sole Source Justification for *Binya Tribal* – Troy Clay, Owner/Project Consultant

Policy on sole source states that:

A purchase in which goods and services necessary to valid Oneida Tribe needs are available from only one source or firm including but not limited to those having the exclusive right to manufacture, sell or otherwise market such goods and services, or the use of a sole source because of an urgent or compelling need to do so.

The elements of this policy and justification are provided below:

Policy Elements	SOLE SOURCE JUSTIFICATION
Purchase of Service Necessary for Valid Need	<p>The Oneida Tribe's vision to expand its economic base is both strategic and essential. A robust and continuously developing economy is necessary to create employment and generate business opportunities for tribal citizens and enable wealth diversification for the tribe.</p> <p>All of which contribute to improving the quality of life for tribal members. Considering major shifts in recent federal political policy, and the unique competitive strengths available to the Oneida Tribe in business, there is a compelling case for initiating efforts to acquire and grow a diverse portfolio of businesses.</p>
Services Available from One Firm	<p><i>Binya Tribal</i> was established by Troland "Troy" Clay with the mission to "build, optimize, and grow" tribal enterprises.</p> <p>As the former CEO and president of <i>Mno-Bmadsen</i>, the business arm of his tribe, Troy successfully implemented this vision by creating a tribal private equity holding structure that acquires, enhances, and expands businesses. As a member of the Pokagon Band of Potawatomi, Troy brings over 25 years of experience in tribal business and investments.</p> <p><i>Binya Tribal</i> stands out as a unique firm, combining Troy's extensive expertise and proven track record in establishing and operating profitable private equity ventures—directly aligning with the objectives that Oneida aims to achieve.</p>
Exclusive Right to Sell Services to Be Provided	<p>The <i>Binya Tribal Private Investment Model</i> is an exclusive framework developed by <i>Binya Tribal</i> to facilitate tribal business and investment success. Unlike traditional consulting services that primarily assist clients in determining their objectives, Binya's model offers a structured approach to establishing a private equity entity owned by the Oneida Nation.</p> <p>This structure guides the organization through the process of making strategic acquisitions in line with a clearly defined investment plan, achieving returns on these investments, and fostering growth both organically and through reinvestment of retained earnings.</p>
Urgent or Compelling Need of Services	<p>A sense of urgency arises from rapid technological advancements and evolving political landscapes, both of which may increase risks for existing enterprises as well as provide opportunities for growth in diverse sectors.</p> <p>For Oneida, diversifying investments is essential to avoid overreliance on a limited number of assets. By pursuing innovative and profitable ventures, Oneida can maintain a competitive edge among other investors and tribal entities. This unique approach to economic development will foster increased employment and entrepreneurial opportunities for tribal citizens, and diverse income streams for the tribe, ultimately contributing to an improved quality of life.</p>

BC Work Session Topic Request

Choose one: New Item Follow-up

Work Session Date: 09/11/25

Topic Title: Finance Committee - Sole Source

What is the objective/desired outcome?

Finance Committee approval of Resolution for Sole Source Selection

Supporting Materials:

1. Resolution Draft	4.
2. Sole Source Document Justification	5.
3.	6.

If any, which Direct Reports to the BC need to attend?

- Officers
-
-
-

Submitted by:

Debra Powless, Commerce Director
(Name, Title)

Instructions: Complete this form. E-mail the form and all supporting materials in a SINGLE *.pdf file to:
BC_Work_Session@oneidanation.org.

Exempt from the Open Records and Open Meetings law [§107.4-1.(g)], the open-ended format of the BC Work Session provides an opportunity to informally discuss and gather information about proposals which do not result in legislation, draft documents, ongoing matters or works in progress. The goal is to gain a more complete understanding of one or more topics, to achieve consensus, and facilitate coordination of legislative tasks, if needed. Members do not take official action or vote. Attendance is required for BC Members, Chief Counsel, and staff coordinating the meeting.

Updated 9/17/2020

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution

Obligation for Tribal Contribution Savings for Commerce Development Consultant Contract

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

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

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

6 **WHEREAS**, BC Resolution #11-10-21-E state funds from the ARPA Federal Recovery Funds
7 designated a percentage allocation to eight areas of obligation of use and specifically 2%
8 toward Revenue Generations of funds; and

9 **WHEREAS**, the Oneida Business Committee has identified economic development as a strategic
10 priority through the Nation Building process, and has directed the Director of Commerce
11 Development to establish a commerce structure to support the Nation's economic
12 development efforts, excluding gaming operations, and to ensure that its assets and
13 liabilities are segregated from the broader Oneida Nation government;

14 **WHEREAS**, the Director of Commerce Development has determined that engaging a qualified and
15 experienced consultant is necessary to assist in co-producing a draft structure for the
16 Oneida Commerce Development Enterprise, the Oneida Business Committee has
17 reviewed the proposal, and that funding for this consultant agreement should be allocated
18 from the Tribal Contribution Savings Fund;

19 **WHEREAS**, the Oneida Business Committee has determined that Tribal Contribution Savings funds
20 would be used as set out in resolution #BC-06-09-21-B, as amended by resolution #BC-
21 06-23-21-C which designates percentage allocations to eight categories (*percentages
22 rounded*) –

- 23 • Direct Membership Assistance, 45% of funds;
- 24 • Housing, 17% of funds;
- 25 • Food and Agriculture, 12% of funds;
- 26 • Education, 6% of funds;
- 27 • Culture and Language, 10% of funds;
- 28 • Revenue Generations, 2% of funds;
- 29 • Government Roles and Responsibilities, 3% of funds;
- 30 • Overall Priority – Land, Infrastructure, Sovereignty, 5% of funds; and

31 **WHEREAS**, the Oneida Business Committee has closed the Tribal Contribution Savings Portal and
32 identified that the remainder of the Tribal Contribution Savings funds will be allocated,
33 based on project request; and

BC Resolution # _____
<<INSERT TITLE FROM PAGE 1>>
Page 2 of 2

43
44 WHEREAS, the Commerce Development Director is requesting \$273,000 from Tribal Contributions
45 Savings
46

47 NOW THEREFORE BE IT RESOLVED, that the Oneida Business Committee approves the obligation of
48 funds in the amount of \$273,000 with the Commerce Development Director as project
49 owner, for purpose of carrying out contract #2025-____, Proposal to Create a Private
50 Investment Enterprise for the Oneida Nation.
51
52

53 CERTIFICATION

54
55 I the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business
56 Committee is composed of members of whom 5 members constitute a quorum; members were present
57 at a meeting duly called, noticed and held on the day of , 2025; that the forgoing resolution was
58 duly adopted at such meeting by a vote of members for, members against, and members not
59 voting*; and that said resolution has not been rescinded or amended in any way.
60
61
62
63

64 Lisa Liggins, Secretary
65 Oneida Business Committee
66
67

68 *According to the By-Laws, Article 1, the Chair votes "only the case of tie."



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



Statement of Effect

Obligation for Tribal Contribution Savings for Commerce Development Consultant Contract

Summary

The resolution approves the obligation of funds for two hundred and seventy-three thousand dollars (\$273,000) from Tribal Contribution Savings for the purpose of carrying out the contract for a consultant for the *Proposal to Create a Private Investment Enterprise for the Oneida Nation*.

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

Date: September 25, 2025

Analysis by the Legislative Reference Office

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

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

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

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

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

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

This resolution provides that the Oneida Business Committee has identified economic development as a strategic priority through the Nation Building process, and has directed the Director of Commerce Development to establish a commerce structure to support the Nation's economic development efforts, excluding gaming operations, and to ensure that its assets and liabilities are segregated from the broader Oneida Nation government. The Director of Commerce Development has determined that engaging a qualified and experienced consultant is necessary to assist in co-producing a draft structure for the Oneida Commerce Development Enterprise, the Oneida Business Committee has reviewed the proposal, and that funding for this consultant agreement should be allocated from the Tribal Contribution Savings Fund. This resolution approves the obligation of funds of two hundred and seventy-three thousand dollars (\$273,000) with the Commerce Development Director as project owner, for the purpose of carrying out the contract, *Proposal to Create a Private Investment Enterprise for the Oneida Nation*.

Conclusion

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

Oneida Nation

Post Office Box 365

Phone: (920)869-2214

Oneida, WI 54155



BC Resolution # Leave this line blank

Approval of Use of Economic, Development, Diversification and Community Development (EDDCD) Funds for the BINYA Capital Contract of \$273,000

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

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

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

6 **WHEREAS**, the Economic Development, Diversification and Community Development (EDDCD) Fund
7 was created by resolutions # BC-09-28-16-B, BC-07-12-17-A, and BC-01-23-19-D and the
8 procedures for use of the fund set forth in resolution # BC-12-12-18-B, BC-01-23-19- C,
9 and BC-05-26-21-B, *Updating and Clarifying Access to the Economic Development,
10 Diversification and Community Development Fund As Amended*; and

11 **WHEREAS**, the Oneida Business Committee has identified economic development as a strategic
12 priority through the Nation Building process and directed the creation of a commerce
13 structure to support the Nation's economic development efforts; and

14 **WHEREAS**, a request has been submitted for \$273,000 from the EDDCD Fund to engage Binya
15 Capital, LLC for the purpose of creating a private investment enterprise to diversify revenue
16 streams, strengthen governance, and advance long-term economic sustainability for the
17 Oneida Nation; and

18 **WHEREAS**, the use of the EDDCD Fund for this purpose aligns with the fund's intent to support
19 economic development, revenue generation, and strategic initiatives that enhance
20 sovereignty and financial independence; and

21 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee approves the allocation of
22 \$273,000 from the Economic Development, Diversification and Community Development Fund for the
23 purpose of funding the BINYA Capital contract (Contract #2025-1138).

24 **BE IT FUTHER RESOLVED**, the \$273,000 allocation is to be used solely for the expenses associated with
25 the BINYA Capital engagement as outlined in the approved contract, and any unspent funds shall be
26 returned to the Economic Development, Diversification and Community Development Fund.

27 **BE IT FINALLY RESOLVED**, the responsible party for administration and oversight of these funds is
28 identified as Debra Powless, Director of Commerce Development.

Adopt resolution entitled Authorization of One (1) Unbudgeted Position Business Unit 4212001**Business Committee Agenda Request**

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Approval request to fill unbudgeted YES Specialist position within the Education

+

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

**Mark W. Powless**

Digitally signed by Mark W. Powless
Date: 2026.01.19 13:16:29 -06'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services Office Manager

CEO – Nation Services
909 Packerland Dr.
Green Bay, WI 54303
920-496-7000



To: Oneida Business Committee

From: Mark W. Powless, CEO – Nation Services  Digitally signed by Mark W. Powless
Date: 2026.01.19 13:16:45 -06'00'

Date: January 16, 2026

Re: Vacant Positions

The purpose of this memorandum is to provide background for the request to fill unbudgeted positions within the Education and Training Area.

Per BC Resolution # 07-23-25-O, Fiscal Year 2026 Revised Budget Considerations and Calendar:

7. ii. There will be no Vacant/posted positions requested in the budget.

Thus, following budget guidance for these previously posted but vacant positions, Education and Training did not budget for the following positions:

Dept.	Position	Code	Supervisor	Status
Childcare	Childcare Teacher	109	Vicki Vanlaanen	Until Filled
YES	YES Specialist	1212	Joanne Ninham	Until Filled

During the budgeting process these were vacant positions and over the past year were difficult to fill. As now unbudgeted positions, guidance to fill the positions is within the Budget and Finances Law:

121.9-3. Unbudgeted Positions. Any position which has not been specifically budgeted for and included in the labor allocation list shall be prohibited. Budgeted labor dollars and approved positions shall not be transferrable in any form.

(a) Exception. The Oneida Business Committee may authorize an unbudgeted position for a fund unit. The CFO shall provide the Oneida Business Committee a written fiscal analysis and any input on the potential unbudgeted position. The Oneida Business Committee shall authorize the unbudgeted position through the adoption of a resolution.

The justification for filling each position is as follows:

Childcare Teacher

- 1) Justification for position – ensures legal staffing ratio and allows opening an additional classroom to serve additional children
- 2) Number of positions currently vacant under that job code – 2

YES Specialist

- 1) Justification for position – provides education support services to Lombardi Middle School for 77 eligible students
- 2) Number of positions currently vacant under that job code – 1

Job descriptions fiscal impact statement and resolutions are attached.

APPLY IN PERSON AT:

Human Resources Department
909 Packerland
Green Bay, WI 54303



APPLY ONLINE AT:

<http://oneida-nsn.gov>

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

OR MAIL TO:

Human Resources Department
P.O. Box 365
Oneida, WI 54155-0365
Phone: (920) 496-7900
Fax: (920) 496-7490

POSITION TITLE: Y.E.S. Specialist

POSITION NUMBER: 01212

DEPARTMENT: Youth Enrichment Services (Y.E.S.)

LOCATION: 3759 W Mason St Suite 1, Oneida WI

DIVISION: General Manager

RESPONSIBLE TO: Y.E.S. Manager

SALARY: Grade 17 \$54,917/Annually(NEGOTIABLE)

CLASSIFICATION: Exempt

POSTING DATE:

CLOSING DATE:

Transfer Deadline:

Proposed Start Date: As Soon As Possible

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

POSITION SUMMARY

This position will assist in the educational advancement of Native American youth in the communities surrounding the Oneida Nation. Establish a tutorial relationship with Native American youth aiding them in homework completion, basic and remedial skill development, and college preparation. Continuation of this position is contingent upon funding allocations.

DUTIES AND RESPONSIBILITIES:

1. Teach/tutor core academic and/or remedial skills to students emphasizing deficiencies in math and science.
 - a. Develop tutoring sessions that include individuals and small groups addressing remedial skills and curriculum modification.
 - b. Oversee structured individual and small group tutoring sessions with Middle and/or High School youth.
 - c. Integrate basic study skills and organization lessons to prepare youth for entry level college work.
 - d. Evaluate youth academic needs and abilities. Develop plans to build the identified academic needs utilizing school and Oneida community resources.
 - e. Maintain, monitor and document tutoring records, progress reports and academic success. Utilize computer skills to develop system of communication to provide information regarding the youths' progress to parents, Y.E.S. Program, community and school.
 - f. Learn and incorporate the forty (40) Developmental Assets, Oneida Language and Culture in daily interaction with youth.
2. Develop curriculum for skills development in cooperation with Tribal education programs and school personnel.
3. Conduct meetings with Parent/Guardian(s), school personnel and Y.E.S. Youth Advocate to review academic and social progress and/or concerns.
 - a. Participate in Y.E.S. yearly planning sessions to evaluate previous work strategies, to assess and evaluate the priorities and services to be provided in the future.
 - b. Assist in planning and coordinating events to include, but not limited to, community events, award ceremonies, maintaining Partnerships Program, summer program and parent meetings.
4. Practice excellent customer service skills at all times to include, but not limited to, addressing customer and co-workers needs courteously and promptly.
5. Contribute to a team effort and accomplish related results as required.
6. Adhere to all Tribal Personnel Policies and Procedures, Tribal Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
7. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.
8. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

JOB DESCRIPTION
Y.E.S Specialist
Page 2

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

1. Frequently sit, stand, walk, bend/stoop, kneel and balance. Occasionally squat, crawl, climb heights, reach above shoulder level, crouch, push/pull, carry and lift up to twenty-four (24) pounds.
2. Employee must use repetitive movements of both hands.
3. Work is generally performed in an indoor and outdoor setting with a high noise level.
4. A Tuberculosis (TB) Screening and/or TB Skin Test is required within thirty (30) days of employment and annually thereafter as required.

STANDARD QUALIFICATIONS:

1. Knowledge of or willing to learn about the Oneida history and culture.
2. Knowledge and experience working with a personal computer.
3. Excellent organizational skills. This requires the incumbent to plan, organize and schedule priorities efficiently and effectively, meet strict deadlines and successfully cope with challenging situations and conditions.
4. Well-developed interpersonal skills are required promoting tact, courtesy, respect, objectivity, maturity, and patience while interacting with a wide variety of personalities.
5. Ability to complete Oneida Certification on Reporting Child Abuse and Neglect Reporting is required within three (3) months of employment.
6. Ability to work as a mentor to students by serving as a positive role model.
7. Ability to develop and carry out instructional lesson plans.
8. Ability to work flexible hours including evenings and weekends.
9. Ability to work cooperatively with all school personnel and community programs in addressing the needs of the youth.
10. Ability to be sensitive and receptive to the unique needs and learning styles of Middle and High School aged Native American students.
11. Ability to inform and communicate verbally and in writing in diverse and challenging situations with the ability to process information effectively, identify and define problems and make objective decisions.
12. Must be CPR and Red Cross First Aide Certified or the ability to obtain within three (3) months of employment. Must maintain CPR and Red Cross First Aide Certification during employment.
13. Must complete Blood Borne Pathogen Training.
14. Must adhere to strict confidentiality in all matters. (**Must sign a confidentiality statement prior to employment.**)
15. Must be willing and able to obtain additional education and training.
16. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol-Free Workplace Policy during the course of employment.
17. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.
18. A valid, non-probationary driver's license or occupational driver's license, reliable transportation, and insurance are required. Must obtain a Wisconsin non-probationary driver's license or occupational driver's license within thirty (30) days of employment if applicant has an out-of-state driver's license. Must be authorized as eligible to operate a personal and Tribal vehicle under the Oneida Nation's Vehicle Driver Certification and Fleet Management Policy prior to actual start date. Must maintain driver's eligibility as a condition of employment.

PREFERRED QUALIFICATIONS:

Applicants please clearly state on the application/resume if you meet these qualifications.

MINIMUM QUALIFICATIONS:

Applicants please clearly state how you meet these qualifications on the application/resume.

1. Bachelor's Degree in Education or closely related field from an accredited college or university.
2. Two (2) year of successful experience in teaching/tutoring math and science to Middle and/or High School youth.
3. Two (2) year successful experience utilizing and/or adapting curriculum resources, including structured literacy methods/techniques.
4. A Wisconsin Middle/Secondary or Secondary Education Teaching Certificate is required within one (1) year of employment. Must maintain the Wisconsin Middle/Secondary or Secondary Education Teaching Certificate during employment.

ITEMS TO BE SUBMITTED:

Must provide a copy of diploma, license, degree or certification upon employment.

FINANCE ADMINISTRATION

Fiscal Analysis



MEMORANDUM

DATE: November 3, 2025
FROM: RaLinda Ninham-Lamberies, Chief Financial Officer
TO: Oneida Business Committee
RE: **Fiscal Analysis of Unbudgeted Positions within the Education and Training Area**

I. Estimated Fiscal Impact Summary

Fiscal Analysis of Unbudgeted Positions within the Education and Training Area		
Estimated Impact	Year One @ 67%	Year Two at 100%
Total Estimated Fiscal Impact	\$174,754	\$260,826

II. Background

BC Resolution # 07-23-25-O, Fiscal Year 2026 Revised Budget Considerations and Calendar included the following guidance, *"There will be no Vacant/posted positions requested in the budget"*. The Chief Executive Officer (CEO) of Nation Services has requested a fiscal analysis of unbudgeted positions funded through Tribal Contribution. This process follows the Budget and Finances Law section 121.9-3 (a) *Exception. The Oneida Business Committee may authorize an unbudgeted position for a fund unit. The CFO shall provide the Oneida Business Committee a written fiscal analysis and any input on the potential unbudgeted position. The Oneida Business Committee shall authorize the unbudgeted position through the adoption of a resolution.*

The CEO has noted that these positions have historically been difficult to fill. In the case of the Childcare Teachers, the need to serve additional children requires additional positions to ensure legal staffing ratios. The Youth Enrichment Services (YES) Specialist position provides educational support services to 77 eligible students.

III. Methodology and Assumptions

This analysis was completed based on the information provided as of the date of this memo and the identified source of funds is Tribal Contribution.

The following assumptions were used.

- A. Wages are set at the midpoint within the grade.
- B. The Fringe rate for new positions is 44.20%.
- C. Indirect costs are 21.21%, this is based on the anticipated Indirect Cost (IDC) rate for FY2026.
- D. Based on the timeliness and because these positions have been difficult to fill, Finance is using 67% of full-time from the line-item guidance.
- E. Year two at 100% does not include any increases for wages or benefits.
- F. An updated Labor Allocations list for FY2026 is not available. However, based on the Full-Time Equivalent report dated October 28, 2025, from the Human Resource Department, posting these positions would be within the FTE count identified in BC Resolution 03-26-25-B.

Title	Mid-point Wage	Fringe Rate	Indirect Cost Rate	Number of positions	67% of Full Time	100% of Full Time
Child Care Teacher	\$ 20.87	44.20%	21%	2	\$ 96,217	\$ 143,608
YES Specialist	\$ 34.07	44.20%	21%	1	\$ 78,537	\$ 117,219

IV. Financial Impact

The estimated fiscal impact of approving these three positions is \$174,754 at 67% of full time and \$260,826 at 100% of full time.

III. Recommendation

The Chief Financial Officer does not make a recommendation regarding a course of action in this matter. Rather, it is the purpose of this report to disclose potential fiscal impact and other budgetary considerations so that the Business Committee has sufficient information to render a decision.



Statement of Effect

Authorization of one (1) Unbudgeted Position: Business Unit 4212001

Summary

This resolution authorizes one (1) unbudgeted position for Business Unit 4212001, which includes job number 1212.

*Submitted by: Grace L. Elliott, Staff Attorney, Legislative Reference Office
 Date: January 12, 2026*

Analysis by the Legislative Reference Office

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

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

The Nation is required to develop, adopt, and manage an annual budget. [*I O.C. 121.5-1*]. All revenues and expenditures of the Nation are required to be made in accordance with the annual budget, which must be balanced and cannot propose spending more funds than are reasonably expected to become available during the fiscal year. *Id.*

The Law requires the Oneida Business Committee to approve an employment cap and labor allocations list by resolution. [*I O.C. 121.9-1*]. Positions not specifically budgeted and included in the labor allocations list are prohibited, except that the Oneida Business Committee may authorize an unbudgeted position upon receiving a written fiscal analysis and any input from the Chief Financial Officer (CFO). Such authorization must be made by resolution. [*I O.C. 121.9-3(a)*].

After the budget is adopted, amendments are not permitted unless necessary to avoid a deficit. [*I O.C. 121.5-5*]. Positions not included in the approved labor allocations list are prohibited unless

specifically authorized by resolution following receipt of a written fiscal analysis and input from the Chief Financial Officer (CFO). [*I.O.C. 121.9-3(a)*]

Through the adoption of this resolution the Oneida Business Committee authorizes one (1) unbudgeted position in Business Unit é4212001 (Job Number 1212). The resolution identifies that the position will be funded through tribal contribution at a total cost of one hundred seventeen thousand two hundred nineteen dollars (117,219). The resolution provides that the CFO has submitted the required fiscal analysis and input, as required by section 121.9-3(a) of the Law. The adoption of this resolution fulfills the requirement that approval of any unbudgeted position must be made by the Oneida Business Committee through the adoption of a resolution prior to the position being filled.

Conclusion

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

Oneida Nation

1 Post Office Box 365

2
3 Phone: (920)869-2214



4 Oneida, WI 54155

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11 **BC Resolution #**
12 **Authorization of One (1) Unbudgeted Position Business Unit 4212001**

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

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

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

18 **WHEREAS**, the Budget and Finances law, 1 O.C. 121, governs the development, adoption and
19 implementation of the fiscal year budget; and

20 **WHEREAS**, the Fiscal Year 2026 budget approved by General Tribal Council resolution, 12-08-25-A
21 established an employment cap of 1,860 FTEs, which will not be exceeded by this action;
22 and

23 **WHEREAS**, the Budget and Finances law, 1 O.C. 121.9-3(a), and the *Employment Cap and Labor*
24 *Allocations Level Standard Operating Procedure*, adopted by resolution # BC-09-28-22-
25 D, authorize the Oneida Business Committee to approve unbudgeted positions by
26 resolution, provided the employment cap is maintained and the Chief Financial Officer
27 provides a fiscal analysis and any written input, and

28 **WHEREAS**, on November 3, 2025, the Chief Financial Officer provided a fiscal analysis confirming
29 that the addition of one (1) unbudgeted FTE in Business Unit #4212001 (Job#1212,
30 Grade 17) can be funded without exceeding the employment cap; and

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38 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee authorizes one (1) unbudgeted
39 FTE in Business Unit #4212001 (Job#1212, Grade 17), funded within existing financial boundaries, without
40 exceeding the approved employment cap. This action does not amend the FY 2026 budget and will be
41 tracked in accordance with section 1 O.C. 121.9-3 and the *Employment Cap and Labor Allocations SOP*.
42

Business Unit #	Job #	Grade/Mid-Point Wage	Annual Cost	Funding Source
4212001	1212	17/\$34.07	\$117,219	Tribal Contribution

Adopt resolution entitled Authorization of Two (2) Unbudgeted Positions Business Unit 4211052**Business Committee Agenda Request**

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Approval request to fill unbudgeted Child Care Teacher positions (2) within the

+

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Mark W. Powless  Digitally signed by Mark W. Powless
Date: 2026.01.19 13:17:14 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: Lori Hill, CEO-Nation Services Office Manager

CEO – Nation Services
909 Packerland Dr.
Green Bay, WI 54303
920-496-7000



To: Oneida Business Committee

From: Mark W. Powless, CEO – Nation Services  Digitally signed by Mark W. Powless
Date: 2026.01.19 13:17:02 -06'00'

Date: January 16, 2026

Re: Vacant Positions

The purpose of this memorandum is to provide background for the request to fill unbudgeted positions within the Education and Training Area.

Per BC Resolution # 07-23-25-O, Fiscal Year 2026 Revised Budget Considerations and Calendar:

7. ii. There will be no Vacant/posted positions requested in the budget.

Thus, following budget guidance for these previously posted but vacant positions, Education and Training did not budget for the following positions:

Dept.	Position	Code	Supervisor	Status
Childcare	Childcare Teacher	109	Vicki Vanlaanen	Until Filled
YES	YES Specialist	1212	Joanne Ninham	Until Filled

During the budgeting process these were vacant positions and over the past year were difficult to fill. As now unbudgeted positions, guidance to fill the positions is within the Budget and Finances Law:

121.9-3. Unbudgeted Positions. Any position which has not been specifically budgeted for and included in the labor allocation list shall be prohibited. Budgeted labor dollars and approved positions shall not be transferrable in any form.

(a) Exception. The Oneida Business Committee may authorize an unbudgeted position for a fund unit. The CFO shall provide the Oneida Business Committee a written fiscal analysis and any input on the potential unbudgeted position. The Oneida Business Committee shall authorize the unbudgeted position through the adoption of a resolution.

The justification for filling each position is as follows:

Childcare Teacher

- 1) Justification for position – ensures legal staffing ratio and allows opening an additional classroom to serve additional children
- 2) Number of positions currently vacant under that job code – 2

YES Specialist

- 1) Justification for position – provides education support services to Lombardi Middle School for 77 eligible students
- 2) Number of positions currently vacant under that job code – 1

Job descriptions fiscal impact statement and resolutions are attached.

APPLY IN PERSON AT:

Human Resource Department
909 Packerland Drive
Green Bay, WI 54303

APPLY ONLINE AT:

<http://oneida-nsn.gov>



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

OPEN TO ALL APPLICANTS

POSITION TITLE: Childcare Teacher

POSITION NUMBER: 00109

DEPARTMENT: Oneida Childcare (OCC)

LOCATION: 2965 S. Overland Rd, Oneida, WI

DIVISION: Governmental Services

RESPONSIBLE TO: Childcare Supervisor

SALARY: Grade 5 \$17.39/Hr. (NEGOTIABLE)

CLASSIFICATION: Non-Exempt

POSTING DATE: October 24, 2023

CLOSING DATE: Until Filled

Transfer Deadline: October 31, 2023

Proposed Start Date: As Soon As Possible

OR MAIL TO:

Human Resource Department
P.O. Box 365
Oneida, WI 54155-0365
Phone: (920) 496-7900
Fax: (920) 496-7490

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The Oneida Nation does not discriminate on the basis of race, color, national origin, sex, religion, age or disability status in employment or the provision of services. However, individuals of Indian ancestry and Veterans will be given preference by law in initial employment or re-employment.

POSITION SUMMARY

Work with OCC staff to provide a safe and secure environment for children entrusted to their care in which each child can develop his/her physical, emotional and intellectual skills. Assist with planning and implementing age-appropriate curriculum for children in accordance with the OCC Department Standard Operating Procedures and State of Wisconsin HFS 46 Licensing Rules. Works flexible hours from 6:00 a.m. to 5:00 p.m. Continuation of this position is contingent upon funding allocations.

DUTIES AND RESPONSIBILITIES:

1. Follow the OCC Department Standard Operating Procedures.
2. Provide nurturing and support to all children. Develop and maintain a caring, warm and trusting relationship with each child while enforcing appropriate disciplinary measures accordingly.
 - a. Develop, implement and oversee a routine for daily and general programming for children and incorporating the creative curriculum lesson plans on a weekly basis.
3. Maintain appropriate records as required by Tribal, State funding and licensing agencies. Completes appropriate records including daily infant intake forms, child/teacher ratio sheets, medical log and medicine log and medicine dispensing forms, accident report forms/ logs, infant/toddler feeding, sleeping, changing form, in-service and continuing education.
4. Maintain an orderly, attractive, and stimulating physical environment for young children.
 - a. Clean and maintain a safe and secure environment, designing and constructing bulletin boards and other displays, monitoring equipment, maintaining supplies, and informing the supervisor of supplies needed.
5. Develop and maintain positive relationships with parents of children to include, but not limited to, greeting parents each day, writing notes and developing reports to parents as required.
 - a. Meet with parents in conference twice each year, attend programs with parents, and submit articles/information to the monthly newsletter.
 - b. Work cooperatively with OCC staff using a team approach to childcare.
 - c. Practice excellent customer service skills at all times to include, but not limited to, addressing customer and employee needs courteously and promptly.
6. Complete fifteen (15) continuing education hours per year as directed by supervisor.
7. Attend staff meetings as needed/required.
8. Contribute to a team effort and accomplishes related results as required.
9. Adhere to all Personnel Policies and Procedures, Standard Operating Procedures, and Area and Program Strategic Plans and Policies.
10. Maintain strict department security, confidentiality, and quality to meet professional standards of the department.

JOB DESCRIPTION
Childcare Teacher
Page 2

DUTIES AND RESPONSIBILITIES: (Cont.)

11. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

1. Frequently use hands and arms; talk and hear; sit, stand, walk, bend/stoop, squat, crawl, crouch, kneel, balance, push/pull and carry and lift up to fifty (50) pounds.
2. Occasionally reach above shoulder level.
3. Work is generally performed in a classroom setting with a moderate noise level.
4. A Tuberculosis (TB) Screening and/or a 2 step TB Skin Test is required within thirty (30) days of employment.

STANDARD QUALIFICATIONS:

1. Knowledge of the different physical and mental development stages of children.
2. Skill in customer/client relation.
3. Ability and willingness to complete fifteen (15) continuing education hours per year.
4. Ability to prepare lessons plans that are age appropriate and reasonable to children's needs.
5. Ability to define and to provide an organized, self-directed classroom.
6. Ability to remain awake and alert throughout scheduled shift.
7. Ability to maintain a safe and nurturing environment.
8. Ability and willingness to work cooperatively with OCC co-workers and clients.
9. Ability to deal with the general public and Tribal employees with tact, courtesy, respect, objectivity and maturity.
10. Ability and willingness to work a flexible work schedule from 6:00 a.m. to 5:00 p.m.
11. Oneida Certification on reporting Child Abuse and Neglect within ninety (90) days of employment.
12. Must be CPR and Red Cross First Aide Certified or the ability to obtain within three (3) months of employment. Must maintain CPR and Red Cross First Aide Certification during employment.
13. Child Development Associate Credential (CDAC)/Assistant Teacher Technical Diploma is required and/or must enrolled in an Early Childhood Education program that leads to a CDAC or Teacher Assistant Technical Diploma at the onset of employment and must complete within two (2) years of hire.
14. Must complete Health Insurance Portability and Accountability Act (HIPAA) training within 30 days of employment and annually thereafter.
15. Must adhere to strict confidentiality in all matters. **(Must sign a confidentiality statement prior to employment.)**
16. Must be willing and able to obtain additional education and training.
17. Must pass a pre-employment drug screening. Must adhere to the Nation's Drug and Alcohol-Free Workplace Policy during the course of employment.
18. Must pass a background security check with the Oneida Nation in order to meet the Employment Eligibility Requirements, Tribal/State Compact and/or Oneida Nation Gaming Ordinance as they pertain to the position. A temporary license or Gaming License issued by the Oneida Gaming Commission is required as a condition of employment and continuing employment within the Oneida Nation's Gaming Division.

PREFERRED QUALIFICATIONS:

Applicants please clearly state on the application/resume if you meet these qualifications.

1. Knowledge and familiarity with American Indian cultures in general and the Oneida Nation specifically.

MINIMUM QUALIFICATIONS:

Applicants please clearly state how you meet these qualifications on the application/resume.

1. Must be eighteen (18) years of age or older.
2. High School Diploma or GED and a minimum of eighty (80) hours in an Early Childhood Development Program from an approved technical college (Early Childhood I and II) or its equivalent as stated in HFS Licensing Rules for Group Day Care Centers; Table 46.05-C; eighty (80) working days as a full-time assistant child care teacher or an elementary school teacher up to grade Kindergarten or one-hundred twenty (120) days as a half-time assistant child care teacher or an elementary school teacher up to grade Kindergarten experience; an equivalent combination of education and experience may be considered.

ITEMS TO BE SUBMITTED:

1. Must provide a copy of diploma, license, degree or certification upon employment.

FINANCE ADMINISTRATION

Fiscal Analysis



MEMORANDUM

DATE: November 3, 2025
FROM: RaLinda Ninham-Lamberies, Chief Financial Officer
TO: Oneida Business Committee
RE: **Fiscal Analysis of Unbudgeted Positions within the Education and Training Area**

I. Estimated Fiscal Impact Summary

Fiscal Analysis of Unbudgeted Positions within the Education and Training Area		
Estimated Impact	Year One @ 67%	Year Two at 100%
Total Estimated Fiscal Impact	\$174,754	\$260,826

II. Background

BC Resolution # 07-23-25-O, Fiscal Year 2026 Revised Budget Considerations and Calendar included the following guidance, *"There will be no Vacant/posted positions requested in the budget"*. The Chief Executive Officer (CEO) of Nation Services has requested a fiscal analysis of unbudgeted positions funded through Tribal Contribution. This process follows the Budget and Finances Law section 121.9-3 (a) *Exception. The Oneida Business Committee may authorize an unbudgeted position for a fund unit. The CFO shall provide the Oneida Business Committee a written fiscal analysis and any input on the potential unbudgeted position. The Oneida Business Committee shall authorize the unbudgeted position through the adoption of a resolution.*

The CEO has noted that these positions have historically been difficult to fill. In the case of the Childcare Teachers, the need to serve additional children requires additional positions to ensure legal staffing ratios. The Youth Enrichment Services (YES) Specialist position provides educational support services to 77 eligible students.

III. Methodology and Assumptions

This analysis was completed based on the information provided as of the date of this memo and the identified source of funds is Tribal Contribution.

The following assumptions were used.

- A. Wages are set at the midpoint within the grade.
- B. The Fringe rate for new positions is 44.20%.
- C. Indirect costs are 21.21%, this is based on the anticipated Indirect Cost (IDC) rate for FY2026.
- D. Based on the timeliness and because these positions have been difficult to fill, Finance is using 67% of full-time from the line-item guidance.
- E. Year two at 100% does not include any increases for wages or benefits.
- F. An updated Labor Allocations list for FY2026 is not available. However, based on the Full-Time Equivalent report dated October 28, 2025, from the Human Resource Department, posting these positions would be within the FTE count identified in BC Resolution 03-26-25-B.

Title	Mid-point Wage	Fringe Rate	Indirect Cost Rate	Number of positions	67% of Full Time	100% of Full Time
Child Care Teacher	\$ 20.87	44.20%	21%	2	\$ 96,217	\$ 143,608
YES Specialist	\$ 34.07	44.20%	21%	1	\$ 78,537	\$ 117,219

IV. Financial Impact

The estimated fiscal impact of approving these three positions is \$174,754 at 67% of full time and \$260,826 at 100% of full time.

III. Recommendation

The Chief Financial Officer does not make a recommendation regarding a course of action in this matter. Rather, it is the purpose of this report to disclose potential fiscal impact and other budgetary considerations so that the Business Committee has sufficient information to render a decision.



Statement of Effect

Authorization of two (2) Unbudgeted Positions: Business Unit 4211052

Summary

This resolution authorizes two (2) unbudgeted positions for Business Unit 4211052, which includes job number 0109.

*Submitted by: Grace L. Elliott, Staff Attorney, Legislative Reference Office
 Date: January 12, 2026*

Analysis by the Legislative Reference Office

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

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

The Nation is required to develop, adopt, and manage an annual budget. [*I O.C. 121.5-1*]. All revenues and expenditures of the Nation are required to be made in accordance with the annual budget, which must be balanced and cannot propose spending more funds than are reasonably expected to become available during the fiscal year. *Id.*

The Law requires the Oneida Business Committee to approve an employment cap and labor allocations list by resolution. [*I O.C. 121.9-1*]. Positions not specifically budgeted and included in the labor allocations list are prohibited, except that the Oneida Business Committee may authorize an unbudgeted position upon receiving a written fiscal analysis and any input from the Chief Financial Officer (CFO). Such authorization must be made by resolution. [*I O.C. 121.9-3(a)*].

After the budget is adopted, amendments are not permitted unless necessary to avoid a deficit. [*I O.C. 121.5-5*]. Positions not included in the approved labor allocations list are prohibited unless

specifically authorized by resolution following receipt of a written fiscal analysis and input from the Chief Financial Officer (CFO). [*I.O.C. 121.9-3(a)*]

Through the adoption of this resolution the Oneida Business Committee authorizes two (2) unbudgeted positions in Business Unit é4211052 (Job Number 0109). The resolution identifies that the position will be funded through tribal contribution at a total cost of one hundred forty three thousand six hundred and eight dollars (143,608). The resolution provides that the CFO has submitted the required fiscal analysis and input, as required by section 121.9-3(a) of the Law. The adoption of this resolution fulfills the requirement that approval of any unbudgeted position must be made by the Oneida Business Committee through the adoption of a resolution prior to the position being filled.

Conclusion

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

Oneida Nation

1 Post Office Box 365

2 Phone: (920)869-2214



3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 Oneida, WI 54155

BC Resolution

Authorization of Two (2) Unbudgeted Positions Business Unit 4211052

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

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

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

WHEREAS, the Budget and Finances law, 1 O.C. 121, governs the development, adoption and implementation of the fiscal year budget; and

WHEREAS, the Fiscal Year 2026 budget approved by General Tribal Council resolution, 12-08-25-A established an employment cap of 1,860 FTEs, which will not be exceeded by this action; and

WHEREAS, the Budget and Finances law, 1 O.C. 121.9-3(a), and the *Employment Cap and Labor Allocations Level Standard Operating Procedure*, adopted by resolution # BC-09-28-22-D, authorize the Oneida Business Committee to approve unbudgeted positions by resolution, provided the employment cap is maintained and the Chief Financial Officer provides a fiscal analysis and any written input, and

WHEREAS, on November 3, 2025, the Chief Financial Officer provided a fiscal analysis confirming that the addition of two (2) unbudgeted FTEs in Business Unit #4211052 (Job#0109, Grade 5) can be funded without exceeding the employment cap; and

NOW THEREFORE BE IT RESOLVED, the Oneida Business Committee authorizes two (2) unbudgeted FTEs in Business Unit #4211052 (Job#0109, Grade 5), funded within existing financial boundaries, without exceeding the approved employment cap. This action does not amend the FY 2026 budget and will be tracked in accordance with section 1 O.C. 121.9-3 and the *Employment Cap and Labor Allocations SOP*.

Business Unit #	Job #	Grade/Mid-Point Wage	Annual Cost	Funding Source
4211052	0109	5/\$20.87	\$143,608	Tribal Contribution

Adopt the resolution entitled Adoption of Amendments to the Public Use of Tribal Land Law

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Amendments to the Public Use of Tribal Land Law

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:Authorized Sponsor: Jameson Wilson, CouncilmanPrimary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



TO: Oneida Business Committee
 FROM: Jameson Wilson, LOC Chairperson *[Signature]*
 DATE: January 21, 2026
 RE: Adoption of Amendments to the Public Use of Tribal Land Law

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Public Use of Tribal Land law:

1. Resolution: Amendments to the Public Use of Tribal Land Law
2. Statement of Effect: Amendments to the Public Use of Tribal Land Law
3. Public Use of Tribal Land Law Amendments Legislative Analysis
4. Public Use of Tribal Land Law Amendments Draft (Redline)
5. Public Use of Tribal Land Law Amendments Draft (Clean)
6. Public Use of Tribal Land Law Amendments Fiscal Impact Statement

Overview

The purpose of the Public Use of Tribal Land law is to prevent improper access, use, and trespass to Tribal lands. [6 O.C. 609.1-1]. Amendments to the Public Use of Tribal Land law are being sought to:

- Eliminate the Environmental Resource Board from the Law and delegate all their former responsibilities and duties to Land Management. [6 O.C. 609.4, 609.7];
- Delegate administrative rulemaking authority to Land Management to develop rules to:
 - Develop, approve, and maintain the Land Access Map;
 - Allocate and assign land uses for all Tribal lands;
 - Develop a fine and penalty schedule for violations of this Law and its corresponding rules; and
 - Develop any other rules needed to implement or enforce this Law. [6 O.C. 609.4-2];
- Require that Land Management consult with the Land Assessment Team on the development of all administrative rules. [6 O.C. 609.4-3];
- Add members of Haudenosaunee First Nations governments or bands to those who can access land designated as Oneida Community Access. [6 O.C. 609.5-1(b)(2)];
- Require that the Land Access Map be made digitally available on the Nation's website. [6 O.C. 609.5-4];
- Provide that Land Management is responsible for allocating and assigning land uses to all Tribal land. [6 O.C. 609.6-1];
- Remove the provisions on amending the Land Access Map, as the administrative rulemaking process shall now be followed.;
- Remove the provisions of the Law regarding trespass;
- Remove much of the provisions regarding citations, and simply providing that an individual who violates a provision of this law or the corresponding rules may be subject

to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws and policies governing citations. [6 O.C. 609.7-2]; and

- Make other minor drafting changes throughout the Law.

The Legislative Operating Committee developed the proposed amendments to the Public Use of Tribal Land law through collaboration with representatives from the Oneida Police Department, Oneida Law Office, Land Management, and the Environmental, Land, Agriculture Division. The Legislative Operating Committee held six (6) work meetings on the development of the amendments to the Public Use of Tribal Land law.

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

The Legislative Operating Committee held a public meeting on the proposed amendments to the Public Use of Tribal Land law on October 15, 2025. One (1) individual provided oral comments during the public meeting. The public comment period for the amendments to this Law was held open until October 22, 2025. No written comments were received during this public comment period. The Legislative Operating Committee reviewed and considered all public comments received on December 3, 2025. Any changes have been incorporated into this draft.

The amendments to the Public Use of Tribal Land law will become effective on February 25, 2026.

Requested Action

Adopt the Resolution: Amendments to the Public Use of Tribal Land law



PUBLIC USE OF TRIBAL LAND LAW AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

Analysis by the Legislative Reference Office

Intent of the Proposed Amendments	<ul style="list-style-type: none"> ▪ Add definitions for the following terms: Land Management [<i>6 O.C. 609.3-1(c)</i>], rule [<i>6 O.C. 609.3-1(c)</i>], Trial Court [<i>6 O.C. 609.3-1(j)</i>], and Tribal member [<i>6 O.C. 609.3-1(k)</i>], and eliminate the definition for trespass; ▪ Eliminate the Environmental Resource Board from the Law and delegate all their former responsibilities and duties to Land Management. [<i>6 O.C. 609.4, 609.7</i>]; ▪ Delegate administrative rulemaking authority to Land Management to develop rules to: <ul style="list-style-type: none"> ▪ Develop, approve, and maintain the Land Access Map; ▪ Allocate and assign land uses for all Tribal lands; ▪ Develop a fine and penalty schedule for violations of this Law and its corresponding rules; and ▪ Develop any other rules needed to implement or enforce this Law. [<i>6 O.C. 609.4-2</i>]; ▪ Require that Land Management consult with the Land Assessment Team on the development of all administrative rules. [<i>6 O.C. 609.4-3</i>]; ▪ Add members of Haudenosaunee First Nations governments or bands to those who can access land designated as Oneida Community Access. [<i>6 O.C. 609.5-1(b)(2)</i>]; ▪ Require that the Land Access Map be made digitally available on the Nation's website. [<i>6 O.C. 609.5-4</i>]; ▪ Provide that Land Management is responsible for allocating and assigning land uses to all Tribal land. [<i>6 O.C. 609.6-1</i>]; ▪ Remove the provisions on amending the Land Access Map, as the administrative rulemaking process shall now be followed.; ▪ Remove the provisions of the Law regarding trespass; ▪ Remove much of the provisions regarding citations, and simply provide that an individual who violates a provision of this law or the corresponding rules may be subject to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws and policies governing citations. [<i>6 O.C. 609.7-2</i>]; and ▪ Make other minor drafting changes throughout the Law.
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Purpose	The purpose of this law is to prevent improper access, use, and trespass to Tribal lands. [6 O.C. 609.1-1].
Affected Entities	Land Management, Oneida Police Department
Public Meeting	A public meeting was held on October 15, 2025, and the public comment period was held open until October 22, 2025.
Fiscal Impact	A fiscal impact statement was provided by the Finance Administration on January 8, 2026.

1 **SECTION 2. LEGISLATIVE DEVELOPMENT**

2 **A. Background.** The Public Use of Tribal Land law (“the Law”) was originally adopted by the Oneida
3 Business Committee in 2014 through resolution BC-05-15-14-C, and then was amended through
4 resolutions BC-12-10-14-A, BC-01-13-16-C, and BC-07-26-17-D. The purpose of the Law is to
5 prevent improper access, use, and trespass to Tribal lands. [6 O.C. 609.1-1]. It is the policy of the Nation
6 to limit access to Tribal lands to protect and preserve the environment and natural resources including
7 forests, wildlife, air, and waters, through appropriate uses of the land. [6 O.C. 609.1-2].

8 **B. Request for Amendments.** On August 10, 2022, the Oneida Business Committee adopted a motion “to
9 direct the General Manager to complete the assessment regarding the feasibility of the Environmental,
10 Health, Safety, Land, & Agriculture Division taking on the roles of the Environmental Resources Board
11 and for the assessment to be submitted at the second meeting Business Committee meeting in
12 September.” In short, the General Manager concluded that although changes were necessary to those
13 Oneida laws that delegated the authority and responsibility to the Environmental Resources Board
14 (ERB), those responsibilities that were jointly executed by the ERB and Environmental, Health, Safety,
15 and Land Division (EHSLA), could be assumed by EHSLA. Additionally, for those duties that
16 delegated ERB the power and duty to carry out the intent and purposes of the law, including
17 enforcement, those responsibilities could be delegated to EHSLA and/or the Oneida Land Commission.
18 On September 28, 2022, the Oneida Business Committee adopted a motion to accept the
19 Environmental, Health, Safety, Land, and Agriculture/Environmental Resource Board assessment; to
20 recommend the dissolution the Environment Resource Board; and to direct Chief Counsel to bring
21 back a report in forty-five (45) days on actions that need to take place in order to complete the
22 dissolution of the Environmental Resource Board including amendments to laws and addressing any
23 background material. The Oneida Law Office provided this report to the Oneida Business Committee
24 on November 29, 2022. This item was then added to the Active Files List on December 7, 2022, in an
25 effort to make amendments to address the dissolution of the Environmental Resources Board, and
26 transition the Board’s responsibilities to the Environmental, Health, Safety, Land and Agriculture
27 Division and/or the Oneida Land Commission.

29 **SECTION 3. CONSULTATION AND OUTREACH**

30 **A.** Representatives from the following departments or entities participated in the development of the
31 amendments to the Law and this legislative analysis:

- 32 ▪ Oneida Police Department;
- 33 ▪ Land Management;
- 34 ▪ Oneida Law Office; and
- 35 ▪ Environmental, Land, and Agriculture Division.

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

37 ■ Legislative Procedures Act;

38 ■ Administrative Rulemaking law;

39 ■ Real Property law;

40 ■ Public Peace law; and

41 ■ Citations Law.

42

43 **SECTION 4. PROCESS**

44 **A.** The development of the proposed amendments to the Law complies with the process set forth in the
45 Legislative Procedures Act (LPA).

46 ■ On October 4, 2023, the Legislative Operating Committee added the Public Use of Tribal Land
47 law amendments to its Active Files List.

48 ■ On August 20, 2025, the Legislative Operating Committee approved the draft of amendments to
49 the Public Use of Tribal Land law.

50 ■ On September 3, 2025, the Legislative Operating Committee approved the legislative analysis and
51 the public meeting packet for the proposed amendments to the Public Use of Tribal Land law and
52 scheduled a public meeting to be held on October 15, 2025.

53 ■ On October 15, 2025, the public meeting was held. One (1) individual provided public comments
54 during the public meeting.

55 ■ The public comment period then closed on October 22, 2025. No individuals provided written
56 comments during the public meeting.

57 ■ On November 5, 2025, the Legislative Operating Committee accepted the public comments and
58 the public comment review memorandum and deferred these items to a work meeting for further
59 consideration.

60 ■ On December 3, 2025, the Legislative Operating Committee reviewed and considered the public
61 comments received.

62 ■ On December 17, 2025, the Legislative Operating Committee approved the updated public
63 comment review memo, draft, and legislative analysis; and then also approved the fiscal impact
64 statement request memorandum and forward to the Finance Department directing that a fiscal
65 impact statement be prepared and submitted to the LOC by January 15, 2026.

66 ■ On January 8, 2026, the Finance Administration provided the Legislative Operating Committee the
67 fiscal impact statement.

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

70 ■ January 3, 2024: LOC work session.

71 ■ April 29, 2025: LOC work session with Oneida Law Office, Oneida Police Department, Land
72 Management, and the Environmental, Land, and Agriculture Division.

73 ■ May 20, 2025: LOC work session with Oneida Law Office, Oneida Police Department, and Land
74 Management.

75 ■ August 11, 2025: LOC work session with Oneida Law Office, Oneida Police Department, and
76 Land Management.

77 ■ December 3, 2025: LOC work session.

78 ■ December 30, 2025: LOC work session.

79

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

81 **A. Definitions.** The proposed amendments to the Law add definitions for the following terms: Land
82 Management [*6 O.C. 609.3-1(c)*], rule [*6 O.C. 609.3-1(i)*], Trial Court [*6 O.C. 609.3-1(j)*], and Tribal
83 member [*6 O.C. 609.3-1(k)*]. The definition for trespass was eliminated from the Law, as the term is
84 no longer used in the Law.

- 85 ▪ *Effect.* Updating the definitions to include new terms that are used in the Law, and eliminate terms
86 that are no longer used in the Law provides greater clarification for those who read the Law.

87 **B. Elimination of the Environmental Resource Board.** The current Law provides that the Environmental
88 Resource Board has the duty and power to carry out the intent and purposes of this law and enforce the
89 provisions of this law. [*current 6 O.C. 609.4-1*]. Throughout the Law the Environmental Resource
90 Board is then given a variety of different responsibilities and authorities, particularly in regard to the
91 development and maintenance of the Land Access Map. The proposed amendments to the Law remove
92 all mentions of the Environmental Resource Board from the Law, and instead delegates all
93 responsibilities of the Environmental Resource Board provided in the law to Land Management. [*6
94 O.C. 609.4-1*].

- 95 ▪ *Effect.* The removal of the Environmental Resource Board through the proposed amendments to
96 the Law aligns with the September 28, 2022, Oneida Business Committee directive to dissolve the
97 Environment Resource Board. The Environmental Resource Board has to be eliminated from all
98 laws of the Nation, and their responsibilities delegated to another entity before the board can be
99 officially dissolved.

100 **C. Delegation of Administrative Rulemaking.** The proposed amendments to the Law delegate rulemaking
101 authority in accordance with the Administrative Rulemaking law to Land Management to develop rules
102 to address: the development, approval, and maintenance of the Land Access Map; the allocation and
103 assignment of land uses for all Tribal land; a fine and penalty schedule for violations of this law and its
104 corresponding rules; and any other rule needed to implement or interpret the provisions of this law. [*6
105 O.C. 609.4-2*].

- 106 ▪ *Effect.* The Administrative Rulemaking law provides that only authorized agencies may
107 promulgate rules once they are granted rulemaking authority by a law of the Nation. [*1 O.C. 106.4-
108 1*]. This proposed amendments to the Law delegates Land Management rulemaking authority in
109 accordance with the Administrative Rulemaking law. This delegation of rulemaking authority will
110 allow Land Management to develop rules to best address their responsibilities provided through
111 this Law.

112 **D. Consultation with the Land Assessment Team.** The proposed amendments to the Law include a new
113 provision which requires that Land Management consult with the Land Assessment Team on the
114 development of all administrative rules. [*6 O.C. 609.4-3*]. The Land Assessment Team is comprised of
115 the following professionals employed by the Nation: Land Management Senior Management; Planning
116 and Development Area Manager; Environmental Specialist; Tribal Historical Preservation Officer;
117 GLIS Specialist; Zoning Administrator; and other subject matter experts based on the characteristics of
118 the parcel to include: if there is a house, then Comprehensive Housing Division Maintenance and
119 Rehabilitation Area Manager. [*6 O.C. 609.4-3(a)*]. Section 609.5-3 of the current Law does require the
120 Environmental Resource Board to develop the Land Access Map in coordination with the Oneida
121 Environmental Health and Safety Division, the Oneida Division of Land Management, Geographic
122 Land Information Systems and other such designated agencies of the Nation.

123 ▪ *Effect.* The requirement that Land Management consults with the Land Assessment Team on the
124 development of administrative rules ensures that Land Management is collecting input from some
125 of the Nation's subject matter experts on land. This is similar to current collaboration requirements
126 for the development of the Land Access Map included in the Law.

127 **E. Oneida Community Access.** Currently, the Public Use of Tribal Land law designates Tribal land to
128 have one (1) of the following accesses: limited access, Oneida Community access, Oneida Tribal
129 member access, and open access. *[6 O.C. 609.5-1]*. Each access designation is open to different groups
130 of people. Lands designated as Oneida community access are open to: Tribal members; spouses and
131 descendants of Tribal members; members of other federally recognized Indian tribes, bands or
132 communities; authorized employees of the Nation; and persons who are accompanied at all times by a
133 Tribal member, the spouse or descendant of a Tribal member, or an authorized employee of the Nation.
134 *[6 O.C. 609.5-1(b)(2)]*. Land is designated as Oneida community access for the protection of the land
135 due to the historical, spiritual, cultural, and/or environmental significance of the land. *[6 O.C. 609.5-1(c)]*. The proposed amendments to the Law add members of Haudenosaunee First Nations
136 governments or bands to those who can access land designated as Oneida Community Access. *[6 O.C.
137 609.5-1(b)(2)]*.

139 ▪ *Effect.* The proposed amendments to the Law recognize those members of Haudenosaunee First
140 Nations governments or bands in Canada with the same status as members of other federally
141 recognized Indian tribes, bands or communities.

142 **F. Accessibility of Land Access Map.** The proposed amendments to the Law include a new provision
143 which requires that Land Management ensures that the Land Access Map is made digitally available
144 on the Nation's website. *[6 O.C. 609.5-4]*.

145 ▪ *Effect.* This proposed amendment ensures that people have access to the Land Access Map and the
146 information contained in the map regarding the different designations of Tribal land so that they
147 can best comply with the restrictions on the different designations of the Tribal lands.

148 **G. Assigning Land Uses.** The proposed amendments to the Law include a new provision that now
149 provides that Land Management is responsible for allocating and assigning land uses to all Tribal land.
150 *[6 O.C. 609.6-1]*. The Law goes on to provide that the purpose of assigning land uses is to set consistent
151 practices and expectations for Land Management's reviewing and assigning of land uses to Tribal land
152 in a way that incorporates all approved land policies to care for the land while working towards building
153 an autonomous community. *Id.* Land Management is also delegated administrative rulemaking
154 authority to develop rules to address the allocation and assignment of land uses for all Tribal land. *[6
155 O.C. 609.4-2(b)]*.

156 ▪ *Effect.* Currently, it is the Real Property law that addresses the assignments of land uses. The Real
157 Property law provides that the Oneida Land Commission is responsible for allocating and assigning
158 land uses to all Tribal land, except those uses governed by the Public Use of Tribal Land law, based
159 on the Land Use Technical Unit rules which the Oneida Planning Department shall develop in
160 collaboration with affected Oneida divisions and departments and the Oneida Land Commission.
161 *[6 O.C. 601.12-2(e)]*. The Land Use Technical Unit rules have currently been replaced with Real
162 Property Law Rule No. 1 - Land Assessments for the Nation's Decisionmakers to Build an
163 Autonomous Community (LANDBAC). It has been determined that the allocation and assignments
164 of land uses fits better under the Public Use of Tribal Land law instead of the Real Property law.
165 The Real Property law is currently being amended to remove these provisions so they can be
166 addressed in this Law instead.

167 **H. Amending the Land Access Map.** Currently, section 609.5-5 of the Law includes provisions on
168 amending the Land Access Map and addresses who may request amendments to the Land Access Map
169 as well as holding a public hearing to consider potential amendments to the Land Access Map. The
170 proposed amendments to the Law remove the provisions on amending the Land Access Map.

- 171 ▪ *Effect.* Provisions regarding the amendment of the Land Access Map were removed from the Law
172 because the Land Access Map is now required by the proposed amendments to be an administrative
173 rule. [6 O.C. 609.4-2(a)]. Therefore, the administrative rulemaking process provided for in the
174 Administrative Rulemaking law is now required to be followed if Land Management wants to
175 amend the Land Access Map. [1 O.C. 106].

176 **I. Trespass.** Currently, section 609.6 of the Law addresses trespass by providing for what constitutes
177 trespass and how to post that permission by the landowner or occupant for such person to enter such
178 land does not exist. The proposed amendments to the law remove the provisions of the Law regarding
179 trespass.

- 180 ▪ *Effect.* Provisions regarding trespass were removed from the Law in the proposed amendments in
181 an effort to avoid duplicative provisions in law due to the fact that trespass is addressed through
182 the Nation's Public Peace law. [3 O.C. 309.5-3]. It was determined that the information on how to
183 post that permission for a person to enter land does not exist currently provided for in section 609.6-
184 1(a)-(b) of the Law would be better suited in the Real Property law so that it can apply to land not
185 just owned by the Nation, but also land owned by individuals. The Real Property law is currently
186 being amended so that the posting for trespass provisions can be addressed in the Real Property
187 law instead of this Law.

188 **J. Citations.** Section 609.7 of the current Law contains a lot of provisions regarding the citation process,
189 including information on the issuance of citations and enforcement of this law, hearings and appeals of
190 citations, penalties for citations, allocation of citation revenue and pursuing the payment of citations.
191 The proposed amendments to the Law remove much of the provisions regarding citations and simply
192 provide that an individual who violates a provision of this law or the corresponding rules may be subject
193 to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the
194 Nation's laws and policies governing citations. [6 O.C. 609.7-2].

- 195 ▪ *Effect.* The proposed amendments remove bulk of the language regarding citations, because since
196 this Law was last amended a Citations law which provides a process that governs all citations that
197 fall under the jurisdiction of the Oneida Nation was adopted. [8 O.C. 807.1-1]. Referencing the
198 Citations law instead of including specific provisions within this Law ensures that all citations of
199 the Nation are handled in a consistent manner.

200 **K. Other Amendments.** Overall, a variety of other amendments and revisions were made to the Law to
201 address formatting, drafting style, and organization that did not affect the substance of the Law.

202

203 **SECTION 6. EXISTING LEGISLATION**

204 **A. Other Related Laws of the Nation.** The following laws of the Nation are related to the proposed
205 amendments to this Law.

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

210 ■ The Public Use of Tribal Land law delegates rulemaking authority to Land Management to
211 promulgate rules to govern a variety of topics related to the public use of Tribal land. [*6 O.C.*
212 *609.4-2*].

213 ■ Any rules promulgated by Land Management under the Public Use of Tribal Land law will be
214 required to be developed in accordance with the process and procedures of the Administrative
215 Rulemaking law.

216 ■ ***Legislative Procedures Act.*** The Legislative Procedures Act provides a standard process for the
217 development and adoption of laws of the Nation which includes taking into account comments
218 from members of the Nation and input from agencies within the organization of the Nation. [*1 O.C.*
219 *109.1-1, 109.1-2*].

220 ■ The development of amendments to the Public Use of Tribal Land law complies with the
221 process and procedures of the Legislative Procedures Act.

222 ■ ***Citations Law.*** The Citations law provides a process that governs all citations that fall under the
223 jurisdiction of the Oneida Nation. [*8 O.C. 807.1-1*]. It is the policy of the Nation to provide a
224 consistent process for handling citations of the Nation in order to ensure equal and fair treatment
225 to all persons who come before the Judiciary to have their citations resolved. [*8 O.C. 807.1-2*].

226 ■ The Public Use of Tribal Land law provides that an individual who violates a provision of this
227 law or the corresponding rules may be subject to the issuance of a citation by a warden or an
228 Oneida Police Department officer in accordance with the Nation's laws and policies governing
229 citations. [*4 O.C. 406.10-4*].

230 ■ Any citations issued under the Public Use of Tribal Land law must comply with the process for
231 handling citations as provided for in the Citations law.

232 ■ ***Real Property Law.*** The Real Property law provides regulations and procedures for the transfer,
233 control and management of the territory within the Reservation and all Tribal land; to integrates
234 these regulations and procedures with the real property laws and practices of other federal and state
235 sovereigns which may hold jurisdiction within the Reservation; and to establishes licensing and
236 certification requirements for the Nation's employees dealing with real property transactions. [*6*
237 *O.C. 601.1-1*]. It is the policy of the Nation to set out the responsibilities and expectations for
238 persons purchasing and/or managing real property on behalf of the Nation and/or within the
239 Reservation and to provide real property holder's rights and responsibilities. [*6 O.C. 601.1-2*].

240 ■ The provisions of the current Public Use of Tribal law regarding postings for trespass will be
241 removed from the Law, and instead placed into the Real Property law.

243 **SECTION 7. OTHER CONSIDERATIONS**

244 A. ***Fiscal Impact.*** Under the Legislative Procedures Act, a fiscal impact statement is required for all
245 legislation except emergency legislation [*1 O.C. 109.6-1*]. Oneida Business Committee resolution BC-
246 10-28-20-A titled, "*Further Interpretation of 'Fiscal Impact Statement' in the Legislative Procedures*
247 *Act,*" provides further clarification on who the Legislative Operating Committee may direct complete
248 a fiscal impact statement at various stages of the legislative process, as well as timeframes for
249 completing the fiscal impact statement.

250 ■ ***Conclusion.*** The Finance Administration provided the Legislative Operating Committee a fiscal
251 impact statement on January 8, 2026.

Title 6. Property and Land – Chapter 609**PUBLIC USE OF TRIBAL LAND**

Tsi? yuhwatsya:té tewatenhotúkwa? Ukwehuwé:ne
That of the earth one opens it up Oneida Nation

[609.1. Purpose and Policy](#)
[609.2. Adoption, Amendment, Repeal](#)
[609.3. Definitions](#)
[609.4. Environmental Resource Board](#)
[609.5. Land Access Map](#)
[609.6. Trespass](#)
[609.7. Violations and Appeals](#)

PUBLIC USE OF TRIBAL LAND

[609.1. Purpose and Policy](#)
[609.2. Adoption, Amendment, Repeal](#)
[609.3. Definitions](#)
[609.4. Responsibilities of Land Management](#)

[609.5. Land Access Map for Tribal Lands](#)
[609.6. Assignment and Use of Tribal Land](#)
[609.7. Enforcement](#)

1

609.1. Purpose and Policy

609.1-1. *Purpose.* The purpose of this law is to prevent improper access, use, and trespass to Tribal lands.

609.1-2. *Policy.* It is the policy of the Nation to limit access to Tribal lands to protect and preserve the environment and natural resources including forests, wildlife, air, and waters, through appropriate uses of the land.

8

609.2. Adoption, Amendment, Repeal

609.2-1. This law was adopted by the Oneida Business Committee by resolution BC-05-15-14-C and amended by BC-12-10-14-A, BC-01-13-16-C ~~and BC-07-26-17-D~~ and BC-07-26-17-D.

609.2-2. This law may be amended or repealed by the Oneida Business Committee and/or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

609.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity does not affect other provisions of this law which are considered to have legal force without the invalid portions.

609.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law controls.

609.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

609.2-6. This law may not be construed to preclude the Nation from pursuing relief for criminal trespass under applicable law.

22

609.3. Definitions

609.3-1. This section governs the definitions of words and phrases used within this law. All words not defined herein are to be used in their ordinary and everyday sense.

(a) “Designation” means the term used to describe the type of access granted to certain Tribal lands.

(b) “Fine” means a monetary punishment issued to a person violating this law and/or the rules created pursuant to this law, which is payable to ERB or the Department within the amount of time designated by the rules.

31 (e) (c) “Land Management” means the entity within the Nation responsible for entering
32 into and administering agricultural and commercial leases on behalf of the Nation,
33 processing trust transactions and land acquisition transactions, and for fulfilling other
34 responsibilities as identified within this law.

35 (d) “Lease” means any lease or agreement, including business site leases, entered into by
36 the Nation and any person to allow the use of Tribal lands.

37 (d) (e) “Nation” means the Oneida Nation.

38 (e) (f) “Person” means any individual, group of individuals, corporation,
39 partnership, limited liability company, or any other form of ~~business~~ organization.

40 (f) (g) “Penalty” means a punishment, other than a fine, imposed on a person violating this
41 law and/or the rules created pursuant to this law ~~and may include, but is not limited to, the~~
42 ~~confiscation of equipment, the imposition of a wildlife protection assessment (civil~~
43 ~~recovery value), and restitution.~~

44 (g) (h) “Reservation” means all the lands and waters within the exterior boundaries
45 of the Reservation of the Oneida Nation, as created pursuant to the ~~18609~~ 1809 Treaty with
46 the Oneida 7 Stat. 566, and any lands added thereto pursuant to federal law.

47 (h) ~~“Trespass” means the unauthorized use or entry on Tribal lands, including unauthorized~~
48 ~~uses under any law, rule, permit or lease of the Nation.~~

49 (i) (i) “Tribal Land “Rule” means a set of requirements, including a Land Access
50 Map, and citation fees and penalty schedules, enacted in accordance with the
51 Administrative Rulemaking law based on authority delegated in this law in order to
52 implement, interpret and/or enforce this law.

53 (j) “Trial Court” means the Trial Court of the Oneida Nation Judiciary, as identified in
54 Article V of the Constitution and Bylaws of the Oneida Nation which is the judicial system
55 that was established by Oneida General Tribal Council resolution GTC-01-07-13-B, and
56 then later authorized to administer the judicial authorities and responsibilities of the Nation
57 by Oneida General Tribal Council resolution GTC-03-19-17-A.

58 (k) “Tribal land” means all of the Nation’s trust lands, and any land or interest in land held
59 by the Nation in fee or in any other form on the Reservation.

60 (l) “Tribal member” means an enrolled member of the Nation.

609.4. Environmental Resource Board Responsibilities of Land Management

609.4-1. ~~The Environmental Resource Board has~~ Land Management shall be delegated the duty
64 and power to carry out the intent and purposes of this law ~~and enforce the provisions of this law.~~
65 ~~The Environmental Resource Board, or designated staff, shall:~~

66 609.4-2. Administrative Rulemaking. Land Management shall be delegated rulemaking authority
67 in accordance with the Administrative Rulemaking law to develop rules which address:

68 (a) ~~Develop, approve~~ The development, approval, and maintain~~maintenance of~~ the Land
69 Access Map;
70 (b) ~~Hold public hearings on proposed amendments to the Land Access Map.~~

71 (c) ~~Determine which Tribal~~ The allocation and assignment of land ~~will be posted and~~
72 ~~ensure the appropriate signs are posted~~uses for all Tribal land;

73 (d) ~~Implement and~~ (c) A fine and penalty schedule for violations of this law and its
74 corresponding rules; and

75 (d) Any other rule needed to implement or interpret the provisions of this law.

76 (e) ~~As it deems appropriate, prescribe permissible and/or prohibited uses for Tribal land~~
77 ~~that it designates as Oneida Community Access, Oneida Tribal Member Access or Open~~
78 ~~Access, provided that such permissible and/or prohibited uses may not contradict with the~~

79 ~~Zoning and Shoreland Protection Ordinance. Upon establishment of permissible and/or~~
80 ~~prohibited uses, the Environmental Resource Board shall notify the Oneida Business~~
81 ~~Committee of the permissible and/or prohibited uses and shall post notice of such uses on~~
82 ~~the affected Tribal Land.~~

83
84 **609.4-3. Consultation.** Land Management shall consult with the Land Assessment Team on the
85 development of all administrative rules.

86 (a) Land Assessment Team. The Land Assessment Team shall be comprised of the
87 following professionals employed by the Nation:

- (1) Land Management Senior Management;
- (2) Planning and Development Area Manager;
- (3) Environmental Specialist;
- (4) Tribal Historical Preservation Officer;
- (5) GLIS Specialist;
- (6) Zoning Administrator;
- (7) Other subject matter experts based on the characteristics of the parcel to include:

(A) If there is a house, then Comprehensive Housing Division Maintenance and Rehabilitation Area Manager.

98
99 **609.5. Land Access Map for Tribal Lands**

100 609.5-1. *Designation of Tribal Lands.* A Land Access Map ~~must~~shall be created which
101 designates Tribal land as one (1) of the following:

102 (a) Limited Access: ~~Lands designated as “Limited Access” are open to all persons who are~~
103 ~~granted land access permission by the Nation through a permit or lease for specified~~
104 ~~purposes. The Environmental Resource Board.~~

- (1) Land Management may choose to designate a portion of land as Limited Access in order to manage, preserve, and protect that land for environmental, cultural, or other significance.
- (2) Lands designated as Limited Access shall be open to all persons who are granted land access permission by the Nation for specified purposes.

110 (b) Oneida Community Access:

111 (1) Land Management may choose to designate land as Oneida Community Access in order to manage, preserve, and protect access to locations that have cultural or environmental significance.

- (2) Lands designated as “Oneida Community Access” ~~are~~shall be open to:
 - (A) Tribal members, ~~and their~~:
 - (B) spouses and descendants; of Tribal members;
 - (C) members of other federally recognized Indian tribes, bands or communities;
 - (D) members of Haudenosaunee First Nations governments or bands;
 - (E) authorized employees of the Nation; and
 - (F) persons who are accompanied at all times by a Tribal member, the spouse or descendant of a Tribal member, or an authorized employee of the Nation.

124 (1) ~~A Conservation Warden or Oneida Police Officer may require a person to provide proof of eligibility to use Oneida Community Access lands.~~

126 ~~(2) The Environmental Resource Board may choose to designate land as Oneida~~
127 ~~Community Access in order to manage, preserve and protect access to locations~~
128 ~~that have cultural or environmental significance.~~

129 (c) *Oneida Tribal Member Access*: ~~Lands designated as “Oneida Tribal Member Access”~~
130 ~~are open to Tribal members only. The Environmental Resource Board.~~

131 (1) Land Management may designate land as Oneida Tribal Member Access to
132 protect the land for Tribal member use due to the historical, spiritual, cultural,
133 and/or environmental significance of the land.

134 (d) ~~Open:2~~ Lands designated as “OpenOneida Tribal Member Access” are
135 ~~generally open to all persons for the land’s designated use and enjoyment. The~~
136 ~~Environmental Resource Board~~Tribal members only.

137 (d) Open.

138 (1) Land Management may designate land as Open Access where such designation
139 is deemed beneficial to the Nation and where such designation does not pose
140 significant risk of damage to the Nation’s policies and/or the land’s cultural or
141 environmental preservation.

142 (2) Lands designated as Open Access are generally open to all persons for the
143 land’s designated use and enjoyment.

144 609.5-2. *General Land Designation*. Unless otherwise designated, Tribal land is designated as
145 limited access.

146 609.5-3. Notwithstanding the restrictions of section 609.5-1, nothing in this law may be
147 construed as preventing the following persons from entering Tribal land, regardless of the land
148 designation:

149 (a) Employees of the Nation who are performing their job duties;
150 (b) Those persons who are performing grant or contractual obligations related to the Tribal
151 land and on behalf of the Nation;
152 (c) Emergency personnel who are providing, or attempting to provide, services; and
153 (d) Those persons who have been granted access to the land by ~~the Environmental~~
154 ~~Resource Board~~Land Management.

155 609.5-3. *Development*609.5-4. *Accessibility* of ~~the~~Land Access Map. ~~The Environmental~~
156 ~~Resource Board~~Land Management shall ~~develop~~ensure that the Land Access Map ~~is made digitally~~
157 available on the Nation’s website.

159 609.6 in coordination. Assignment and Use of Tribal Land

160 609.6-1. *Assignment of Land Uses*. Land Management shall be responsible for allocating and
161 assigning land uses to all Tribal land. The purpose of assigning land uses is to set consistent
162 practices and expectations for Land Management’s reviewing and assigning of land uses to Tribal
163 land in a way that incorporates all approved land policies to care for the land while working
164 towards building an autonomous community.

165 609.6-2. *Permissible and Prohibited Uses for Tribal Land*. As it deems appropriate, Land
166 Management may prescribe permissible and/or prohibited uses for Tribal land;

167 (a) Such permissible and/or prohibited uses may not contradict with the ~~Oneida~~
168 ~~Environmental Health and Safety Division, the Oneida Division of Land Management,~~
169 ~~Geographic Land Information Systems and other such designated agencies of the Nation.~~
170 ~~The Environmental Resource Board shall adopt the initial Land Access Map.~~Zoning and
171 Shoreland Protection Ordinance.

172 ~~609.5.4. General Land Designation.~~ Unless otherwise designated, Tribal land is designated as
173 ~~limited access.~~

174 ~~609.5.5. Amending the Land Access Map.~~ The Environmental Resource Board may, from time
175 ~~to time, in the manner hereafter set forth, amend the Land Access Map, provided that due~~
176 ~~consideration must be made for the intent and purposes of the designation.~~

177 (a) ~~Amendments may be proposed by any person by filing an application~~
178 ~~(b) Upon establishment of permissible and/or prohibited uses, Land Management shall post notice~~
179 ~~of such uses on the affected Tribal Land.~~

180 (1) ~~Any postings of land shall be done in accordance with the Environmental Resource~~
181 ~~Board in such format and accompanied by such information as required by the Board.~~

182 (b) ~~Public Hearing.~~ The Environmental Resource Board shall hold a public hearing on
183 each application to amend the Land Access Map.

184 (1) ~~The Environmental Resource Board shall set a date for the public hearing and~~
185 ~~meet the notice requirements of the public hearing as soon as possible after the~~
186 ~~filing of the application is complete~~Real Property law.

188 ~~609.7(A) Notice.~~ Not less than ten (10) business days and not more
189 ~~than thirty (30) business days prior to the public hearing, notice, including~~
190 ~~the time, place and purpose of the public hearing, must be:~~

191 (i) ~~published in the Nation's newspaper; and~~
192 (ii) ~~mailed to all owners of land located within twelve hundred~~
193 ~~(1,200) feet of the outer boundaries of the land that is the subject of~~
194 ~~the public hearing.~~

195 ~~(B) Any person who cannot attend the public hearing may be represented~~
196 ~~by an agent, advocate or attorney at the public hearing.~~

197 ~~(C) In addition to accepting oral comments at the public meeting, the~~
198 ~~Environmental Resource Board shall also accept written comments, which~~
199 ~~must be submitted within five (5) business days of the date of the public~~
200 ~~meeting.~~

201 ~~(D) The Environmental Resource Board shall issue a decision or~~
202 ~~recommendation regarding amendments to the Land Access Map within~~
203 ~~seven (7) business days after the public hearing is held.~~

204 (2) ~~The Environmental Resource Board together with the Environmental Health~~
205 ~~and Safety Division shall, after holding a public hearing and reviewing any~~
206 ~~comments received, make written findings of fact and determine whether to amend~~
207 ~~the Land Access Map.~~

208 (3) ~~The Environmental Resource Board shall make findings based upon the~~
209 ~~evidence presented to it with respect to the following matters:~~

210 (A) ~~Existing uses of the land and buildings within the general area of the~~
211 ~~land in question.~~

212 (B) ~~Suitability of the land in question to the uses permitted under the~~
213 ~~existing Land Access Map.~~

214 (4) ~~The Environmental Resource Board may not amend the Land Access Map~~
215 ~~unless it finds that adopting such amendment is in the Nation's best interest and is~~
216 ~~not solely for the interest of the applicant.~~

217 (e) ~~The Environmental Resource Board may grant or deny any application to amend the~~
218 ~~Land Access Map; however, amendments must require a two-thirds (2/3) vote of the~~

219 ~~Environmental Resource Board if a written protest against any amendment is presented to~~
220 ~~the Environmental Resource Board and is signed by:~~

221 ~~(1) the lessees, assignees and owners of at least twenty percent (20%) of the acres~~
222 ~~of land included in such amendment; or~~
223 ~~(2) the lessees, assignees and owners of at least twenty percent (20%) of the land~~
224 ~~immediately adjacent to the land included in such amendment, extending in a radius~~
225 ~~of twelve hundred (1,200) feet of the outer boundaries of the land.~~

227 **609.6. Trespass. Enforcement**

228 609.7-1. An Oneida Police Department officer or warden may require a person to provide proof
229 of eligibility to use any designated Tribal lands.

230 609.7-2. Issuance of a Citation. An individual who violates a provision of this law may be subject
231 to the issuance of a citation by an Oneida Police Department officer or warden.

232 **(a) A citation**

233 ~~609.6 1. A person trespasses if the person enters or otherwise occupies Tribal land and:~~

234 ~~(a) Refuses to leave land to which the person has no reasonable claim or right of possession~~
235 ~~when requested to do so.~~
236 ~~(b) Enters upon such land after being noticed by the landowner or occupant that permission~~
237 ~~for the person to enter such land does not exist, or has been expressly denied or revoked.~~
238 ~~A person has been noticed that permission by the landowner or occupant for such person~~
239 ~~to enter such land does not exist if he or she has been notified publicly, by publication of~~
240 ~~the Land Access Map on the Nation's website and/or in the Nation's newspaper, or if the~~
241 ~~land is posted. Land is considered to be posted if one (1) of the following requirements is~~
242 ~~met:~~

243 ~~(1) A sign at least eleven inches (11") square is placed in at least two (2)~~
244 ~~conspicuous places for every forty (40) acres of land to be protected. The sign shall~~
245 ~~provide an appropriate notice and the name of the person giving the notice,~~
246 ~~followed by the word "owner" if the person is the holder of legal title to the land or~~
247 ~~by the word "occupant" if the person is a lawful occupant of the land, but not the~~
248 ~~holder of legal title.~~

249 ~~(2) Markings at least one foot (1') long and, in a contrasting color, the phrase~~
250 ~~"private land" and the name of the owner, are made in at least two (2) conspicuous~~
251 ~~places for every forty (40) acres of land.~~

252 ~~(c) Does any of the following without proper authorization through a lease, permit or as~~
253 ~~otherwise required under applicable law:⁺~~

254 ~~(1) Destroys land, waters, livestock, poultry, buildings, equipment, or any property~~
255 ~~without consent or permission.~~
256 ~~(2) Cuts or destroys any wood, timber, plant, vegetation, or crop standing on the~~
257 ~~land, or carries away any wood, timber, plant, vegetation or crop on the land.~~
258 ~~(3) Engages in any act, or attempted act of hunting, trapping or fishing.~~
259 ~~(4) Digs, takes, or carries away earth, soil, minerals, cultural resources, or any other~~
260 ~~property.~~

⁺~~Current Tribal laws that authorize conduct described in 609.6 1(c): Protection and Management of Archeological and Historical Resources; Oneida Tribal Regulation of Domestic Animals Ordinance; Tribal Environmental Response Law; Wood Cutting Ordinance; Recycling and Solid Waste Disposal; Hunting, Fishing and Trapping Law; All Terrain Vehicle Law; Zoning and Shoreland Protection Law.~~

261 (5) Erects, puts up, fastens, prints, or paints upon another's property, notices,
262 advertisements, signs or other writing designed to communicate to the general
263 public.
264 (6) Parks or drives any vehicle on the land.
265 (7) Permits or allows livestock or any domesticated animal to enter upon or remain
266 upon the land.
267 (8) Uses or possesses leased or sub leased lands beyond the possessory rights
268 granted by such lease or sub lease.
269 (9) Dumps, deposits, places, throws, burns, emits or leaves rubbish, refuse, debris,
270 substances, or other objects upon a highway, road, air, waters or any land.

271 **609.7. Violations, Enforcement and Appeals**

272 609.7.1. *Citations.* Citations for the a violation of this law and/or any orders issued
273 pursuant to this law may include fines, and other penalties and, as well as conditional and
274 other orders in accordance with the citation schedule applicable to this law. A separate
275 offense shall be deemed committed on each day during or on which a violation occurs or
276 continues. The issuance of a citation or fine under any other law relating to the same or
277 any other matter does not preclude the issuance of a citation under this law orders made by
278 the Trial Court.

279 (a) Any order issued pursuant to this law that is not complied with may be physically
280 enforced by Oneida Police Officers or Oneida Conservation Wardens at the Owner's
281 expense.
282 (b) The Oneida Police Department, by means of Oneida Police Officers and Oneida
283 Conservation Wardens, is authorized to take any appropriate action to prevent or remove A
284 citation for a violation of this Law.

285 609.7.2. *Hearing and Appeals of Contested Actions.* All citations, orders and declarations issued
286 pursuant to this law shall include a pre-hearing date with the Judiciary Trial Court which shall be
287 set for the next scheduled monthly prehearing date that is at least thirty (30) days after the citation
288 was issued. Persons wishing to contest a citation shall appear at the prehearing, at which time the
289 Judiciary Trial Court shall accept pleas which either contest or admit committing the act for which
290 the citation was issued. The Judiciary shall schedule a hearing as expeditiously as possible,
291 provided that it shall be scheduled within ninety (90) days of the date of the prehearing, for all
292 persons entering a plea contesting the fact that they committed the act for which a citation was
293 issued. In addition to scheduling requested hearings, the Judiciary may also make conditional
294 orders at the prehearing which are effective until the matter is resolved.

295 (a) *Community Service.* Community service may be substituted for monetary fines at the
296 Judiciary's discretion, provided that, if so substituted, the Judiciary shall use the rate of one
297 (1) hour per ten dollars (\$10) of the fine.

298 (b) *Allocation of Citation Revenue.* All citations shall be paid to the Environmental
299 Resource Board or its designee, the proceeds of which shall be contributed to General
300 Fund.

301 (c) *Appealing the Decision of the Judiciary Trial Court.* Any person wishing to contest the
302 determination of the Judiciary Trial Court may appeal to the Judiciary Court of Appeals be
303 processed in accordance with the Rules of Appellate Procedure.

304 (d) *Pursuing Payment of a Citation.* The Environmental Resource Board may pursue
305 payment from parties who have failed to make the required payments through the
306 garnishment processprocedure contained in the Garnishment law and/or by attaching the
307

308 judgment to Tribal member's per capita payment pursuant to the Per Capita law. Nation's
309 laws and policies governing citations.

310
311 *End.*

313 Adopted – BC-05-15-14-C
314 Emergency Amended – BC-07-23-14-C
315 Amended – BC-12-10-14-A
316 Emergency Amended – BC 07-08-15-C
317 Amended – BC-01-13-16-C
318 Amended – BC-07-26-17-D
319 Amended – BC- - - -

Title 6. Property and Land – Chapter 609
Tsi? yuhwatsya'té tewatenhotúkwa? Ukwehuwé·ne
That of the earth one opens it up Oneida Nation

PUBLIC USE OF TRIBAL LAND

609.1.	Purpose and Policy	609.5.	Land Access Map for Tribal Lands
609.2.	Adoption, Amendment, Repeal	609.6.	Assignment and Use of Tribal Land
609.3.	Definitions	609.7.	Enforcement
609.4.	Responsibilities of Land Management		

1

2 **609.1. Purpose and Policy**

3 609.1-1. *Purpose.* The purpose of this law is to prevent improper access, use, and trespass to

4 Tribal lands.

5 609.1-2. *Policy.* It is the policy of the Nation to limit access to Tribal lands to protect and

6 preserve the environment and natural resources including forests, wildlife, air, and waters, through

7 appropriate uses of the land.

8

9 **609.2. Adoption, Amendment, Repeal**

10 609.2-1. This law was adopted by the Oneida Business Committee by resolution BC-05-15-14-

11 C and amended by BC-12-10-14-A, BC-01-13-16-C, BC-07-26-17-D and BC-_____.

12 609.2-2. This law may be amended or repealed by the Oneida Business Committee and/or the

13 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

14 609.2-3. Should a provision of this law or the application thereof to any person or circumstances

15 be held as invalid, such invalidity does not affect other provisions of this law which are considered

16 to have legal force without the invalid portions.

17 609.2-4. In the event of a conflict between a provision of this law and a provision of another

18 law, the provisions of this law controls.

19 609.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

20 609.2-6. This law may not be construed to preclude the Nation from pursuing relief for criminal

21 trespass under applicable law.

22

23 **609.3. Definitions**

24 609.3-1. This section governs the definitions of words and phrases used within this law. All

25 words not defined herein are to be used in their ordinary and everyday sense.

26 (a) "Designation" means the term used to describe the type of access granted to certain

27 Tribal lands.

28 (b) "Fine" means a monetary punishment issued to a person violating this law and/or the

29 rules created pursuant to this law.

30 (c) "Land Management" means the entity within the Nation responsible for entering into

31 and administering agricultural and commercial leases on behalf of the Nation, processing

32 trust transactions and land acquisition transactions, and for fulfilling other responsibilities

33 as identified within this law.

34 (d) "Lease" means any lease or agreement, including business site leases, entered into by

35 the Nation and any person to allow the use of Tribal lands.

36 (e) "Nation" means the Oneida Nation.

37 (f) "Person" means any individual, group of individuals, corporation, partnership, limited
38 liability company, or any other form of organization.
39 (g) "Penalty" means a punishment, other than a fine, imposed on a person violating this
40 law and/or the rules created pursuant to this law.
41 (h) "Reservation" means all the lands and waters within the exterior boundaries of the
42 Reservation of the Oneida Nation, as created pursuant to the 1809 Treaty with the Oneida
43 7 Stat. 566, and any lands added thereto pursuant to federal law.
44 (i) "Rule" means a set of requirements, including a Land Access Map, and citation fees
45 and penalty schedules, enacted in accordance with the Administrative Rulemaking law
46 based on authority delegated in this law in order to implement, interpret and/or enforce this
47 law.
48 (j) "Trial Court" means the Trial Court of the Oneida Nation Judiciary, as identified in
49 Article V of the Constitution and Bylaws of the Oneida Nation which is the judicial system
50 that was established by Oneida General Tribal Council resolution GTC-01-07-13-B, and
51 then later authorized to administer the judicial authorities and responsibilities of the Nation
52 by Oneida General Tribal Council resolution GTC-03-19-17-A.
53 (k) "Tribal land" means all of the Nation's trust lands, and any land or interest in land held
54 by the Nation in fee or in any other form on the Reservation.
55 (l) "Tribal member" means an enrolled member of the Nation.

56 **609.4. Responsibilities of Land Management**

57 609.4-1. Land Management shall be delegated the duty and power to carry out the intent and
58 purposes of this law.

59 609.4-2. *Administrative Rulemaking*. Land Management shall be delegated rulemaking authority
60 in accordance with the Administrative Rulemaking law to develop rules which address:

61 (a) The development, approval, and maintenance of the Land Access Map;
62 (b) The allocation and assignment of land uses for all Tribal land;
63 (c) A fine and penalty schedule for violations of this law and its corresponding rules; and
64 (d) Any other rule needed to implement or interpret the provisions of this law.

65 609.4-3. *Consultation*. Land Management shall consult with the Land Assessment Team on the
66 development of all administrative rules.

67 (a) *Land Assessment Team*. The Land Assessment Team shall be comprised of the
68 following professionals employed by the Nation:

69 (1) Land Management Senior Management;
70 (2) Planning and Development Area Manager;
71 (3) Environmental Specialist;
72 (4) Tribal Historical Preservation Officer;
73 (5) GLIS Specialist;
74 (6) Zoning Administrator;
75 (7) Other subject matter experts based on the characteristics of the parcel to
76 include:
77 (A) If there is a house, then Comprehensive Housing Division Maintenance
78 and Rehabilitation Area Manager.

79 **609.5. Land Access Map for Tribal Lands**

80 609.5-1. *Designation of Tribal Lands*. A Land Access Map shall be created which designates
81 Tribal land as one (1) of the following:

82 (a) *Limited Access*.

85 (1) Land Management may choose to designate a portion of land as Limited Access
86 in order to manage, preserve, and protect that land for environmental, cultural, or
87 other significance.
88 (2) Lands designated as Limited Access shall be open to all persons who are
89 granted land access permission by the Nation for specified purposes.
90 (b) *Oneida Community Access.*
91 (1) Land Management may choose to designate land as Oneida Community Access
92 in order to manage, preserve, and protect access to locations that have cultural or
93 environmental significance.
94 (2) Lands designated as “Oneida Community Access” shall be open to:
95 (A) Tribal members;
96 (B) spouses and descendants of Tribal members;
97 (C) members of other federally recognized Indian tribes, bands or
98 communities;
99 (D) members of Haudenosaunee First Nations governments or bands;
100 (E) authorized employees of the Nation; and
101 (F) persons who are accompanied at all times by a Tribal member, the
102 spouse or descendant of a Tribal member, or an authorized employee of the
103 Nation.
104 (c) *Oneida Tribal Member Access.*
105 (1) Land Management may designate land as Oneida Tribal Member Access to
106 protect the land for Tribal member use due to the historical, spiritual, cultural,
107 and/or environmental significance of the land.
108 (2) Lands designated as Oneida Tribal Member Access are open to Tribal members
109 only.
110 (d) *Open.*
111 (1) Land Management may designate land as Open Access where such designation
112 is deemed beneficial to the Nation and where such designation does not pose
113 significant risk of damage to the Nation’s policies and/or the land’s cultural or
114 environmental preservation.
115 (2) Lands designated as Open Access are generally open to all persons for the
116 land’s designated use and enjoyment.

117 609.5-2. *General Land Designation.* Unless otherwise designated, Tribal land is designated as
118 limited access.

119 609.5-3. Notwithstanding the restrictions of section 609.5-1, nothing in this law may be
120 construed as preventing the following persons from entering Tribal land, regardless of the land
121 designation:

122 (a) Employees of the Nation who are performing their job duties;
123 (b) Those persons who are performing grant or contractual obligations related to the Tribal
124 land and on behalf of the Nation;
125 (c) Emergency personnel who are providing, or attempting to provide, services; and
126 (d) Those persons who have been granted access to the land by Land Management.

127 609.5-4. *Accessibility of Land Access Map.* Land Management shall ensure that the Land Access
128 Map is made digitally available on the Nation’s website.

130 **609.6. Assignment and Use of Tribal Land**

131 609.6-1. *Assignment of Land Uses.* Land Management shall be responsible for allocating and
132 assigning land uses to all Tribal land. The purpose of assigning land uses is to set consistent

133 practices and expectations for Land Management's reviewing and assigning of land uses to Tribal
134 land in a way that incorporates all approved land policies to care for the land while working
135 towards building an autonomous community.

136 609.6-2. *Permissible and Prohibited Uses for Tribal Land.* As it deems appropriate, Land
137 Management may prescribe permissible and/or prohibited uses for Tribal land;

138 (a) Such permissible and/or prohibited uses may not contradict with the Zoning and
139 Shoreland Protection Ordinance.

140 (b) Upon establishment of permissible and/or prohibited uses, Land Management shall
141 post notice of such uses on the affected Tribal Land.

142 (1) Any postings of land shall be done in accordance with the requirements of the
143 Real Property law.

144

145 **609.7. Enforcement**

146 609.7-1. An Oneida Police Department officer or warden may require a person to provide proof
147 of eligibility to use any designated Tribal lands.

148 609.7-2. *Issuance of a Citation.* An individual who violates a provision of this law may be subject
149 to the issuance of a citation by an Oneida Police Department officer or warden.

150 (a) A citation for a violation of this law or any orders issued pursuant to this law may
151 include fines and other penalties, as well as conditional orders made by the Trial Court.

152 (b) A citation for a violation of this law shall be processed in accordance with the
153 procedure contained in the Nation's laws and policies governing citations.

154

155 *End.*

156

157 Adopted – BC-05-15-14-C

158 Emergency Amended – BC-07-23-14-C

159 Amended – BC-12-10-14-A

160 Emergency Amended – BC 07-08-15-C

161 Amended – BC-01-13-16-C

162 Amended – BC-07-26-17-D

163 Amended – BC-__-__-__-__

FINANCE ADMINISTRATION
Fiscal Impact Statement

MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
FROM: Rae Skenandore, Sr. Analyst
DATE: January 8, 2026
RE: **Fiscal Impact Statement of the Public Use of Tribal Land Law Amendments**

I. Estimated Fiscal Impact Summary

Law: Public Use of Tribal Land Law Amendments	Draft 3	
Implementing Agency	Land Management	
Estimated time to comply	10 days	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	\$0	\$0

II. Background

This Law was adopted by the Oneida Business Committee by resolution BC-05-15-14-C and amended through resolutions BC-12-10-14-A, BC-01-13-16-C, and BC-07-26-17-D.

In December of 2022 this Law was added to the Active Files List to make amendments to address the dissolution of the Environmental Resources Board, and transition the Board's responsibilities to the Environmental, Land and Agriculture Division and/or the Oneida Land Commission.

The purpose of this Law is to prevent improper access, use, and trespass to Tribal lands. The amendments include the following:

- Add definitions for Land Management, rule, Trial Court, and Tribal member.
- Removes the definition for trespass.
- Eliminates the Environmental Resource Board (ERB) from the Law and delegates their former responsibilities to Land Management.
- Delegates administrative rulemaking authority to Land Management to:
 - Develop, approve, and maintain the Land Access Map.
 - Allocate and assign land uses for all Tribal lands.

- Develop a fine and penalty schedule for violations of this Law and its corresponding rules.
- Develop any other rules needed to implement or enforce this Law.
- Requires Land Management consult with the Land Assessment Team in developing administrative rules.
- Add members of Haudenosaunee First Nations governments or bands to those who can access land designated as Oneida Community Access.
- Requires Land Management make the Land Access Map available on the Nation's website.
- Delegates the responsible for allocating and assigning land uses to Land Management
- Removes the provisions on the following;
 - amending the Land Access Map.
 - regarding trespass.
 - regarding most sections on citations and referencing the Citations Law.
- Other minor drafting changes.

III. Methodology and Assumptions

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

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

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

IV. Findings

There are no start-up costs, no increases in personnel are needed, and no increases in office or documentation costs.

V. Financial Impact

There is no fiscal impact of implementing this legislation.

VI. Recommendation

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



Statement of Effect
Amendments to the Public Use of Tribal Land Law

Summary

This resolution adopts amendments to the Public Use of Tribal Land law.

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

Date: January 21, 2026

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Public Use of Tribal Land law. The purpose of the Public Use of Tribal Land law is to prevent improper access, use, and trespass to Tribal lands. [6 O.C. 609.1-1]. Amendments to the Public Use of Tribal Land law are being sought to:

- Eliminate the Environmental Resource Board from the Law and delegate all their former responsibilities and duties to Land Management. [6 O.C. 609.4, 609.7];
- Delegate administrative rulemaking authority to Land Management to develop rules to:
 - Develop, approve, and maintain the Land Access Map;
 - Allocate and assign land uses for all Tribal lands;
 - Develop a fine and penalty schedule for violations of this Law and its corresponding rules; and
 - Develop any other rules needed to implement or enforce this Law. [6 O.C. 609.4-2];
- Require that Land Management consult with the Land Assessment Team on the development of all administrative rules. [6 O.C. 609.4-3];
- Add members of Haudenosaunee First Nations governments or bands to those who can access land designated as Oneida Community Access. [6 O.C. 609.5-1(b)(2)];
- Require that the Land Access Map be made digitally available on the Nation's website. [6 O.C. 609.5-4];
- Provide that Land Management is responsible for allocating and assigning land uses to all Tribal land. [6 O.C. 609.6-1];
- Remove the provisions on amending the Land Access Map, as the administrative rulemaking process shall now be followed.;
- Remove the provisions of the Law regarding trespass;
- Remove much of the provisions regarding citations, and simply providing that an individual who violates a provision of this law or the corresponding rules may be subject to the issuance of a citation by a warden or an Oneida Police Department officer in accordance with the Nation's laws and policies governing citations. [6 O.C. 609.7-2]; and
- Make other minor drafting changes throughout the Law.

Adoption of any legislation is required to comply with the Legislative Procedures Act ("the LPA"), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-

17. The Public Use of Tribal Land law amendments complied with all processes and procedures required by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Public Use of Tribal Land law on October 15, 2025. One (1) individual provided oral comments during the public meeting. The public comment period for the amendments to this Law was held open until October 22, 2025. No written comments were received during this public comment period. The Legislative Operating Committee reviewed and considered all public comments received on December 3, 2025.

The amendments to the Public Use of Tribal Land law will become effective on February 25, 2026.

This resolution also directs Land Management to develop all rules as deemed necessary to comply with these adopted amendments to the Public Use of Tribal Land law. The Administrative Rulemaking law provides a process for the adoption and amendment of administrative rules. *[1 O.C. 106.1-1]. It is the policy of the Nation to ensure there is an efficient, effective and democratic process for enacting and revising administrative rules, and that authorized agencies act in a responsible and consistent manner when enacting and revising administrative rules. [1 O.C. 109.1-2]. Any rules developed or amended in accordance with this Public Use of Tribal Land law must comply with all processes and procedures of the Administrative Rulemaking law.*

Additionally, this resolution directs the Legislative Reference Office shall conduct a one (1) year review of the Public Use of Tribal Land law and provide the Legislative Operating Committee a report on the use and implementation of the Law.

Conclusion

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

Oneida Nation

Post Office Box 365



Phone: (920)869-2214

Oneida, WI 54155

BC Resolution

Amendments to the Public Use of Tribal Land Law

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

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

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

WHEREAS, the Public Use of Tribal Land law ("the Law") was adopted by the Oneida Business Committee through resolution BC-05-15-14-C, and then was amended through resolutions BC-12-10-14-A, BC-01-13-16-C, and BC-07-26-17-D; and

WHEREAS, the purpose of this Law is to prevent improper access, use, and trespass to Tribal lands; and

WHEREAS, the amendments to the Law add definitions for the following terms: Land Management, rule, Trial Court, and Tribal member, and eliminate the definition for trespass; and

WHEREAS, the amendments to the Law eliminate the Environmental Resource Board from the Law and delegate all their former responsibilities and duties to Land Management; and

WHEREAS, the amendments to the Law delegate administrative rulemaking authority to Land Management to develop rules to: develop, approve, and maintain the Land Access Map; allocate and assign land uses for all Tribal lands; develop a fine and penalty schedule for violations of this Law and its corresponding rules; and develop any other rules needed to implement or enforce this Law; and

WHEREAS, the amendments to the Law require that Land Management consult with the Land Assessment Team on the development of all administrative rules; and

WHEREAS, the amendments to the Law add members of Haudenosaunee First Nations governments or bands to those who can access land designated as Oneida Community Access; and

WHEREAS, the amendments to the Law require that the Land Access Map be made digitally available on the Nation's website; and

WHEREAS, the amendments to the Law provide that Land Management is responsible for allocating and assigning land uses to all Tribal land; and

43 **WHEREAS**, the amendments to the Law remove the provisions on amending the Land Access Map, as
44 the administrative rulemaking process shall now be followed; and
45
46 **WHEREAS**, the amendments to the Law remove the provisions of the Law regarding trespass; and
47
48 **WHEREAS**, the amendments to the Law remove much of the provisions regarding citations, and simply
49 provide that an individual who violates a provision of this law or the corresponding rules
50 may be subject to the issuance of a citation by a warden or an Oneida Police Department
51 officer in accordance with the Nation's laws and policies governing citations; and
52
53 **WHEREAS**, the amendments to the Law make other minor drafting revisions; and
54
55 **WHEREAS**, the Legislative Operating Committee developed the proposed amendments to the Law
56 through collaboration with representatives from the Oneida Police Department, Oneida
57 Law Office, Land Management, and the Environmental, Land, and Agriculture Division; and
58
59 **WHEREAS**, in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact
60 statement were completed for the proposed amendments to the Law; and
61
62 **WHEREAS**, the Legislative Operating Committee held a public meeting on the proposed amendments
63 to the Law on October 15, 2025, with one (1) individual providing oral comments, and the
64 public comment period for the amendments to this Law were held open until October 22,
65 2025, with no submission of written comments received; and
66
67 **WHEREAS**, the Legislative Operating Committee reviewed and considered all public comments
68 received on December 3, 2025; and
69

70 **NOW THEREFORE BE IT RESOLVED**, the Oneida Business Committee hereby adopts the amendments
71 to the Public Use of Tribal Land law, which shall become effective on February 25, 2026.
72

73 *Administrative Rulemaking*

74 **BE IT FURTHER RESOLVED**, Land Management shall develop all rules as deemed necessary to comply
75 with these adopted amendments to the Public Use of Tribal Land law.
76

77 *One Year Review of the Public Use of Tribal Land Law*

78 **BE IT FINALLY RESOLVED**, the Legislative Reference Office shall work with the affected entities to
79 conduct a one (1) year review of the Public Use of Tribal Land law and provide the Legislative Operating
80 Committee a report on the use and implementation of the Law.
81

Adopt resolution entitled Adoption of Amendments to the Independent Contractors Policy

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Adopt the resolution entitled, Amendments to the Independent Contractor Policy

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

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



TO: Oneida Business Committee
 FROM: Jameson Wilson, LOC Chairperson *Jameson Wilson*
 DATE: January 21, 2026
 RE: Adoption of Amendments to the Independent Contractor Policy

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Independent Contractor Policy:

1. Resolution: Amendments to the Independent Contractor Policy
2. Statement of Effect: Amendments to the Independent Contractor Policy
3. Independent Contractor Policy Amendments Legislative Analysis
4. Independent Contractor Policy Amendments Draft (Redline)
5. Independent Contractor Policy Amendments Draft (Clean)
6. Independent Contractor Policy Amendments Fiscal Impact Statement

Overview

The purpose of the Independent Contractor Policy is to ensure proper classification of employees and independent contractors for federal labor and tax law purposes; ensure the use of contract forms approved by the Oneida Law Office and Purchasing; ensure contracting with a current employee does not create a conflict of interest or unintended tax consequences; and ensure independent contractors have appropriate insurance coverages. [5 O.C. 503.1-1]. Amendments to the Independent Contractor Policy are being sought to:

- Rename the law from “Independent Contractor Policy” to “Independent Contractors.” [5 O.C. 503].
- Clarify in the definitions what it means to be an “employee” versus an “independent contractor.” [5 O.C. 503.3-1(b); 503.3-1(d)].
- Clarify in the definitions what it means to have the “scope of work”, including updated definitions of “deliverables” and “services.” [5 O.C. 503.3-1(f); 5 O.C. 503.3-1(a); 5 O.C. 503.3-1(g)].
- Add a requirement that the Nation must categorize all workers as either an independent contractor or an employee according to the Fair Labor Standards Act, Department of Labor regulations, the Internal Revenue Code, Treasury regulations, and the most current guidance from the Department of Labor and the Internal Revenue Service. [5 O.C. 503.4].
- Clarify the approval requirements for an independent contractor; including, contract, purchase order, vendor license, and tax identification number [5 O.C. 503.6].
- Clarify when the Nation may contract with an employee or a employee-owned business entity as an independent contractor. [5 O.C. 503.7].
- Various grammatical changes and other minor changes throughout the law.

The Legislative Operating Committee developed the proposed amendments to the Independent Contractor Policy through collaboration with representatives from the Oneida Purchasing Department, Oneida Finance Administration, Oneida Licensing Department, and the Oneida Law Office. The Legislative Operating Committee held six (6) work meetings on the development of the amendments to the Independent Contractor Policy.

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

The Legislative Operating Committee held a public meeting on the proposed amendments to the Independent Contractor Policy on October 15, 2025. No individuals provided public comments during this public meeting. The public comment period was then held open until October 22, 2025. One (1) individual submitted written comments during this public comment period. The Legislative Operating Committee accepted the public comments on November 5, 2025. The Legislative Operating Committee reviewed and considered the public comments on December 3, 2025.

The amendments to the Independent Contractor Policy will become effective on February 25, 2026.

Requested Action

Adopt the Resolution: Amendments to the Independent Contractor Policy.



INDEPENDENT CONTRACTOR POLICY AMENDMENTS LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

Analysis by the Legislative Reference Office

Intent of the Proposed Amendments	<ul style="list-style-type: none"> ▪ Rename the law from “Independent Contractor Policy” to “Independent Contractors.” [5 O.C. 503]. ▪ Clarify that the purpose of this law is to ensure proper classification of employees and independent contractors for federal labor and tax law purposes; ensure the use of contract forms approved by the Oneida Law Office and the Oneida Purchasing Department; ensure contracting with a current employee does not create a conflict of interest or unintended tax consequences; and ensure independent contractors have appropriate insurance coverages. [5 O.C. 503.1-1]. ▪ Clarify in the definitions what it means to be an “employee” versus an “independent contractor.” [5 O.C. 503.3-1(b); 503.3-1(d)]. ▪ Clarify in the definitions what it means to have the “scope of work”, including updated definitions of “deliverables” and “services.” [5 O.C. 503.3-1(f); 5 O.C. 503.3-1(a); 5 O.C. 503.3-1(g)]. ▪ Add a requirement that the Nation must categorize all workers as either an independent contractor or an employee according to the Fair Labor Standards Act, Department of Labor regulations, the Internal Revenue Code, Treasury regulations, and the most current guidance from the Department of Labor and the Internal Revenue Service. [5 O.C. 503.4]. ▪ Clarify the approval requirements for an independent contractor; including, contract, purchase order, vendor license, and tax identification number. [5 O.C. 503.6]. ▪ Clarify when the Nation may contract with an employee or an employee-owned business entity as an independent contractor. [5 O.C. 503.7]. ▪ Make other minor drafting changes throughout the law.
Purpose	<p>The purpose of this law is to ensure proper classification of employees and independent contractors for federal labor and tax law purposes; ensure the use of contract forms approved by the Oneida Law Office and the Oneida Purchasing Department; ensure contracting with a current employee does not create a conflict of interest or unintended tax consequences; and ensure independent contractors have appropriate insurance coverages. [5 O.C. 503.1-1].</p>

Affected Entities	<p>The Nation's Finance Administration, the Nation's Purchasing Department, the Nation's Licensing Department, the Nation's Risk Management Department, the Oneida Law Office, all Oneida Nation employees and visitors, and all current and future independent contractors for the Nation.</p>
Related Legislation	<p>Oneida Vendor Licensing law, Conflict of Interest, Indian Preference in Contracting law, Fair Labor Standards Act</p>
Enforcement	<p>The proposed amendments to the Independent Contractor Policy require the Nation to classify all workers as either an employee or an independent contractor. [5 O.C. 503.4]. The proposed amendments also require the Oneida Law Office to develop and maintain standard contract form(s) for primary use by the Nation. [5 O.C. 503.5-1]. All contracts shall be reviewed and approved by the Oneida Law Office and an approved purchase order is required prior to execution of a contract. [5 O.C. 503.5-2].</p>
	<p>The Oneida Law Office shall verify:</p> <ul style="list-style-type: none"> (a) appropriate approvals are required for waivers of the Nation's sovereign immunity; (b) worker classification, according to the most recent guidance from the U.S Department of Labor and the U.S Internal Revenue Service, is accurate; and (c) the terms of the contract protect the Nation's legal rights and assets and satisfy the requirements for formation of a valid contract. [5 O.C. 503.5-3]. <p>The Oneida Purchasing Department shall verify:</p> <ul style="list-style-type: none"> (a) the contractor holds a current vendor license; (b) tax forms and federal contractor status; (c) the content of the contract related to scope of work; (d) contract payments are accurately calculated and described; and (e) whether use of a master contract and task orders would be more efficient [5 O.C. 503.5-4]. <p>The law further specifies the approval requirements for any independent contractor in section 503.6 Approval Requirements. [5 O.C. 503.6].</p>
Due Process	<p>The amendments to the Independent Contractor Policy require the Oneida Law Office, the Oneida Purchasing Department, and the Oneida Risk Management Department to assist an independent contractor in executing a contract, obtaining a vendor license, if necessary, verifying insurance, and submitting appropriate tax information. [5 O.C. 503.6].</p>

Public Meeting	A public meeting was held on October 15, 2025. The public comment period was then held open until October 22, 2025.
Fiscal Impact	A fiscal impact statement was provided by the Finance Administration on January 8, 2026.

1 SECTION 2. LEGISLATIVE DEVELOPMENT

2 A. **Background.** The Independent Contractor Policy was originally adopted on July 27, 1994, by motion
 3 7-27-94. The Oneida Business Committee adopted amendments on February 15, 1995, through
 4 resolution BC-2-15-95-A; on July 5, 1995, through resolution BC-7-5-95-B; on April 25, 2012, through
 5 emergency resolution BC-04-25-12-E and extended those emergency amendments on October 10,
 6 2012, through resolution BC-10-10-12-B. The Oneida Business Committee adopted amendments on
 7 February 27, 2013, through resolution BC-02-27-13-A.

8 B. **Request for Amendments.** This item was added to the Active Files List on June 19, 2024, at the request
 9 of RaLinda Ninham-Lamberies, the Nation's Chief Financial Officer, to update sections 503.5-1 and
 10 503.5-2 to ensure the Nation is adequately reporting to the IRS any independent contractor
 11 relationships. The sponsor of the Independent Contractor Policy amendments is Councilman Jonas Hill.

13 SECTION 3. CONSULTATION AND OUTREACH

- 14 Representatives from the following departments participated in the development of the amendments to
 15 this Law:
 - 16 ▪ Finance Administration;
 - 17 ▪ Purchasing Department;
 - 18 ▪ Licensing Department;
 - 19 ▪ Risk Management Department; and
 - 20 ▪ Oneida Law Office.
- 21 • The following laws and policies of the Nation were reviewed in the drafting of this analysis:
 - 22 ▪ Vendor Licensing law [5 O.C. 506];
 - 23 ▪ Indian Preference in Contracting [5 O.C. 502]; and
 - 24 ▪ Conflict of Interest law [2 O.C. 217].
- 25 • The following laws and policies of the United States were reviewed in the drafting of this analysis:
 - 26 ▪ Fair Labor Standards Act [29 U.S.C §201-219];
 - 27 ▪ United States Department of Labor guidance, "Employee or Independent Contractor
 Classification Under the Fair Labor Standards Act" [29 C.F.R 795].

30 SECTION 4. PROCESS

31 A. The amendments to this Law comply with the process set forth in the Legislative Procedures Act

- 32 ▪ On June 19, 2024, the Legislative Operating Committee added this Law to its Active Files List
 for amendments this legislative term and appointed Councilman Jonas Hill as the sponsor.
- 33 ▪ On August 6, 2025, the Legislative Operating Committee approved the draft of the Independent
 Contractor Policy amendments and directed that a legislative analysis be developed.

36 ▪ On August 20, 2025, the Legislative Operating Committee approved the Legislative Analysis
37 and directed a public meeting be scheduled.
38 ▪ On September 3, 2025, the Legislative Operating Committee approved the public meeting
39 packet for the proposed amendments to the Independent Contractor Policy to be held on October
40 15, 2025.
41 ▪ On October 15, 2025, the public meeting was held. No individuals provided oral comment
42 during the public meeting.
43 ▪ The public comment period was then held open until October 22, 2025. One (1) individual
44 provided written comments during the public comment period.
45 ▪ On November 5, 2025, the Legislative Operating Committee accepted the public comments and
46 the public comment review memorandum and deferred these items to a work meeting for further
47 consideration.
48 ▪ On December 3, 2025, the Legislative Operating Committee reviewed and considered the public
49 comments.
50 ▪ On December 17, 2025, the Legislative Operating Committee approved the updated public
51 comment review memorandum, draft, and legislative analysis; and approved the fiscal impact
52 statement request memorandum and forwarded these materials to the Finance Administration
53 directing that a fiscal impact statement be prepared and submitted to the Legislative Operating
54 Committee by January 5, 2026.
55 ▪ On January 5, 2026, the Finance Administration requested additional time to complete the Fiscal
56 Impact Statement.
57 ▪ On January 8, 2026, the Finance Administration provided the Legislative Operating Committee
58 with the fiscal impact statement.

59 B. At the time this legislative analysis was developed the following work meetings had been held
60 regarding the development of the amendments to this law:

61 ▪ September 16, 2024: LOC work meeting with the Finance Administration, Indian Preference
62 Department, Purchasing Department, and Licensing Department.
63 ▪ November 8, 2024: LOC work meeting with the Finance Administration and Purchasing
64 Department.
65 ▪ January 23, 2025: LOC work meeting with the Finance Administration, Purchasing
66 Department, and Licensing Department.
67 ▪ April 29, 2025: LOC work meeting with the Finance Administration, Indian Preference
68 Department, Purchasing Department, and Licensing Department.
69 ▪ June 20, 2025: LOC work meeting with the Finance Administration, Indian Preference
70 Department, Purchasing Department, and Licensing Department.
71 ▪ July 31, 2025: LOC work meeting with the Finance Administration and Purchasing Department
72 where the LOC informally approved the final draft.

74 SECTION 5. CONTENTS OF THE LEGISLATION

75 A. *Purpose of the Law.* The purpose of this law is to ensure proper classification of employees and
76 independent contractors for federal labor and tax law purposes; ensure the use of contract forms
77 approved by the Oneida Law Office and the Oneida Purchasing Department; ensure contracting with
78 a current employee does not create a conflict of interest or unintended tax consequences; and ensure
79 independent contractors have appropriate insurance coverages. [5 O.C. 503.1-1].

80 ▪ *Effect.* The proposed amendments clarify that the Nation will classify all workers as either
81 employees or independent contractors for compliance with Federal law and tax regulations and
82 provides an overview of why the law is needed and the governing and directing reasons why it
83 is being implemented.

84 **B. Redefining “employee” and “independent contractor” and clarifying “Worker Classification.”** The
85 proposed amendments require the Nation to follow Federal law and guidance issued from Federal
86 agencies when classifying a worker as either an employee or an independent contractor. [5 O.C. 503.3-
87 1(b); 503-1(d); 503.4].

88 ▪ *Effect.* The proposed amendments make clear which Federal laws, codes, regulations, and
89 guidance the Nation is required to follow when classifying an individual as an employee or an
90 independent contractor.

91 **C. Clarifying the “Form of Contract.”** The proposed amendments clarify that the Oneida Law Office
92 shall develop and maintain standard contract forms for primary use by the Nation. [5 O.C. 503.5-
93 1]. All contracts shall be reviewed and approved by the Oneida Law Office and the Oneida
94 Purchasing Department. [5 O.C. 503.5-2]. An approved purchase order is required prior to execution
95 of a contract. [5 O.C. 503.5-3]. At a minimum, the Oneida Law Office shall verify:

96 ▪ appropriate approvals are required for waivers of the Nation’s sovereign immunity;
97 ▪ worker classification, according to the requirements of section 503.4 of this law, is accurate;
98 and
99 ▪ the terms of the contract protect the Nation’s legal rights and assets and satisfy the requirements
100 for formation of a valid contract. [5 O.C. 503.5-3].

101 At a minimum, the Purchasing Department shall verify:

102 ▪ the contractor holds a current vendor license;
103 ▪ tax forms and federal contractor status;
104 ▪ the content of the contract related to scope of work;
105 ▪ contract payments are accurately calculated and described; and
106 ▪ whether use of a master contract and task orders would be more efficient. [5 O.C. 503.5-4].

107 **D. Redefining approval requirements.** The proposed amendments clarify the approval requirements
108 between the Nation and an independent contractor. [5 O.C. 503.6].

109 ▪ *Effect.* These proposed amendments clarify what is needed in order for the Nation to approve
110 the work of an independent contractor; making it easier for the Nation and all independent
111 contractors to identify what is needed.

112 **E. Clarifying Dual Capacity.** The proposed amendments clarify that the Nation may contract with an
113 employee or an employee-owned business entity as an independent contractor if that employee or
114 employee-owned business entity has satisfied the Approval Requirements in section 503.6 of the law,
115 and the work performed by the individual as an employee or the work performed by an employee-
116 owned business entity is not related to the scope of work to be provided as an independent contractor.
117 [5 O.C. 503.7].

118 ▪ *Effect.* This proposed amendment allows the Nation to contract with employees and employee-
119 owned business entities but still protects the Nation by requiring any employee or employee-
120 owned business entity that may be hired as an independent contractor, to be hired if the work
121 performed by the individual as an employee or by an employee owned business entity is not
122 related to the scope of work to be provided as an independent contractor.

123 F. ***Other amendments.*** Overall, a variety of other amendments and revisions were made to the law to
124 address formatting, drafting style, and organization that did not affect the substance of the law.

125 SECTION 6. EXISTING LEGISLATION

126 A. ***Related legislation.*** The following laws and policy of the Nation are related to the proposed
127 amendments to this law:

- 128 ▪ ***Vendor Licensing.*** The Vendor Licensing law is currently being amended. One proposed
129 amendment is to change the purpose of the Vendor Licensing law. Currently the purpose of the
130 Vendor Licensing law is to regulate and license all vendors who provide a service for and do
131 business with the Oneida Nation and provide revenue for the Nation by collecting fees from
132 vendors for a license to perform a service for or do business with the Nation. [5 O.C. 506.1-1].
133 The proposed amendments change the purpose of the Vendor Licensing law to regulate and
134 license vendors who provide deliverables or services for and do business with the Oneida
135 Nation and ensure the Nation's safety, regulate compliance, minimize risk, and protect the
136 Nation's assets. [5 O.C. 506.1-1].
137 ▪ According to the Vendor Licensing law, any vendor that is not exempt from
138 obtaining a vendor license must follow certain procedures.
139 ▪ To obtain a new vendor license a vendor must demonstrate adequate insurance
140 coverage, must complete a CSRA and technology assessment.
141 ▪ The proposed amendments to the Vendor Licensing law would no longer require
142 a vendor to pay a licensing fee. Currently, the law requires a fee for new vendor
143 license applications and renewal applications.
144 ▪ The proposed amendments to the Independent Contractors law align with the
145 proposed amendments and the current version of the Vendor Licensing law by
146 incorporating the requirements of obtaining a vendor license into the requirements
147 of being contracted as an independent contractor for the Nation.
148 ▪ ***Indian Preference in Contracting.*** The purpose of this law is to establish an Indian Preference
149 Office and increase economic benefits for the Nation and members of the Nation by providing
150 for the maximum utilization of Indian workers and businesses on projects of the Nation which
151 occur on or near the Reservation. [5 O.C. 502.1].
152 ▪ This law expects the Nation to apply Indian preference fairly in all situations and
153 to ensure that all entities that enter into contracts with the Nation utilize a labor
154 force of Indian workers and businesses. [5 O.C. 502.1-2].
155 ▪ The proposed amendments to the Independent Contractor Policy align with the
156 Indian Preference in Contracting law by requiring the Nation to utilize Indian
157 preference in contracting with independent contractors but clarifying that even if
158 the employee or employee-owned business entity qualifies for Indian preference
159 as an independent contractor; and even if the employee or employee-owned
160 business entity were the only independent contractor who does qualify for Indian
161 preference, the Nation is still prohibited from hiring an employee or employee-
162 owned business entity as an independent contractor if the work to be performed as
163 an independent contractor is in anyway related to the work performed by the
164 individual as an employee or by an employee-owned business entity. [5 O.C.
165 503.7-1(b)(1)].

166 ▪ *Conflict of Interest.* The purpose of this law is for the Nation to ensure that all employees,
167 contractors, elected officials, political appointees, appointed and elected members and all
168 others whom may have access to information or materials that are confidential or may be used
169 by competitors of the Nation's enterprises or interests be subject to specific limitations to
170 which such information and materials may be used in order to protect the interests of the
171 Nation. [2 O.C. 217.1-1].
172 • According to the Conflict of Interest law there is a presumed conflict of interest
173 any time an employee of the Nation seeks to contract with the Nation. [2 O.C.
174 217.5-1].
175 • The Conflict of Interest law prohibits an employee from contracting with the
176 Nation as an independent contractor within the same scope for which they are
177 employed by the Nation. [2 O.C. 217.5-4(a)].
178 • The Conflict of Interest law further prohibits an employee from contracting with
179 the Nation as an independent contractor within the same divisional budget for
180 which the employee is employed by the Nation. [2 O.C. 217.5-4(b)].
181 • The proposed amendments to the Independent Contractor Policy align with the
182 proposed amendments to the Conflict of Interest law and reflect the Nation's
183 desire to allow employees and employee-owned business entities to work for the
184 Nation as independent contractors but only if certain requirements are met. [2
185 O.C. 217.5-4].

186

187 SECTION 7. ENFORCEMENT AND ACCOUNTABILITY

188 A. The proposed amendments make it clearer the Nation is responsible for properly classifying its workers.
189 [5 O.C. 503.4].

190 B. The proposed amendments clarify all information the Nation must obtain in order to properly hire an
191 independent contractor. [5 O.C. 503.6].

192 C. The proposed amendments require the Nation to properly classify an independent contractor, properly
193 execute a contract, and meet all approval requirements before an independent begins working for the
194 Nation. [5 O.C. 503.5; 503.5-6].

195 D. The proposed amendments require all independent contractors to demonstrate appropriate and adequate
196 insurance coverage. [5 O.C. 503.6-4].

197 E. The proposed amendments require all independent contractors to submit tax identification to the Nation.
198 [5 O.C. 503.6-5].

199 F. The proposed amendments clarify an independent contractor may not begin work until a contract is
200 executed according to the requirements of section 503.5 of the law and all other approval requirements
201 of section 503.6 of the law are met. [5 O.C. 503.6].

202 SECTION 8. OTHER CONSIDERATIONS

203 ***Fiscal Impact.*** Under the Legislative Procedures Act, a fiscal impact statement is required for all legislation
204 except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution BC-10-28-20-A
205 titled, "Further Interpretation of 'Fiscal Impact Statement' in the Legislative Procedures Act," provides
206 further clarification on who the Legislative Operating Committee may direct to complete a fiscal impact
207

208 statement at various stages of the legislative process, as well as timeframes for completing the fiscal impact
209 statement.

210 **A. *Fiscal Impact*.** Under the Legislative Procedures Act, a fiscal impact statement is required for all
211 legislation except emergency legislation [*1 O.C. 109.6-1*]. Oneida Business Committee resolution BC-
212 10-28-20-A titled, “*Further Interpretation of ‘Fiscal Impact Statement’ in the Legislative Procedures*
213 *Act*,” provides further clarification on who the Legislative Operating Committee may direct complete
214 a fiscal impact statement at various stages of the legislative process, as well as timeframes for
215 completing the fiscal impact statement.

- 216 ■ *Conclusion.* The Finance Administration provided the Legislative Operating Committee a fiscal
217 impact statement from the Finance Department on January 8, 2026

218

219

**Title 5. Business – Chapter 503-
INDEPENDENT CONTRACTORS POLICY**

503.1. Purpose and Policy
503.2. Adoption, Amendment, Repeal
503.3. Definitions
503.4. Application

503.45. Worker Classification
503.56 Form of Contract
503.67 Approval Requirements
503.7 Conflict of Interest

1 2 503.1. Purpose and Policy

3 503.1-1. *Purpose.* The purpose of this law is to ensure proper classification of employees and
4 independent contractors for federal labor and tax law purposes; ensure the use of contract forms
5 approved by the Oneida Law Office and the Oneida Purchasing Department; ensure contracting
6 with a current employee does not create a conflict of interest or unintended tax consequences; and
7 ensure independent contractors have appropriate insurance coverages. ~~The purpose of this~~
8 ~~Independent Contractor Policy is to regulate the hiring of persons to complete work in order to~~
9 ~~minimize the costs of Independent Contractors.~~

10 503.1-2. *Policy.*

11 (a) It is the policy of the ~~Tribe~~Nation to utilize Native American businesses to complete
12 work that the ~~Tribe~~Nation is unable to complete through use of its own employees. All
13 programs, enterprises, and government agencies are encouraged to seek within their own
14 employees those with expertise in any matter before going to independent contractors.
15 (b) It is further the policy of the ~~Tribe~~Nation that the order of preference, as set out in the
16 ~~Tribe's~~Nation's Indian Preference Law, be used in the selection of independent contractors
17 and in accordance with this law.

18 503.2. Adoption, Amendment, Repeal

19 503.2-1. This ~~policy~~law was adopted by ~~motion of~~ the Oneida Business Committee by motion on
20 July 27, 1994, and ~~was~~ amended by resolution BC-02-27-13-A.

21 503.2-2. This ~~policy~~law may be amended ~~pursuant to the procedures set out in Tribal law or~~
22 ~~repealed~~ by the Oneida Business Committee or the Oneida General Tribal Council pursuant to the
23 procedures set out in the Legislative Procedures Act.

24 503.2-3. Should a provision of this ~~policy~~law or the application thereof to any person or
25 circumstances be held as invalid, such invalidity shall not affect other provisions of this ~~policy~~law
26 which are considered to have legal force without the invalid portions.

27 503.2-4. In the event of a conflict between a provision of this ~~policy~~law and a provision of another
28 ~~policy~~law, the provisions of this ~~policy~~law shall control.

29 503.2-5. This ~~policy~~law is adopted under authority of the Constitution of the Oneida ~~Tribe of~~
30 ~~Indians of Wisconsin~~Nation.

31 503.3. Definitions

32 503.3-1. This section shall govern the definitions of words and phrases used within this law. All
33 words not defined herein shall be used in their ordinary and everyday sense.

34 (a) "Deliverable" means quantifiable goods and tangible or intangible products to be
35 provided by the independent contractor.

36 ~~quantifiable goods and tangible or intangible products to be provided upon the completion~~
37 ~~of a project, an object with specified content and format and must be adequately described~~
38 ~~as to final content.~~

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41 (b) "Employee" means an individual who qualifies as an employee of the Nation using
42 relevant tests established by applicable Federal law and guidance issued from Federal
43 agencies. any individual who is employed by the Tribe and is subject to the direction and
44 control of the Tribe with respect to the material details of the work performed, or who has
45 the status of an employee under the usual common law rules applicable to determining the
46 employer-employee relationship. "Employee" includes, but is not limited to, individuals
47 employed by any program or enterprise of the Tribe, but does not include elected or
48 appointed officials or individuals employed by a Tribally Chartered Corporation. For
49 purposes of this policy law, individuals employed by the Nation through an employment
50 agreement or employment contract are employees of the Nation, not independent
51 contractors. employed under an employment contract as a limited term employee are
52 employees of the Tribe, not consultants.

53 (c) "Employee-owned business entity" means a for profit business which is majority
54 owned and managed by an individual who is employed as an employee by the Tribe.
55 Nation. An employee-owned business entity includes, but is not limited to, a partnership,
56 corporation, or limited liability company.

57 (d) "Independent contractor" means an individual who qualifies as an independent
58 contractor using relevant tests established by applicable Federal law and guidance issued
59 from Federal agencies. receives payments for services or deliverables, and who receives
60 any tax reporting form other than a W-2 at the end of a taxable year.

61 (e) "Nation" means the Oneida Nation.

62 (f) "Scope of work" means the total deliverables or services to be performed by an
63 independent contractor upon completion of the work the independent contractor was hired
64 to complete.

65 (g) "Service" means an action performed by an independent contractor on behalf of the
66 Nation, and must be adequately described as to the actions that will be taken and final result
67 of the actions taken.

68 (f) "Tribal" or "Tribe" means the Oneida Tribe of Indians of Wisconsin.

503.4 Worker Classification

503.4-1. The Nation shall classify an individual as either an employee or an independent
contractor according to the Fair Labor Standards Act, Department of Labor regulations, the
Internal Revenue Code, Treasury regulations, and the most current guidance from the
Department of Labor and the Internal Revenue Service.

503.56. Form of Contract

503.5-1. The Oneida Law Office shall develop and maintain standard contract form(s) for primary
use by the Nation. 503.6-1. All contracts with the Tribe shall be in the format approved by the
Oneida Law Office. All departments, programs, enterprises, and other agencies of the Tribe shall
use Oneida Law Office approved contracts.

503.56-2. All contracts shall be reviewed and approved by the Oneida Law Office and the Oneida
Purchasing Department. An approved purchase order is required prior to execution of a contract.
before being executed.

503.5-3. At a minimum, the Oneida Law Office shall verify:

- (a) appropriate approvals are required for waivers of the Nation's sovereign immunity;
- (b) worker classification, according to the requirements of section 503.4 of this law, is accurate; and

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2026 01 21

88 (c) the terms of the contract protect the Nation's legal rights and assets and satisfy the
89 requirements for formation of a valid contract.

90 **503.5-4. At a minimum, the Oneida Purchasing Department shall verify:**

91 (a) the contractor holds a current vendor license;
92 (b) tax firms and federal contractor status;
93 (c) the content of the contract related to scope of work;
94 (d) contract payments are accurately calculated and described; and
95 (e) whether use of a master contract and task orders would be more efficient.

96 ~~503.6-3. At a minimum, the Oneida Law Office review shall consist of the following: (a) verification that sovereign immunity has not been waived; verification that Independent Contractor status has not been violated; and verification that the content of the contract meets the legal needs for the protection of Tribal assets, description of services, payment, and other similar items.~~

102 **503.67. Approval Requirements**

103 **503.6-1. Contract.** The Oneida Law Office and the Oneida Purchasing Department must review
104 and approve a contract according to the requirements of section 503.5 of this law.

105 **503.6-2. Purchase Order.** The Oneida Purchasing Department issues a purchase order based on
106 the approved contract in accordance with the Oneida Nation procurement sign-off authority.

107 **503.6-3. Vendor License.** Unless an independent contractor is exempted from the requirement to
108 obtain a vendor license, the independent contractor shall have a vendor license in accordance with
109 the Nation's Vendor Licensing law prior to issuance of a purchase order.

110 Unless an independent contractor is exempted from the requirements of obtaining a vendor license,
111 the independent contractor will be issued a vendor license, subject to any other requirements of
112 the Nation's Vendor Licensing law.

113 **503.6-4. Insurance.** Before the independent contractor performs any work, the independent
114 contractor must demonstrate proof of appropriate and adequate insurance coverage.

115 (a) The Nation's Risk Management Department is delegated rule making authority to
116 determine what constitutes appropriate and adequate insurance coverage.

117 **503.6-5. Tax Identification.** Before an independent contractor begins work, they are required to
118 submit tax identification information to the Nation through one of the following:

119 (a) Employer Identification Number.

120 (b) Social Security Number. If an independent contractor operates a sole proprietorship,
121 their default tax identification number may be their social security number.

122 (c) Individual Taxpayer Identification Number. If an independent contractor operates a sole
123 proprietorship and is not eligible for a social security number.

124 **503.6-6.** An independent contractor may not begin work until a contract is executed according to
125 the requirements of section 503.5 of this law and all other approval requirements of section 503.6
126 are met. If an independent contractor begins work before the requirements of section 503.5 and
127 503.6 are met, the Nation is released of potential liability.

128 **503.7. Dual Capacity**

129 **503.7-1.** The Tribe Nation may hire an individual who is also contract with an employee or an
130 employee-owned business entity of the Tribe as an independent contractor, if:

131 (a) all requirements of section 503.6 of this law are met;

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133 (b) the work services performed by the individual as an employee or by an employee-
134 owned business entity of the Tribe are not related to the services is not related to the scope
135 of work to be provided by the individual as an independent contractor;

136 (1) even if the employee or employee-owned business entity qualifies for Indian
137 preference as an independent contractor; and even if the employee or employee-
138 owned business entity were the only independent contractor who would qualify for
139 Indian preference, this requirement still applies.

140 (c) there is no relation between the wages paid to the individual as an employee or to an
141 employee-owned business entity of the Tribe and the compensation received by the
142 individual for thescope of work services to be provided as an independent contractor;

143 (d) the individual is engaged in an independent trade, business, or profession that is
144 traditionally pursued by an independent contractor, and the scope of work services to be
145 provided by the individual as an independent contractor relates to such trade, business, or
146 profession, and the Nation has no significant investment in that business entity; and (d) the
147 individual offers services as an Independent Contractor in such trade, business or
148 profession to the general public.

149 (e) the individual offers services or deliverables as an independent contractor in such trade,
150 business, or profession to the general public.

151 503.7.6. The Tribe may engage an employee-owned business entity as an independent contractor
152 if the following conditions are met:

153 (a) the employee-owned business entity has a valid Tax Identification Number which is
154 different than the employee's Social Security number;

155 (b) the Tribe has no right to direct or control the employees of the employee-owned
156 business entity; and

157 (c) all payments for independent contractor services are made directly to the employee-
158 owned business entity, not to an individual.

159
160 End.

161
162 Adopted - 7-27-94, motion

163 Adopted - BC-2-15-95-A, Emergency Action [Article VII \(503.7-\)](#)

164 Adopted - BC-7-5-95-B, Emergency Action [Article VII \(503.7-\)](#)

165 Emergency Amended - BC-04-25-12-E-

166 Emergency Extension Amended - BC-10-10-12-B-

167 Amended - BC-02-27-13-A

Title 5. Business – Chapter 503
INDEPENDENT CONTRACTORS POLICY

503.1. Purpose and Policy
503.2. Adoption, Amendment, Repeal
503.3. Definitions
503.4. Worker Classification

503.5 Form of Contract
503.6 Approval Requirements
503.7 Conflict of Interest

1
2 **503.1. Purpose and Policy**
3 503.1-1. *Purpose.* The purpose of this law is to ensure proper classification of employees and
4 independent contractors for federal labor and tax law purposes; ensure the use of contract forms
5 approved by the Oneida Law Office and the Oneida Purchasing Department; ensure contracting
6 with a current employee does not create a conflict of interest or unintended tax consequences; and
7 ensure independent contractors have appropriate insurance coverages
8 503.1-2. *Policy.*

9 (a) It is the policy of the Nation to utilize Native American businesses to complete work
10 that the Nation is unable to complete through use of its own employees. All programs,
11 enterprises, and government agencies are encouraged to seek within their own employees
12 those with expertise in ~~any~~ matter before going to independent contractors.
13 (b) It is further the policy of the Nation that the order of preference, as set out in the
14 Nation's Indian Preference Law, be used in the selection of independent contractors and in
15 accordance with this law.

16
17 **503.2. Adoption, Amendment, Repeal**

18 503.2-1. This law was adopted by the Oneida Business Committee by motion on July 27, 1994,
19 and amended by resolution BC-02-27-13-A.

20 503.2-2. This law may be amended or repealed by the Oneida Business Committee or the Oneida
21 General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

22 503.2-3. Should a provision of this law or the application thereof to any person or circumstances
23 be held as invalid, such invalidity shall not affect other provisions of this law which are considered
24 to have legal force without the invalid portions.

25 503.2-4. In the event of a conflict between a provision of this law and a provision of another law,
26 the provisions of this law shall control.

27 503.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

28
29 **503.3. Definitions**

30 503.3-1. This section shall govern the definitions of words and phrases used within this law. All
31 words not defined herein shall be used in their ordinary and everyday sense.

32 (a) "Deliverable" means quantifiable goods and tangible or intangible products to be
33 provided by the independent contractor.

34 quantifiable goods and tangible or intangible products to be provided upon the completion
35 of a project.

36 (b) "Employee" means an individual who qualifies as an employee of the Nation using
37 relevant tests established by applicable Federal law and guidance issued from Federal
38 agencies. "Employee" does not include elected or appointed officials. For purposes of this
39 law, individuals employed by the Nation through an employment agreement or
40 employment contract are employees of the Nation, not independent contractors.

41 (c) "Employee-owned business entity" means a business which is majority owned and
42 managed by an individual who is employed as an employee by the Nation. An employee-
43 owned business entity includes, but is not limited to, a partnership, corporation, or limited
44 liability company.

45 (d) "Independent contractor" means an individual who qualifies as an independent
46 contractor using relevant tests established by applicable Federal law and guidance issued
47 from Federal agencies.

48 (e) "Nation" means the Oneida Nation.

49 (f) "Scope of work" means the total deliverables or services to be performed by an
50 independent contractor upon completion of the work the independent contractor was hired
51 to complete.

52 (g) "Service" means an action performed by an independent contractor on behalf of the
53 Nation.

503.4 Worker Classification

503.4-1. The Nation shall classify an individual as either an employee or an independent contractor according to the Fair Labor Standards Act, Department of Labor regulations, the Internal Revenue Code, Treasury regulations, and the most current guidance from the Department of Labor and the Internal Revenue Service.

503.5. Form of Contract

503.5-1. The Oneida Law Office shall develop and maintain standard contract form(s) for primary use by the Nation.

503.5-2. All contracts shall be reviewed and approved by the Oneida Law Office and the Oneida Purchasing Department. An approved purchase order is required prior to execution of a contract.

503.5-3. At a minimum, the Oneida Law Office shall verify:

- (a) appropriate approvals are required for waivers of the Nation's sovereign immunity;
- (b) worker classification, according to the requirements of section 503.4 of this law, is accurate; and
- (c) the terms of the contract protect the Nation's legal rights and assets and satisfy the requirements for formation of a valid contract.

503.5-4. At a minimum, the Oneida Purchasing Department shall verify:

- (a) the contractor holds a current vendor license;
- (b) tax forms and federal contractor status;
- (c) the content of the contract is related to scope of work;
- (d) contract payments are accurately calculated and described; and
- (e) whether use of a master contract and task orders would be more efficient.

503.6. Approval Requirements

503.6-1. *Contract.* The Oneida Law Office and the Oneida Purchasing Department must review and approve a contract according to the requirements of section 503.5 of this law.

503.6-2. *Purchase Order.* The Oneida Purchasing Department issues a purchase order based on the approved contract in accordance with the Oneida Nation procurement sign-off authority.

503.6-3. *Vendor License.* Unless an independent contractor is exempted from the requirement to obtain a vendor license, the independent contractor shall have a vendor license in accordance with the Nation's Vendor Licensing law prior to issuance of a purchase order.

87 Unless an independent contractor is exempted from the requirements of obtaining a vendor license,
88 the independent contractor will be issued a vendor license, subject to any other requirements of
89 the Nation's Vendor Licensing law.

90 503.6-4. *Insurance*. Before the independent contractor performs any work, the independent
91 contractor must demonstrate proof of appropriate and adequate insurance coverage.

92 (a) The Nation's Risk Management Department is delegated rule making authority to
93 determine what constitutes appropriate and adequate insurance coverage.

94 503.6-5. *Tax Identification*. Before an independent contractor begins work, they are required to
95 submit tax identification information to the Nation through one of the following:

96 (a) Employer Identification Number.

97 (b) Social Security Number. If an independent contractor operates a sole proprietorship,
98 their default tax identification number may be their social security number.

99 (c) Individual Taxpayer Identification Number. If an independent contractor operates a sole
100 proprietorship and is not eligible for a social security number.

101 503.6-6. An independent contractor may not begin work until a contract is executed according to
102 the requirements of section 503.5 of this law and all other approval requirements of section 503.6
103 are met. If an independent contractor begins work before the requirements of section 503.5 and
104 503.6 of this law are met, the Nation is released of potential liability.

105 **503.7. Dual Capacity**

106 503.7-1. The Nation may contract with an employee or an employee-owned business entity as an
107 independent contractor if:

108 (a) all requirements of section 503.6 of this law are met;

109 (b) the work performed by the individual as an employee or by an employee-owned
110 business entity is not related to the scope of work to be provided as an independent
111 contractor;

112 (1) even if the employee or employee-owned business entity qualifies for Indian
113 preference as an independent contractor; and even if the employee or employee-
114 owned business entity were the only independent contractor who would qualify for
115 Indian preference, this requirement still applies;

116 (c) there is no relation between the wages paid to the individual as an employee or to an
117 employee-owned business entity and the compensation received by the individual for the
118 scope of work to be provided as an independent contractor;

119 (d) the individual is engaged in an independent trade, business, or profession that is
120 traditionally pursued by an independent contractor, the scope of work to be provided by
121 the individual as an independent contractor relates to such trade, business, or profession,
122 and the Nation has no significant investment in that business entity; and

123 (e) the individual offers services or deliverables as an independent contractor in such trade,
124 business, or profession to the general public.

125 *End.*

126 Adopted - 7-27-94, motion

127 Adopted - BC-2-15-95-A, Emergency Action Article VII (503.7)

128 Adopted - BC-7-5-95-B, Emergency Action Article VII (503.7)

129 Emergency Amended - BC-04-25-12-E

130 Emergency Extension Amended - BC-10-10-12-B

131 Amended - BC-02-27-13-A

FINANCE ADMINISTRATION

Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
FROM: Rae Skenandore, Sr. Analyst
DATE: January 7, 2026
RE: **Fiscal Impact Statement of the Independent Contractor Policy Amendments**

I. Estimated Fiscal Impact Summary

Law: Independent Contractor Policy Amendments		Draft 11
Implementing Agency	Oneida Law Office Oneida Purchasing Department Oneida Risk Management	
Estimated time to comply	10 days	
Estimated Impact	Current Fiscal Year	10 Year Estimate
Total Estimated Fiscal Impact	\$0	\$0

II. Background

This Policy was adopted by motion by the Oneida Business Committee Oneida on July 27, 1994. The most recent amendments were adopted by resolution BC-02-27-13-A. This item was added to the Active Files List on June 19, 2024, at the request of the Chief Financial Officer to ensure the Nation is adequately reporting to the IRS any independent contractor relationships.

The proposed amendments clarify the purpose of this law is to require the Nation to properly classify its workers for compliance with tax regulations. The amendments include the following:

- Renaming the law to “Independent Contractors.”
- Clarifying the purpose to require the Nation to properly classify its workers for compliance with tax regulations.
- Clarify in the definitions of an employee, an independent contractor, scope of work, deliverables, and services.
- Add a requirement to categorize all workers as either an independent contractor or an employee according to Federal guidance.

- Clarify the approval requirements for an independent contractor.
- Clarify when dual capacity as an employee and an independent contractor for the Nation is allowable.
- Various grammatical changes and other minor changes.

III. Methodology and Assumptions

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

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

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

IV. Findings

There are no start-up costs, no increases in personnel are needed, and no increases in office or documentation costs.

V. Financial Impact

There is no fiscal impact of implementing this legislation.

VI. Recommendation

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



Statement of Effect
Amendments to the Independent Contractor Policy

Summary

This resolution adopts amendments to the Independent Contractor Policy.

Submitted by: Carolyn A. Salutz, Legislative Staff Attorney, Legislative Reference Office

Date: January 21, 2026

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Independent Contractor Policy. The purpose of Independent Contractor Policy is to ensure proper classification of employees and independent contractors for federal labor law and tax law purposes; the use of contract forms approved by the Oneida Law Office and Purchasing; ensure contracting with a current employee does not create a conflict of interest or unintended tax consequences; and ensure independent contractors have appropriate insurance coverages. [5 O.C. 503.1-1]. Amendments to the Independent Contractor Policy are being sought to:

- Rename the law from “Independent Contractor Policy” to “Independent Contractors.” [5 O.C. 503].
- Clarify that the purpose of this law is to require the Nation to properly classify its workers for compliance with tax regulations. [5 O.C. 503.1-1].
- Clarify in the definitions what it means to be an “employee” versus an “independent contractor.” [5 O.C. 503.3-1(b); 503.3-1(d)].
- Clarify in the definitions what it means to have the “scope of work”, including updated definitions of “deliverables” and “services.” [5 O.C. 503.3-1(f); 5 O.C. 503.3-1(a); 5 O.C. 503.3-1(g)].
- Add a requirement that the Nation must categorize all workers as either an independent contractor or an employee according to the Fair Labor Standards Act, Department of Labor regulations, the Internal Revenue Code, Treasury regulations, and the most current guidance from the Department of Labor and the Internal Revenue Service. [5 O.C. 503.4].
- Clarify the approval requirements for an independent contractor; including, contract, purchase order, vendor license, and tax identification number [5 O.C. 503.6].
- Clarify when the Nation may contract with an employee or a employee-owned business entity as a independent contractor. [5 O.C. 503.7].
- Make other minor drafting changes throughout the Law.

Adoption of any legislation is required to comply with the Legislative Procedures Act (“the LPA”), which was adopted by the General Tribal Council through resolution GTC-01-07-13-A for the purpose of providing a standardized process for the adoption of laws of the Nation. [1 O.C. 109.1-

17. The Independent Contractor Policy amendments complied with all processes and procedures required by the LPA, including the development of a legislative analysis, a fiscal analysis, and the opportunity for public review during a public meeting and public comment period. [1 O.C. 109.6, 109.7, 109.8].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Independent Contractor Policy on October 15, 2025. No individuals provided public comments during this public meeting. The public comment period was then held open until October 22, 2025. One (1) individual submitted written comments during this public comment period. The Legislative Operating Committee accepted the public comments on November 5, 2025. The Legislative Operating Committee reviewed and considered the public comments on December 3, 2025.

The amendments to the Independent Contractor Policy will become effective on February 25, 2026.

Conclusion

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

Oneida Nation

Post Office Box 365



Phone: (920)869-2214

Oneida, WI 54155

BC Resolution

Amendments to the Independent Contractor Policy

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

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

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

WHEREAS, the Independent Contractor Policy ("the Law") was adopted by the Oneida Business Committee by motion 7-27-94, and then amended through resolutions BC-2-15-95-A, BC-7-5-95-B, BC-04-25-12-E, BC-10-10-12-B, and BC-02-27-13-A; and

WHEREAS, the purpose of the Law is to ensure proper classification of employees and independent contractors for federal labor and tax law purposes; ensure the use of contract forms approved by the Oneida Law Office and Purchasing; ensure contracting with a current employee does not create a conflict of interest or unintended tax consequences; and ensure independent contractors have appropriate insurance coverages; and

WHEREAS, the amendments to the Law require the Nation to properly classify all individuals as either employees or independent contractors and sets standards for how an independent contractor will be approved to perform services for the Nation, the proper form of a contract for those services, and the proper classification of independent contractors to ensure the Nation remains in compliance with Federal law; and

WHEREAS, the amendments to the Law clarify when the Nation may contract with an employee or employee-owned business entity as an independent contractor; and

WHEREAS, the Legislative Operating Committee developed the proposed amendments to the Law through collaboration with representatives from the Oneida Purchasing Department, Oneida Finance Administration, Oneida Licensing Department, and the Oneida Law Office; and

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

WHEREAS, the Legislative Operating Committee held a public meeting on the proposed amendments to the Law on October 15, 2025, with no individuals providing oral comments, and the public comment period for the amendments to this Law was held open until October 22, 2025, with one (1) submission of written comments received; and

Accept the January 7, 2026, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Personnel Related

3. Requested Motion:

Accept as information; OR

Accept the January 7, 2026 Legislative Operating Committee meeting minutes.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:Authorized Sponsor: Jameson Wilson, CouncilmanPrimary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
 Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
 January 7, 2026
 9:00 a.m.

Present: Jameson Wilson, Jennifer Webster, Jonas Hill (Microsoft Teams)

Excused: Kirby Metoxen

Unexcused: Marlon Skenandore

Others Present: Grace Elliott, Carolyn Salutz

Others Present on Microsoft Teams: Clorissa Leeman, Michelle Tipple, Kristal Hill, Ronald Van Schyndel, David Jordan, Chad Fuss, Shannon Stone, Linda Dallas, Melissa Alvarado, Janice Decorah, Ashley Blaker, Peggy Helm-Quest, Trina Schuyler, Joshua Cornelius, Sarah Miller, Shad Webster, Tavia James-Charles, Rae Skenandore, Mark Powless, Rhiannon Metoxen, Fawn Billie, Fawn Cottrell, Eric Boulanger, Grace Koehler, Kaylynn Biely, Rita Reiter, Sarah White, Laura Laitinen-Warren, Diane Wilson, Katsitsiyo Danforth

I. Call to Order and Approval of the Agenda

Jameson Wilson called the January 7, 2026, Legislative Operating Committee meeting to order at 9:00 a.m.

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

II. Minutes to be Approved

1. December 17, 2025 LOC Meeting Minutes

Motion by Jennifer Webster to approve the December 17, 2025, LOC meeting minutes and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

III. Current Business

1. Petition: K. Schultz – General Welfare Assistance Payment to Membership #2025-03

Motion by Jennifer Webster to accept the statement of effect for the Petition: K. Schultz – GWA Payment to the Membership #2025-03 and forward to the Oneida Business Committee; seconded by Jonas Hill. Motion carried unanimously.

IV. New Submissions**1. Petition: G. Powless-Buenrostro - Accountability Measure Options for BC and BCC's #2025-04**

Motion by Jennifer Webster to add the Petition: G. Powless-Buenrostro – Accountability Measure Options for BC and BCC's #2025-04 to the Active Files List with Jameson Wilson as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

2. Petition: G. Powless Buenrostro – Amend the Administrative Rule Making Law #2025-05

Motion by Jennifer Webster to add the Petition: G. Powless-Buenrostro – Amend the Administrative Rule Making Law #2025-05 to the Active Files List with Jameson Wilson as the sponsor; seconded by Jonas Hill. Motion carried unanimously.

V. Additions**VI. Administrative Updates****VII. Executive Session****VIII. Adjourn**

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

Approve the Oneida Trust Enrollment Committee Bylaws

Business Committee Agenda Request

1. Meeting Date Requested: 12/10/20

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Motion to adopt revised Oneida Trust Enrollment Committee bylaws.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: John Danforth, Trust Enrollment Director 

Primary Requestor: Yasiman Metoxen, TE Executive Assistant

D. Enter the e-poll results into the record regarding the approved travel request for Councilman Kirby Metoxen to attend the Pojoaque Pueblo Feast Day - Pojoaque, N.M. - December 11-14, 2025 (00:29:21)
Sponsor: Lisa Liggins, Secretary

Motion by Jameson Wilson to enter the e-poll results into the record regarding the approved travel request for Councilman Kirby Metoxen to attend the Pojoaque Pueblo Feast Day in Pojoaque, N.M. on December 11-14, 2025, seconded by Lisa Liggins. Motion carried:

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

X. NEW BUSINESS

A. Approve the Oneida Trust Enrollment Committee Bylaws (00:30:17)
Sponsor: Jeremaine Delegado, Chair/Oneida Trust Enrollment Committee

Motion by Lisa Liggins to table the Oneida Trust Enrollment Committee Bylaws, seconded by Marlon Skenandore. Motion carried:

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

B. Accept the Oneida Gaming Facilities Inspection report (00:43:22)
Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the Oneida Gaming Facilities Inspection report as information, seconded by Lawrence Barton. Motion carried:

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

C. Accept the memorandum regarding the withholding of pay for Councilman Marlon Skenandore (00:46:24)
Sponsor: Lisa Summers, Director of Government Administration

Motion by Lisa Liggins to accept the memoranda regarding the withholding of pay for Councilman Marlon Skenandore, seconded by Jameson Wilson. Motion carried:

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



MEMORANDUM

To: Oneida Business Committee

From: John J. Danforth

Date: November 19th, 2025

Subject: Oneida Trust Enrollment Committee Revised Bylaws

Oneida Business Committee,

On June 27, 2024, the Oneida Trust Enrollment Committee took action to approve updates to their bylaws. The updated language of the bylaws is attached. The vote by OTEC to approve the updates was unanimous and the meeting minutes from June 27, 2024, were approved the following month on July 15, 2024 and the minutes were signed by the OTEC Secretary at that time.

Requested Action: Motion to adopt revised OTEC bylaws

John J Danforth
Director
Oneida Trust Enrollment

ONEIDA TRUST ENROLLMENT COMMITTEE
REGULAR MEETING
(Directly follows Joint)
27 June 2024
4:30 p.m.

MINUTES

Vision Statement – “Sustain the Oneida membership and protect our trust assets.”

Mission Statement – “To exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the Tribe.”

Oneida Trust Enrollment Committee Members Present: Jermaine Delgado, Jennifer Hill-Kelley, Norbert Hill Jr., Geraldine Danforth, Pamela Ninham

Oneida Trust Enrollment Committee Members Excused: Jameson Wilson, Dylan Benton, Kirsten Van Dyke, Dorothy Ninham.

Others Present: John Danforth, , Carl Artman, Terry Cornelius

I. Call Meeting to Order and Roll Call

Jermaine Delgado called the meeting to order at 4:35 pm

Jermaine Delgado -Present
 Norbert Hill Jr.-Present
 Geraldine Danforth-Present
 Pamela Ninham- Present
 Jennifer Hill-Kelley -Present

Jameson Wilson-Not Present
 Dylan Benton-Not Present
 Dorothy Ninham- Not Present
 Kirsten Van Dyke-Not Present

II. Adoption of Agenda

Jennifer Hill-Kelley motioned to adopt the agenda with. Seconded Geraldine Danforth. Motion carried unanimously.

III. Minutes – Needs Approval

17 June 2024 Regular OTEC Meeting

Jennifer Hill-Kelley motioned to approve June 17, 2024, Regular OTEC Meeting minutes. Seconded Norbert Hill Jr. Motion carried unanimously.

IV. Old Business

A. OnLyote?a:ká ni? Project Plan (OPP)-Jameson Wilson

06-27-24 – **Discussed at Joint Meeting. Request to Approve Update**

No action taken.

Jennifer Hill-Kelley motioned to accept as FYI. Seconded Geraldine Danforth. Motion carried unanimously.

Regular Trust Enrollment Committee Minutes

27 June 2024

Page 2 of 3

B. Sustain Oneida Initiative – John Danforth

06-27-24 – **No Update**

No action taken.

C. OTEC Bylaw Revisions/Compliance to BCC Law/Amendments to BCC Law – Carl Artman

06-27-24 – Discussed at Joint Meeting. Request to Approve Update

Norbert Hill Jr. motioned to approve the Bylaws as presented. Seconded Pamela Ninham.

Motion carried unanimously.

D. EEGWT/OLIPP Stand Alone Trust – John Danforth

06-27-24 –

Discussion. Joint meeting was cancelled. No actuarial study provided by Treasurer.

Jennifer Hill-Kelley motioned to accept update for EEGWT/OLIPP Stand Alone Trust as FYI. Seconded Geraldine Danforth. Motion carried unanimously.

V. New BusinessA. OTEC-OBC Annual MOA – Carl Artman/John Danforth *12-28-23-Per request of Treasurer at**12/28/2023 Quarterly meeting, addition of financial language needed to be added to annual MOA.*06-27-24 – ***Reminder***

No action taken.

VI. Reports

A. Trust Fund Performance – Terry Cornelius

06-27-24 – Status Update –**Request to Approve Report**

Jennifer Hill-Kelley motioned to approve report. Seconded Pamela Ninham. Motion carried unanimously.

B. Endowment Report – Terry Cornelius

06-27-24 – Status Update –**Request to Approve Report**

Jennifer Hill-Kelley motioned to approve report. Seconded Geraldine Danforth. Motion carried unanimously.

C. Socially Responsible Investing (SRI) – John Danforth

06-27-24 – Status Update –**Request to Approve Report**

No action taken. Discussed at June 17, 2024, Regular OTEC Meeting.

D. Membership Report – John Danforth

06-27-2024 –**Request to Approve Report**

Pamela Ninham motioned to accept report. Seconded Jennifer Hill-Kelley. Motion carried unanimously.

Regular Trust Enrollment Committee Minutes

27 June 2024

Page 3 of 3

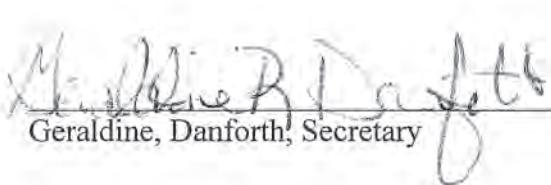
XI. Roll Call & Adjourn

Jermaine Delgado-Present
Geraldine Danforth -Present
Jennifer Hill-Kelley-Present
Pamela Ninham-Present
Norbert Hill Jr.-Present

Jameson Wilson-Not Present
Dylan Benton-Not Present
Kirsten Van Dyke – Not Present
Jennifer Hill-Kelley- Not Present

Jennifer Hill-Kelley motioned to adjourn meeting. Seconded Geraldine Danforth. Motion carried unanimously. Meeting adjourned at 5:40 pm.

Respectfully submitted,



Geraldine, Danforth, Secretary



Venessa Cardish, Recording Secretary

Minutes Approved as written/corrected on: 07/15/2024

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1." BYPTOG]`_9nrollment 7ZXXT_ F"

(/.," 7LJWúA]_XLYi F_LQQA Attorney *Carl Artman*

"" March 12, *(*,

02\$*%'1" Business Committee Member Serving on Oneida Trust Enrollment 7ZXXT_PP

D` PĀ TZYPresented:

The Oneida Trust / Enrollment Committee (“OTEC”) asked the BYPTa Law Office for a legal opinion regarding the assignment of Business Committee members (“BC Member”) to OTEC, and specifically how OTEC BC liaison is chosen:

GTC Resolution No. 74-6-5: Be It Further Resolved that the Trust Committee consists of nine members, one of whom will be a member of and represent the Oneida Tribal Business Committee, that the Tribal Chairman L_TXP will be LYex-officio (nonvoting) member of the Trust 7ZXXT_PP

Short 5 Yb P]2

GTC Resolution No. 74-6-5 requires a BC member serve on OTEC M't it does not direct how the member is chosen, if T is a council member, or a specific officer; it mandates only a BC member that will represent the BC.

Analysis:

The General Tribal Council of the Oneida Nation prospectively concluded in 1974 the Tribe would soon have in excess of one million dollars in accumulated funds available for any tribal use approved by the GTC and the Secretary of the Interior. GTC Resolution No. 74-4-28. The Tribe sought to use the funds for the long-term well-being of the individuals and the “collective Tribe.” +< The GTC outlined and approved a plan at the April 28, 1974 GTC Meeting to select a Trust Committee from amongst its membership, delegate the selection of financial managers to that Committee, and mandate the 7ZXXT_PP Develop a trust administration plan for the oversight and growth of funds allocated to the trust.

The GTC convened six weeks later and established the Trust 7ZXX itee through support of GTC Resolution No. 74-6-5 on June 5, 1974. As noted above, the GTC mandated one of the

Page *

nine members of the Trust Committee would be a BC Committee member. The Oneida Trust / Enrollment Committee and General Tribal Council reaffirmed their commitment to the GTC intent expressed nearly 40 years earlier when they approved the Oneida Trust / Enrollment Committee Bylaws on February 28, 2012 and July 2, 2012 respectively. Article I Section 4 of the Bylaws declares in a near verbatim recitation of the GTC Resolution 74-6-5 that “the Oneida Trust / Enrollment Committee shall be composed of nine (9) XPXMers, one (1) of whom will be a member of and represent the Oneida Business Committee.” Oneida Trust / Enrollment Committee Bylaws, Article I, Section 4.

Contemporary Procedures for Choosing OBC á PXMP]2

The council member with the highest number of votes in the triennial Oneida Nation election is assigned to OTEC pursuant to Resolution No. 74-6-5. This BC member is an active member of OTEC, acts as a liaison to the OBC on behalf of BG97í represents her or his Oneida constituents, and retains his or her right to speak freely on matters before them be it at OTEC or the BC. The BC member serving on OTEC fulfills a job responsibility chosen by accepted process, mandated by law and procedure, and without limitations that may impede other BC members liaising only for other boards, committees, and commissions.

Conclusion:

The language within GTC Resolution No. 74-6-5 mandates a BC member serve on OTEC, but it does not specify how the BC member is chosen or TQ must be a specific officer within the BC. The BC has chosen the process for this selection and this is reflected in the proposed version of the OTEC Bylaws, attached herein.

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1." BYPTO~~E~~]`_9nrollment 7ZXXT PP

(/.," 7LJWúA]_XLYi F_LQ~~A~~ttorney *Carl Artman*

"" December 6, *(*)+

02\$*%'1" Review of Proposed Oneida Trust and Enrollment Committee ~~6dWLb~~
drafted pursuant to the Boards, Committees, and Commissions ?Lb as amendPO

Question:

Does the Oneida Nation Boards, Committees Law (BCC Law) and its Bylaws provision, 1 O.C. 105.10, and the Oneida Trust Enrollment Committee "BG97é Bylaws created therefrom, impede OTEC from fulfilling its mandates as created by the General Tribal Council (GTC)?

Legal Foundation of the Oneida Trust 9Y]Zlment CoXXT PP

The GTC established OTEC through adoption of GTC Resolution 04-28-74. GTC initially charged OTEC to manage and distribute a per capita from the Emigrant New York Indian Claims Award Docket 75 Trust Fund. GTC Resolution No. 74-4-28. OTEC's funds oversight role expanded to include management of several other of the Nation's trust and endowment funds, administer the Minor Per Capita Trust Fund, and monitor funds held in the name of the Nation at the Bureau of Indian Affairs. Oneida Trust/Enrollment Committee Bylaws, July 2, 2012. The GTC expanded OTEC's duties to include enrollment of new members, management of the Nation's membership rolls, and PY~~E~~ng the Nation's membership adhered to the Oneida Nation Constitution's requirements and subsequent laws promulgated by the GTC regarding membership. 1 O.C. 124 =JAI= See also Constitution and Bylaws of the Oneida Nation, Article II.

From its inception in 1974 to today, OTEC has expanded from managing a specific tranche of settlement monies to overseeing a wide range of trusts, investments, and distributions while simultaneously managing the membership roll of the BYPTONation. The Nation presaged and memorialized each of OTEC's new duties in substantive laws, be it in the form of a statute indexed in the Oneida Code of Laws, a GTC resolution, or an Oneida Business Committee (OBC) resolution. For example, GTC Resolution No. 74-4-28 created the Trust Committee to manage appropriated settlement funds. The GTC reaffirmed the]Zle of the Trust Committee and elevated it above the BIA for managing and distributing the Nation's federal funds, and it endorsed the Trust Committee's trust plan. BC Resolution No. 10-16-84-A and BC Resolution No. 03-14-18-A delegated, amended, and affirmed OTEC's primary responsibility for the

Page *

development and management of the Oneida Nation Tribal 'OPY_EQTion program, including the ability to engage in rulemaking.

The Membership Law, 1 O.C. 124, delegated to OTEC the]PA[ZYATM for maintaining the official rolls of the Nation. 1 O.C. 124.5. The Endowments Law, 1 O.C. 131.6, stated OTEC "shall have exclusive control of the investment and collection of principal, interest and investments of all monies deposited in, and income derived from, all Oneida Nation endowment fund accounts." +<At 131.6-1. It authorized OTEC "to accept contributions or Zher instruments from private donors for the purpose of establishing endowment fund accounts and shall notify the Oneida Finance Committee immediately upon receipt." +<At 131.6-2. And it directed OTEC to provide annual financial reports to the GTC and OBC on these monies. +<at 131.6-3. The Oneida Per Capita Law, 1 O.C. 123, mandated OTEC, with regards to the management and distribution of per capita funds:

"LeManage trust accounts related to per capita payments with fiO NLLd]PA[ZYATMTWT_d3
"MMaintain the Nation's membership rolls so that the Trust 9YJollment Department NLY accurately identify which Tribal members are eligible for distrTM`_TZY3
"NProvide input to the Finance Department regarding per NL[T_matters included in _SP Nation's revenue allocation plan;
"OBe responsible for any activities not specifically TOPY_EQTIPreasonably related _Z the responsibilities in this sub-section; and
"PEnter into a Per Capita Trust Agreement and Memorandum of 5Rreement with _SP Oneida Business Committee.

1 O.C. 131.6-1ú

"Substantive law" created OTEC and delegated responsibilities to it in the fifty years of its existence. The laws directed or mandated OTEC engage in NPjain actions for the protection of the Nation and ensured the Nation's members are informed thereof. The laws established parameters and conduct for OTEC, such as maintaining confidentiality of membership rolls or the procedures for enrolling new members. The laws imbued OTEC with the power and authority to safeguard the funds and membership records of the Oneida Nation.

OTEC's current bylaws were adopted by OTEC on February 28, 2012, and approved by the GTC on July 2, 2012. The OBC adopted the current form of the Boards, Committees, and Commissions Law (BCC Law) on August 12, 2020. 1 O.C. 105. The 6 CC Law is a "procedural law."

Oneida Nation Boards, Committees, and Commissions ?lb 2

The BCC Law encompasses procedural aspects of the Nation's boards, committees, and commissions. It outlines a consistent structure administrative policies for the appointed and elected boards of the Nation. The law details the administrative operations of these entities, ensuring they function within the framework of the Nation's RZærnance structure, legal system, and budgetary process.

Page +

The BCC Law is not drafted to apply to a specific board, committee, or commission. GSP law creates a consistent structure in which all boards, committees, and commissions operate, report, and offer transparency and predictability in their Z[P]ations, no matter the goals for which they were created to achieve. The law relieves the entities of an administrative burden and creates tribal-wide consistency. It mandates the form of the M~~laws~~ while leaving sufficient room for each entity to embrace their historical uniqueness; the law determines procedures for e-polling, reporting, and filling vacancies; it reiterates the confidentiality and conflicts of interest requirements in the Nation's Code of Ethics; and it addresses the amounts and frequency of stipend payments and methods for reimbursements. The law creates a common and knowable basis from which all boards, committees, and commissions may operate.

The BCC Law ensures the Oneida Nation's governance structures Zperate effectively, transparently, and in the best interests of the community while providing mechanisms for addressing various administrative and policy needs.

Substantive Law versus Procedural ? Lb 2

Substantive law and procedural law are two fundamental aspects of the legal system, each playing a distinct yet interconnected role in the application and interpretation of law.

Substantive law refers to laws governing how members of a society are to behave. It defines rights and responsibilities in civil law, and crimes LY~~Y~~ punishments in criminal law. This law is concerned with the substance of the law, i.e., the "what" of the law. It determines what each law is about, the criteria to be met, and the legal consequences of actions. For instance, in criminal law, substantive law defines what constitutes a crime such as theft, murder, or assault, and prescribes the punishment for each offense. In civil law, it deals with the rights and duties between individuals, like laws pertaining to contracts, []Z[P]_y, and family matters. Substantive laws set rules and goals for its subject, delegates the responsibility for oversight or enforcement of those rules, and creates remedies when those rules are violated.

The Oneida Nation's directives creating the Trust Committee, Isking it with the creation and management the Emigrant Indian Trust of the Oneida Tribe of Indians of Wisconsin, and directing OTEC to implement other trusts for the benefit of SPNation are substantive laws. The Membership Ordinance defined OTEC's responsibilities for all aspects of tribal enrollment including the maintenance of the rolls for the Nation and is a substantive law. These laws create rules and goals for preserving and growing trusts accounts or overseeing the membership rolls; the GTC delegated authority to and the OBC empowered OTEC to meet the goals and enforce the rules established by the laws; and the laws empowered OTEC to administer remedies for its matters, such as reviewing the rolls and ensuring members receive their per capita payments.

Procedural law focuses on the process or procedure used to enforce legal rights and obligations. It lays down the methods and means by which substantive law is applied by those directed to manage or enforce the rules. Procedural law ensures fairness and consistency in the legal process. The body of law referred to as "administrative Ww" exemplifies a procedural law. Administrative law is a branch of law that governs the activities of administrative agencies of government. It primarily deals with the exercise of government authority by these agencies, as

Page ,

well as the procedures and rules they must follow. Administrative law oversees how government agencies operate. It ensures they act within the scope of their authority and comply with the law.

The BCC Law, Code of Ethics, Administrative Rulemaking Law, and the Legislative Procedures Act are procedural laws within the Oneida Nation's Code of Laws. The Oneida Nation Gaming Ordinance, Oneida Law Enforcement Ordinance, and the Oneida Life Insurance Plan Law are substantive laws.

Proposed Oneida Trust Enrollment Committee 6 dWB A2

"All entities of the Nation shall have bylaws that conform to the requirements of" the BCC Law. 1 O.C. 105.10-1. The proposed OTEC bylaws, dated 2021-02-17 and attached, conform to the BCC Law. All sections have been drafted, albeit by the Legislative Reference Office, in detailed accordance with the BCC Law, including limitations on the number of meetings (24) for which stipends may be paid in a year. The *(¹ proposed OTEC Bylaws offer more detail and limitations compared to the approved 2012 bylaws, but these changes come in the wake of the 2020 amendments to the BCC Law. The expansion of the bylaws from the earlier version were due to additional obligations and need for consistency between all boards, committees, and commissions, whether elected or appointed no matter their date or source of their creation.

Conclusion:

The growth of the Nation over the last fifty years has seen an expansion of the government to meet the needs of the growing Nation and the services provided thereto. The boards, committees, and commissions provide valuable input to the government and oversight over critical aspects of the Nation from education, environmental health, land use and acquisition, elder services, law enforcement, and trust and enrollments. The expansion and reliance upon these appointed and elected entities requires a consistent infrastructure through which the public and the entities may be assured of consistent and transparent actions, reporting, meetings, and budgeting that adheres to the substantive and procedural laws of the Nation.

OTEC is on the cusp of celebrating its 50th year of service to the Nation. It began with the investment and management of \$1,000,000 of a settlement by the federal government to the investment and management of hundreds of millions of dollars for the benefit of all the Nation's members, including the elderly and minors. It ensures the Oneida Nations rolls consist of only those that meet the standards first established in the Nation's Constitution and as amended thereafter.

The BCC Law does not diminish this history or the intent of the GTC in its creation and expansion of OTEC. The BCC Law is inherently non-discriminatory to OTEC or any other board, committee, or commission, as it is a procedural law by the federal government to ensure all entities adhere to the Nation's Code of Ethics, act with awareness of the AL_TZY budget and finances, and respect for the goals for which the entities were created. The BCC Law does not, in intent or application, impact the GTC mandated goals of OTEC; but rather it provides a structure that promotes transparency and relieves OTEC and other entities of the administrative burden of

Page -

creating bylaws and interpreting laws, tasks that would force the entities to not focus on their actual goals and purposes.

This memorandum concludes the BCC Law is a procedural law, Q'YQmentally neutral in its application and without bias towards any board, committee, or commission. The proposed OTEC bylaws, drafted pursuant to and in accordance with the BCC Law, respect the historical role of OTEC, captures its GTC mandated goals, purposes, powers and duties, and eases an administrative burden that might otherwise exist for OTEC and the Trust and Enrollment Department staff. Adoption of the proposed bylaws will not impede OTEC from achieving its GTC mandated goals and purposes and will not diminish its GTC granted powers and duties. OTEC should adopt the attached bylaws and forward them to the BBC, and the GTC as necessary, for the required approval.

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#Ā) ól. /9C=" The name of this entity shall be the Oneida Trust Enrollment 7 Zmmittee and may be referred to as the OG9 7 ú

&Ā) 02.)IJ9:BAI@C=~~DK~~Ā OTEC was established by the Oneida General Tribal Council "f;G7gé
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#Ā (a) IKHFEI=The OTEC was created by the GTC to be responsible for LW aspects of the Nation's Tribal enrollment and trust assets. GSPOG9 7 T delegated the authority established through the laws, [ZWTNT~~DK~~ LYO resolutions of the Nation, including, but not limited to, the Qollowing as Xld be amended from time-toó_TXP2

")é Resolution GTC-1-8-77-C3

"*é The Nation's Membership B]OYLYNP3

"+é The Oneida Trust Enrollment Committee and Oneida 6`~~DK~~ MPA Committee Memorandum of Agreement dated February 27, *01 "fáB5gé3

", é The Nation's Per Capita llb 3

"-é The Nation's Endowments Wb 3

". é The General Tribal Council Meeting Stipend Payment Policy; aYO

"/é Any additional authority delegated to the OTEC through Z_SPWLb~~DK~~ policies, rules, resolutions and/or applicable trust LR]PPXPY~~DK~~[WLY~~DK~~ of the Nation.

(b) IEM=H9Ā<(ĀJA=IThe OTEC shall have the power to carry out, TYNWOTYRí but not limited to, the following O'_TP~~DK~~2

")é Administer the Emigrant New York Indian Claims Award 8 ZNMP_ 75 Trust Fund known as Elderly Per Capita; Higher Education LY~~DK~~ ;PYPLWJPWQL]IG]`_ Q'V'L_SP 9WOP]WGP] 7L[T_LCLdXPY_ Distribution Fund; and the Oneida Trust ScSZWL~~DK~~ Fund;

"*é Oversee the management of the Trust Enrollment Department;

"+é Administer membership d~~DK~~]TM_ZYK3

", é Administer the Minors Per Capita Trust Funds;

"-é Administer the Language Revitalization :YO3

". é Administer the Oneida Life Insurance Plan Plus ("OLIPP") LY~~DK~~ ZaP]ĀPP tSP O? ·CC benefit;

"/é 5 OX TYK_P] endowments;

"0é Monitor funds held in the name of the Oneida Nation at the 6`JPL` of Indian A~~DK~~ T~~DK~~3

"1é Maintain the official roll of the Oneida Nation by carrying out LW enrollment duties in accordance with the Membership Ordinance, LÁ well as any other rules/resolutions related SP]P_Z3

"")é EPort to the Oneida General Tribal Council semiannually; 8 PaPW [Zlies relating to trust funds and enrollments for LOZ[_TZY by the Oneida Business Committee and/or Oneida General G]TMW Council; aYO

")*é 7 Lrry out any further or additional duties established through SP laws, policies, rules and resolutions of the AL_{TZY}ú

\$\$Á)ó, ú 0>>Aú= The official mailing address of the OTEC shall bP2
\$%Á Oneida Trust Enrollment Committee
\$&Á P.O. Box 3. -
\$'Á BYPTCLí J · 54155
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%Á)ó- ú .=C:=HI@AF

% Á (a) /KC:=HÄE>Ä.=C:=HI@OTEC shall be composed of nine (9) members, one (1) of whom shall be a member of the Oneida Business Committee.

"Mé)B=;J=<OTEC members shall be elected Th accordance b ith he AL_TZYhÁ election laws and/or policies for three (3) year staggered _P]XÁú

")é Members shall hold office until their term expires, they]Págn, Z] they are removed/terminated from office.

"5 é A member whose term has expired shall remain Th ZQQTNP until his or her successor is sworn in by the Oneida 6` ÁTYPÁÁ 7ZXXT_PPú

"6 é A member may resign at any time verbally during an BG9 7 meeting or by delivering written notice to the 6` ÁTYPÁÁ Committee Support Office and the OTEC Chairperson Z] Chairperson's OPÁTRYPPú

"T The resignation is deemed effective upon LNNP[_LYNP by OTEC motion of a XPXMP's aerbal]PÁTRYL_TZY or upon delivery of the written YZ_TNPÁú

"Né 79;9D;A=IVÁcancies on the OTEC shall be filled as fZWb Á2

")é)NFAH=5<ÁCI\Ácancies caused by the expiration of a XPXMP]hÁ term shall be filled by election in accordance with the laws LYO'Z] policies of the Nation governing PWPN_TZYÁú

"*é 6D=NFAH5<ÁCI\Ácancies in unexpired terms shall be filled M] appointment by the Oneida Business Committee pursuant to _SP Boards, Committees and Commissions Law (BCC Law) for the]PXLTder ZQ SP unexpired tP]Xú

"5 é The OTEC Chairperson shall provide the Oneida 6` ÁTYPÁÁ Committee with recommendations on all applications Q] appointment to fill a vacancy of an unexpired term per _SP process set by the BCC Law.

*+, ÁÁ ÁÁÁ

		(B) GSP 7 SLT[P]ón's recommendation shall be decided Majority majority vote of the members present at an OTEC XPP_TYR of an established quorum.
	(d)	2K9BA>A;9JAED ED ĀC:=HI. Each OTEC member shall MP2 <ul style="list-style-type: none"> (1) 5 YPnrolled member of the NL_ZY3 (2) 5 JPATPY of Brown or Outagamie County; (3) 5 least eighteen (18) years of age; aYO (4) 5 MW_o obtain a fIO'NTly bond.
)66.	5=HCAD9JAED ED CEL9BAĀ	OTEC member found to be in violation of these bylaws, Z] any other governing laws of the Nation, may be subject to the following:
	"Lé	If the member was elected, the OTEC's filing of a petition for his or SP] removal in accordance with the Removal law and/or any other WLbZQthe Nation governing the removal of elected officials.
	"M	If the member was appointed, the OTEC's submission of a JPNZXXPYOL_TZY to the Oneida Business Committee for termination of his or her L[[ZTY_XPY_ pursuant to the Boards, Committees and Commissions law and/or LYd Z_SP] law of the Nation governing the termination of appointed officiLWáú
	"Né	The filing of a petition for removal or submission of a recommendation fZ] termination shall be decided by majority vote of the members present at aY OTEC meeting of an es_LMW T SPForum.
)67.	5H9ADAD9IDĀ ED >=H=D;	The following trainings/conferences shall be mandatory Q] members of the OTEC to attend as determined by a majority vote of _SP members present at an OTEC meeting of an established quorum:
	"Lé	BG97 B]TPY_L_TZY3
	"M	Trainings/conferences relating to investing, financing, LOXfiltration LYO fiduciary duties applicable to their positions on the BG973
	"Né	Trainings/conferences on the Nation's Legislative CZNPO`]PAct; the WLbA policies governing the OTEC; and the various _]`A'_OP[L]_XPY_RWOPó lines, as well as standard operating procedures, that apply to the OTEC; LYO
	"Qé	Any additional training as needed to fulfill expectations Z`tlined in _SPAP MdWLbáú
	"Pé	Regardless of the number of trainings/conferences that he Z]ASPTK JP\`T]PO to attend, no member of the OTEC shall be eligible to receive Atipends Q] attending more than five (5) full days of mandatory _JLTYTMRANZYQP]PYNPA per yPL]ú
	#CE=7>9Ā	:=79CDĀ
*ó1.	0>>A;=HI	The OTEC Officers shall consist of a Chairperson, ITNPó7SLT]Fon LYO Secretary.
*ó2.	3=IFEDIA:ABA EA >Ā=Ā9AHF=HIE ED Āduties, responsibilities and limitations of _SP	Chairperson are as fZWb k2
	"Lé	Shall call and preside at all meetings of the OG973
	"M	Shall appoint subcommittees of the OTEC in accordance with _SPAPMdWLbá3

"%Ā	"Né	Fhall oversee all OTEC activities lnd meetings;
"&Ā	"Oé	Shall supervise the Trust Enrollment Director, inviting TY[t from _SP
"Ā		OTEC members for purposes of his or her evaluation;
"(Ā	"Pé	Shall, personally or through a designee, submit quarterly]P[Z]ts to _SP
#ĀĀ		Oneida Business Committee and annual/semi-annual reports to _SP
#Ā		General Tribal Council in accordance with the Boards, 7ZXXT_RPLYO
#!Ā		Commissions law, as well as any other L[[WTNLMMPLR]PPXPY][WLY3
#"Ā	"Q	Shall be present at, or designate an OTEC member to be []PÁPnt at, _SP
##Ā		Oneida Business Committee meeting where the OTEC's quarterly]P[Z]_
#\$Ā		appears on the agenda; aYO
#%Ā	"Ré	Shall serve as an ex-officio member of all established s' MZXXT_PPÁú
#&Ā		
#Ā	*óú 3=IFEDIA:ABAJEAHĀ:!=!"@9AHF=HIE	duties, responsibilities and limitations of _SP
#(Ā		Vice-Chairperson are as fZWb A2
\$ĀĀ	"Lé	Shall act with the same authority as the Chairperson in his or her aMPYNPú
\$Ā		
\$!Ā	*ó,ú 3=IFEDIA:ABAJEAHĀ:!=!"@9AHF=HIE	duties, responsibilities and limitations of _SP
\$"Ā		Secretary are as fZWb A2
##Ā	"Lé	With assistance from the Trust Enrollment Department LYO'ZfSP Business
\$\$Ā		Committee Support Office, shall be responsible for VPP[TYR'_M] minutes
\$%Ā		of OTEC meetings; submitting copies of meeting minutes to the 6 usiness
\$&Ā		Committee Support Office in accordance with the Boards, 7ZXXT_ees LYO
\$'Ā		Commissions law; and making meeting minutes available to all BGEC
\$(Ā		members, as well as the public, pursuant to these bylaws and _SP Nation's
%ĀĀ		Open Records and Open Meetings law; LYO
% Ā	(b)	·Y _SP event that both the Chairperson and Vice-Chairperson [ZAT_TZYA
%!Ā		become vacant before the end of their terms, shall call meetings to fill _SP
%"Ā		vacancies and preside over those meetings to conduct an PWPNh_TZ YPb
%#Ā		Officers, at which point the Chairperson, or Vice-Chairperson Th LMPYNP
%\$Ā		of the Chairperson, shall p]PÁTOPú
%%Ā		
%&Ā	*óú 4=B=;JAEDOA:!=M	Officers shall be elected by a majority vote of the members [resent
%'Ā		at the first OTEC regular monthly meeting of an established \Z rum _SL_
%(Ā		follows the final result approval by the Oneida Business 7ZXXT_tee of LY
&ĀĀ		election of OTEC members.
& Ā	"Lé	BTEC Officers shall serve one (1) year terms and shall not Sold more _SLY
&!Ā		one (1) Officer position per Officer tP]Xú
&"Ā		")é If an Officer position is vacated, an interim election shall be held a_
&#Ā		the next OTEC meeting to fill the position for the balance of _SP
&\$Ā		dPL]ú
&%Ā	"M	Nominations for Officer positions may only be made by XPXMPJ who L]P
&&Ā		present, as defined within the Boards, Committees and 7ZXXT_AATZ Wb i
&'Ā		at the OTEC meeting to elect OQQTNP]Aú
&(Ā	"Né	OTEC members may be dismissed from their Officer positions M XLUZ]T _d
'ĀĀ		vote of the members present at an OTEC meeting of an PÁ_LMWΦXST'Xú
'Ā		

*06. *IKH;@9I=9A<5H9L* OTEC shall follow the Nation's policies and procedures regarding purchasing and sign-off authority.

"Lé Levels of budgetary sign-off authority for the OTEC shall be as set forth in the manual titled, *OD=A<9HA:EAAD<9D181;EDIADKH@9IADPEBA;A=IA 9D<AHE:=<KH* for Divisional Directors/Tribal School 7 SLT[P]ZYG] and Committee/Gaming DTPNZ]

")é All OTEC Officers have sign-off authority and two (2) BQQTNSLWW be required to sign-off on all budgetary rP\`PA_ú

"5 é Upon approval by both Officers, the Government Administrative Office (GAO) shall have official budgetary authority for the OG97 ú

"Mé The OTEC shall approve a member's request to travel on its behalf with majority vote of the members present at a regular or emergency meeting of an established 'Z]Xú

*07. *I=HIEDD=* The OTEC shall have the authority to hire a Trust Enrollment Director. The hiring of a Trust Enrollment Director shall be NZYO'N_PCLNNZ]OLYNP with the Nation's Personnel Policies and Procedures law and ASIL MP dependent upon available Q'YOTYRú

"Mé The duties of the Trust Enrollment Director shall be per SPdirective of SP OTEC Chairperson or Chairperson's designee and as set forth in the UZM description and/or documents governing the position.

#CE=7>9A)99A=@;DÁ

+01. *3=?KBH=* JADXU

"Lé Subject to subsection (1) of this section, the OTEC shall XPP_oY_SPQZ]_S Tuesday of each month for regular business, commencing at 5:00 p.m., in the Trust Enrollment Department located at 210 Elm Street in BYeida, J. Meetings of the OTEC may be attended in person, by telephone, S]Z'RS videoconferencing or through other telecommunications so long as presence of each member is demonstrated consistent with the Boards, 7ZXXT_PP and Commissions Wb ú

")é In February and August of each year, the OTEC shall meet on SP third Tuesday of the month for Enrollment aPP_TYRáú

"*é The OTEC may change its regular meeting date, time LYQZ] location from time-to-time as it determines YPNBary by XLUZ]T vote of the members present at an OTEC meeting of an PA_LMWSPD quorum so long as notice is provided to all members in writing LYQI along with the public, in accordance with the Nation's B[PY Records and Open Meetings law, prior to the implementation of L new date, time and/or WZNL_TZYú

"Mé AZ_TNQ_XPP_TYRWZNL_TZRPYOLKTY`_PAUYOXL_P]TLWSLWMP forwarded by the Trust Enrollment Department to all OTEC XPXMR] aT email communication, sent to the official Oneida Nation email LOO]PA provided to members to conduct business electronically on MPSIEWF_SP OTEC ("Official Email"); and notice shall further be provided _o all BG97

members, as well as the public, in accordance with the AL_TZY~~10~~ PY Records and Open Meetings ~~Wb~~ ú

"Né Meetings of the OTEC shall be conducted in accordance with the ~~J` W~~ contained in the current edition of Robert's Rules of Order, TYall cases ~~Z~~ which they are applicable, unless they are inconsistent with ~~S~~ese bd~~Wb~~ áú

+02. *)C=H?=D;OĀ=JAD?* An emergency meeting may be NLWW~~10~~ on there is ln imminent issue that needs to be addressed by the OTEC before its next regular meeting which requires a thorough discussion, and thus, cannot be done by Pó~~ZW~~ Emergency meetings may be attended in person, by telephone, ~~S~~ough videoconferencing or through other telecommunications so long as presence of each member is demonstrated consistent with the Boards, 7 ZX~~X~~ittees and Commissions ~~Wb~~ ú

"Lé Any OTEC Officer may call an emergency meeting so long as ~~T~~h accordance with these bd~~Wb~~ áú

(b) 5 _ least twenty-four (24) hours before the start of the meeting, ~~SP G]`A~~ Enrollment Department shall YZ~~fy~~ all OTEC XPXM~~ers~~ of the PXP~~g~~ency meeting by telephone call and shall send them the meeting WZN~~10~~, LRPYOL and materials via their Official Email address.

(1) BG9 7 members, as well as the ~~[`MWT~~ shall further receive YZ_TNP of emergency meetings per the Nation's Open Records and B[PY Meetings ~~Wb~~ ú

"Né Within seventy-two (72) hours of the emergency meeting, ~~SP~~OTEC ~~ASLW~~ provide the Nation's Secretary with notice of the emergency XPP~~ing~~, ~~SP~~ reason for the emergency meeting, and an explanation as to why ~~SP~~ matter could not wait until the next regular meeting.

+03. *,EADJĀ=JAD?* Joint meetings between the OTEC and the Oneida Business 7 ZX~~X~~tee shall be held at the Norbert Hill Center in accordance with ~~SP~~MOA, b ST~~S~~ may be amended from time-to-time hereafter, upon agreement by ~~M~~th parties, and as ~~QZWb~~ á2

"Lé Notice of the joint meeting agendas, documents and minutes ~~ASLWMP~~ provided, and the joint meetings conducted, in accordance with ~~JPAZW`_TZ~~ BC-03-27-19-D titled, ~~0D=A<&KIAD=THĀCAJJ=9Ā<ĀADJĀ=JAD?MĀ@J@&Ā9H<IEĀCAJJ==ĀD<ĀCCAIIAEDĀ@>ADAJAĀDĀCF9;Jas X~~ Id be amended from time-to-time hP~~J~~PLQP]ú

+04. *2KEHK* Five (5) OTEC members shall constitute a quorum. If a quorum ~~T~~ YZ_ present within fifteen (15) minutes of the announced meeting ~~the~~, ~~SP~~ meeting shall be declared d~~TX~~ ~~TP~~Oú

+05. *0H<=HĀĀ&KIAD* The order of business, as far as ~~l~~pplicable, ~~T~~2

"Lé Call to O~~J~~OP]

"M Adopt the ARPYOL

"Né I ~~T~~Z~~J`7 ZXX` Y~~T~~d :Z`X~~

"O Approval of MTY ~~P~~

*+, ~~AĀ AĀĀ~~

Approve the travel request - Treasurer Lawrence Barton - Native American Finance Officers Association..

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Motion to approval the travel request.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Lawrence Barton, Treasurer

Primary Requestor: (Name, Title/Entity)



Memorandum

To: Oneida Business Committee
From: Larry Barton, Treasurer
Date: January 16, 2026
Re: Travel Request for NAFOA Spring Conference, April 27-28

The Native American Finance Officers Association (NAFOA) is holding their Annual Spring Conference in Reno, Nevada April 27-28, 2026.

As Treasurer, I am the Nation's primary representative to this entity and am requesting approval to attend NOFOA's 2026 Annual Spring Finance & Economies Conference.

Thank you.

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Larry Barton		
<i>Legal name as it appears on Traveler's Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Reno, NV		
Departure date	04/25/2026	Return date	04/29/2026
Purpose of travel	NAFOA Conference		
Charged GL Account			

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

Per Diem rate per day (meals)	\$ 80.00
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Cost Estimate Information

Personal Automobile Mileage Expenses

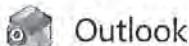
Total miles	Multiply by the Mileage rate		\$.625	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 80.00	0.75	1	\$ 60.00
Per Diem full day at destination	\$ 80.00	1.00	2	\$ 160.00
Per Diem for return travel date	\$ 80.00	0.75	1	\$ 60.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 280.00
Lodging including room, taxes, fees, and hotel parking				\$ 0.00
Airfare				\$ 700.00
Luggage Fees				\$ 75.00
Car Rental				\$ 0.00
Registration				\$ 500.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,775.00
Total Cost Estimate				\$ 2,055.00

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

Signatures / Approvals

	Signature	Date
Traveler		1/16/26
Supervisor		

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



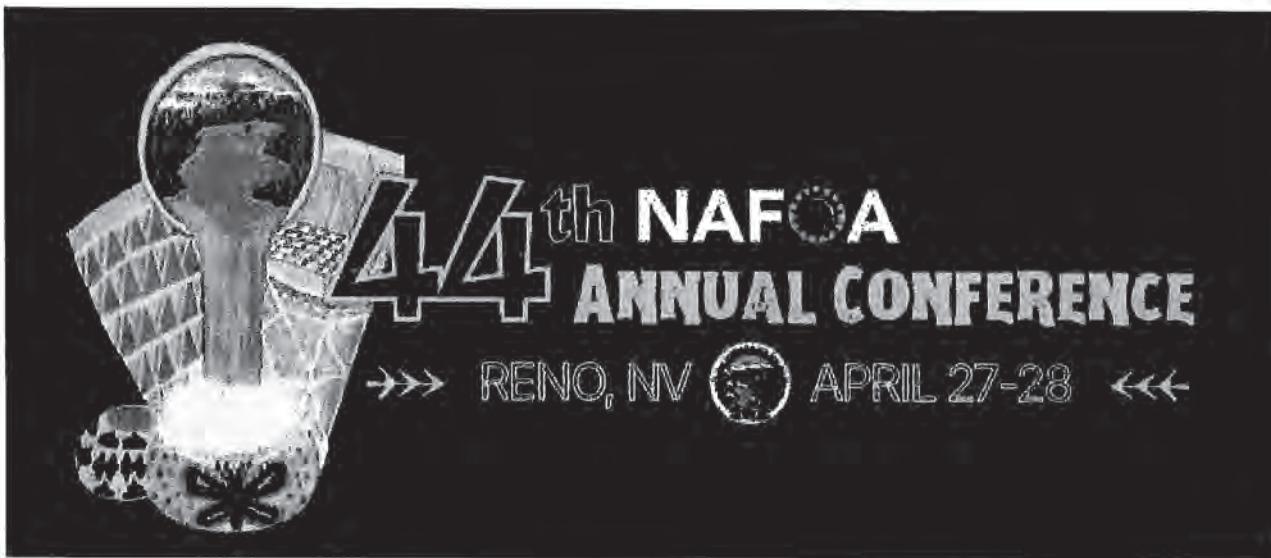
Outlook

NAFOA 44th Annual Conference Registration Confirmation

From NAFOA Conferences <conferences@nafoa.org>

Date Fri 1/16/2026 9:13 AM

To Lawrence E. Barton <lbarton2@oneidanation.org>



Thank you for registering. You are confirmed for NAFOA 44th Annual Conference.

Name: Larry Barton

Confirmation #: 63192318

[Click here to review or update your registration](#)

Thank you for registering as a member tribe attendee for NAFOA's 44th Annual Conference to be held April 27-28, 2026, in Reno, NV. Please note that member tribe registrations are subject to review by NAFOA staff to ensure requirements are met. ***To register as a member tribe and receive the reduced rate, you must be an employee of either the tribe or a wholly-owned tribal enterprise. In addition, you must be representing the tribe or enterprise at the conference.*** If you have registered as a Member Tribe attendee incorrectly, NAFOA staff will adjust your registration and charge you the correct rate.

*****If you have registered on behalf of someone else, please make sure the ATTENDEE email is in the registration. Otherwise, they will not be able to use the conference app*****

To help you prepare for the conference, please [visit our events webpage](#) to view the latest agenda, conference updates, and speakers. NAFOA's host hotel is the [Grand Sierra Resort and Casino](#), with a rate of \$99 per night plus tax and a \$34 per night resort fee. The group rate for Saturday, April 25th, is \$299 plus tax and the \$34 resort fee. You can book your reservation by visiting the NAFOA room block

Approve the travel request - Councilman Jonas Hill - NRCC 2026 Winter Meeting - Key Biscayne, FL -...

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Approve the Travel Request for Councilman Jonas Hill to attend the 2026 NRCC Winter Meeting being held in Key Biscayne, FL – February 26th – March 2nd, 2026 -

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jonas Hill, Councilman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 01 / 28 / 26 e-poll requested

2. General Information:

Event Name: 2026 NRCC Winter Meeting

Event Location: Key Biscayne, FL

Attendee(s): Jonas Hill

Departure Date: 02/26/2026

Attendee(s):

Return Date: 03/02/2026

Attendee(s):

3. Budget Information:

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

Cost Estimate: \$3,500

4. Justification:

Describe the justification of this Travel Request:

Councilman Hill was asked to attend the 2026 NRCC Winter meeting on behalf of the Nation.

5. Submission

Sponsor: Jonas Hill, Councilman

1) Save a copy of this form for your records.

2) Print this form as a *.pdf *OR* print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jonas Hill		
Legal name as it appears on Travelers Driver's License or State ID, no nicknames			
Employee Number			
Destination City	Key Biscayne, Florida		
Departure date	02/26/2026	Return date	03/02/2026
Purpose of travel	2026 NRCC Winter Meeting		
Charged GL Account	001.4272000.008.701000.000		

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

Per Diem rate per day (meals)	\$ 92.00
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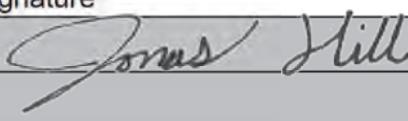
Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles	Multiply by the Mileage rate		\$ 0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 92.00	0.75	1	\$ 69.00
Per Diem full day at destination	\$ 92.00	1.00	3	\$ 276.00
Per Diem for return travel date	\$ 92.00	0.75	1	\$ 69.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 414.00
Lodging including room, taxes, fees, and hotel parking	\$ 350.00		4	\$ 1,400.00
Airfare				\$ 600.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 500.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 3,000.00
Total Cost Estimate				\$ 3,414.00

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

Signatures / Approvals

	Signature	Date
Traveler		1/19/26
Department Sign-off		

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



From: [Melinda J. Danforth](#)
To: [Jonas G. Hill](#)
Cc: [Rhiannon R. Metoxen](#)
Subject: FW: COMING SOON: Registration for the 2026 NRCC Winter Meeting
Date: Monday, January 19, 2026 8:36:33 AM
Attachments: [img-73ef2c2c-b192-4bb1-848e-91efe18634c6](#)
[Save The Date - NRCC Winter Meeting 2026.pdf](#)

Jonas,

Would you be interested in attending? Chairman Hill will be staying back as his travel schedule is wild already.

**Melinda J. Danforth, Director
Intergovernmental Affairs**

Oneida Nation
P.O. Box 365
Oneida, WI 54155

Phone: (920) 869-4022
Cell: (920) 562-0290
Fax: (920) 869-4040
Email: mdanforj@oneidanation.org



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

From: Scott Dacey <sdacey@pacellp.com>
Sent: Friday, January 16, 2026 1:44 PM
Subject: Fwd: COMING SOON: Registration for the 2026 NRCC Winter Meeting

Good afternoon,

Below is an early notice regarding the NRCC's upcoming Winter Meeting in South Florida. Registration for both the event and the hotel will open soon. As these events approach, it will be important for me to know as early as

possible whether a representative from the Tribe plans to attend.

As in prior years, attendance at the Winter Meeting—and participation in other NRCC events throughout the year—will require a contribution to the NRCC. In addition, if there is interest in attending the President's Dinner this spring, an incremental contribution of \$5,700 above the standard \$44,300 level will be required. It would be best to wrap this all into one check, which we can talk about in the coming days.

We have also been advised that regional events are planned later this year in Los Angeles and Scottsdale. The NRCC Summer Retreat is expected to be held in Park City, Utah, likely in late July.

Please let me know if you have any questions or would like to discuss attendance or contribution options further.

Scott

----- Forwarded message -----

From: **Gina Miles** <gmiles@nrcc.org>

Date: Fri, Jan 16, 2026 at 1:54 PM

Subject: COMING SOON: Registration for the 2026 NRCC Winter Meeting

To:

Cc: NRCC Events <nrccevents@nrcc.org>, Jennifer Nguyen <jnguyen@nrcc.org>

Good morning!

We are pleased to share that registration is coming soon for the 2026 NRCC Winter

Meeting, taking place February 27–March 1, 2026, at The Ritz Carlton in Key Biscayne, FL.

Key notes:

- Registration will roll out in a tiered format beginning January 26, 2026 and ending COB on January 28, 2026.
-
- The registration information will come from: NRCCevents@NRCC.org (PLEASE save this email address as it may go to spam).
-
- Registration is based on 218 program eligibility prior to registration rollout. 218 members who become eligible during or after the rollout period will receive information once eligibility is confirmed.
 - To confirm eligibility, please contact Jenn Nguyen (JNnguyen@NRCC.org)
 - 218 contribution: If you have not yet made your 2026 218 contribution, please use this link to do so to ensure your eligibility is confirmed prior to registration rollout: https://secure.anedot.com/nrcc/218-one-time-2026?source_code=YL26PR
 -
- Once you register (via the personalized link provided to you), you will be sent the hotel block to book your room. **Please note that due to the growth of this retreat, we can only guarantee attendance to programming of the retreat for those who book within our room blocks. Should you book outside of the room blocks and want to attend programming of our retreat, please note that there is a conference fee charge and we will only confirm your attendance to programming once our hotel registration closes. All attendance to programming is based on capacity set by the hotel and security.**

Please don't hesitate to reach out if you have any questions. We look forward to seeing you in Key Biscayne, FL!

Warmest regards,
Gina

--
Gina Miles
Finance Director



From: [Melinda J. Danforth](#)
To: [Jonas G. Hill](#)
Cc: [Rhiannon R. Metoxen](#)
Subject: FW: COMING SOON: Registration for the 2026 NRCC Winter Meeting
Date: Monday, January 19, 2026 8:36:33 AM
Attachments: [img-73ef2c2c-b192-4bb1-848e-91efe18634c6](#)
[Save The Date - NRCC Winter Meeting 2026.pdf](#)

Jonas,

Would you be interested in attending? Chairman Hill will be staying back as his travel schedule is wild already.

**Melinda J. Danforth, Director
Intergovernmental Affairs**

Oneida Nation
P.O. Box 365
Oneida, WI 54155

Phone: (920) 869-4022
Cell: (920) 562-0290
Fax: (920) 869-4040
Email: mdanforj@oneidanation.org



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

From: Scott Dacey <sdacey@pacellp.com>
Sent: Friday, January 16, 2026 1:44 PM
Subject: Fwd: COMING SOON: Registration for the 2026 NRCC Winter Meeting

Good afternoon,

Below is an early notice regarding the NRCC's upcoming Winter Meeting in South Florida. Registration for both the event and the hotel will open soon. As these events approach, it will be important for me to know as early as

possible whether a representative from the Tribe plans to attend.

As in prior years, attendance at the Winter Meeting—and participation in other NRCC events throughout the year—will require a contribution to the NRCC. In addition, if there is interest in attending the President's Dinner this spring, an incremental contribution of \$5,700 above the standard \$44,300 level will be required. It would be best to wrap this all into one check, which we can talk about in the coming days.

We have also been advised that regional events are planned later this year in Los Angeles and Scottsdale. The NRCC Summer Retreat is expected to be held in Park City, Utah, likely in late July.

Please let me know if you have any questions or would like to discuss attendance or contribution options further.

Scott

----- Forwarded message -----

From: **Gina Miles** <gmiles@nrcc.org>

Date: Fri, Jan 16, 2026 at 1:54 PM

Subject: COMING SOON: Registration for the 2026 NRCC Winter Meeting

To:

Cc: NRCC Events <nrccevents@nrcc.org>, Jennifer Nguyen <jnguyen@nrcc.org>

Good morning!

We are pleased to share that registration is coming soon for the 2026 NRCC Winter

Meeting, taking place February 27–March 1, 2026, at The Ritz Carlton in Key Biscayne, FL.

Key notes:

- Registration will roll out in a tiered format beginning January 26, 2026 and ending COB on January 28, 2026.
-
- The registration information will come from: NRCCevents@NRCC.org (PLEASE save this email address as it may go to spam).
-
- Registration is based on 218 program eligibility prior to registration rollout. 218 members who become eligible during or after the rollout period will receive information once eligibility is confirmed.
 - To confirm eligibility, please contact Jenn Nguyen (JNnguyen@NRCC.org)
 - 218 contribution: If you have not yet made your 2026 218 contribution, please use this link to do so to ensure your eligibility is confirmed prior to registration rollout: https://secure.anedot.com/nrcc/218-one-time-2026?source_code=YL26PR
 -
- Once you register (via the personalized link provided to you), you will be sent the hotel block to book your room. **Please note that due to the growth of this retreat, we can only guarantee attendance to programming of the retreat for those who book within our room blocks. Should you book outside of the room blocks and want to attend programming of our retreat, please note that there is a conference fee charge and we will only confirm your attendance to programming once our hotel registration closes. All attendance to programming is based on capacity set by the hotel and security.**

Please don't hesitate to reach out if you have any questions. We look forward to seeing you in Key Biscayne, FL!

Warmest regards,
Gina

--
Gina Miles
Finance Director



Community Concern - Anna John Resident Care Center declinations

Business Committee Agenda Request

1. Meeting Date Requested: *Click or tap to enter a date.*
Dec 10, 2025

2. Session: Open Executive – must qualify under §107.4-1.
Justification: *Choose or type justification.*

3. Requested Motion: Accept as information; OR
Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

<input checked="" type="checkbox"/> Finance	<input type="checkbox"/> Programs/Services
<input type="checkbox"/> Law Office	<input type="checkbox"/> DTS
<input type="checkbox"/> Gaming/Retail	<input type="checkbox"/> Boards, Committees, or Commissions
<input checked="" type="checkbox"/> Other: Describe <i>Concerns RE: Anna John Declinations</i>	

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

RECEIVED BY THE OFFICE
OF TRIBAL SECRETARY
ONEIDA BUSINESS COMMITTEE

NOV 14 2025

ONEIDA NATION
INITIALS *km*

6. Supporting Documents:

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

7. Budget Information:

Budgeted – Tribal Contribution Budgeted – Grant Funded

Unbudgeted Not Applicable

Other: *Describe* Medicare - Medicaid - Private

8. Submission:

Authorized Sponsor: Name, Title/Entity OR Choose from List

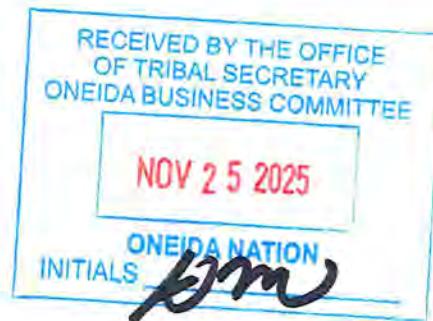
Primary Requestor: (Name, Title/Entity) Paul Webster

MEMORANDUM

DATE: November 25, 2025
TO: Oneida Business Committee
FROM: Pearl Webster
SUBJECT: Elder Declinations to Anna John Nursing Home

This subject matter is being brought to your attention due to many of our Oneida elders being declined admittance to the Anna John Nursing Home over the course of six months that I'm aware of, including our veterans.

The outcome I'm looking for is requesting a report from the Business Committee liaison to the Oneida Health Center be reported back to the Business Committee on a quarterly basis.



Motion to utilize Tribal Contribution Savings in the amount of \$6.9 million dollars to distribute \$500 food...

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Motion to utilize Tribal Contribution Savings in the amount of \$6.9 million dollars to distribute \$500 food payment to all General Tribal Council members 18 year of age or older by December 31, 2026.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

RECEIVED BY THE OFFICE
OF TRIBAL SECRETARY
ONEIDA BUSINESS COMMITTEE

JAN 19 2026

ONEIDA NATION
INITIALS *AM*

6. Supporting Documents:

<input type="checkbox"/> Bylaws	<input type="checkbox"/> Fiscal Impact Statement	<input type="checkbox"/> Presentation
<input type="checkbox"/> Contract Document(s)	<input type="checkbox"/> Law	<input checked="" type="checkbox"/> Report
<input type="checkbox"/> Correspondence	<input type="checkbox"/> Legal Review	<input type="checkbox"/> Resolution
<input type="checkbox"/> Draft GTC Notice	<input type="checkbox"/> Minutes	<input type="checkbox"/> Rule (adoption packet)
<input type="checkbox"/> Draft GTC Packet	<input type="checkbox"/> MOU/MOA	<input type="checkbox"/> Statement of Effect
<input type="checkbox"/> E-poll results/back-up	<input type="checkbox"/> Petition	<input type="checkbox"/> Travel Documents
<input checked="" type="checkbox"/> Other: 2026 Annual Report. Pg 26-27		

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Nancy Barton, Community Member

Primary Requestor: (Name, Title/Entity)



Business Committee Agenda Request – Cover Memo

From: Lisa Liggins, Secretary
Date: January 22, 2026
RE: Tribal Member Submission - \$500 food payment

Submissions to the BC Agenda require a cover memo. This submission was received on January 19, 2026, and accepted without the required cover memo. The Information Management Specialist attempted to reach the tribal member to request one, but was unable to make contact.

Please accept this memorandum on behalf of the tribal member.

The tribal member submitted an excerpt from the 2026 annual report as a supporting document. GTC meeting materials are confidential to tribal members per GTC Resolution # 03-17-19-A. As such, the pages have been removed so that the item can be placed in open session.

The GTC meeting materials removed from this item are available online¹ for tribal members. Please sign-in and navigate to the 2026 annual report and refer to pages 25 & 26. Materials are also available on the shared drive².

REQUESTED ACTION

From the BC Agenda Request:

Motion to utilize Tribal Contribution Savings in the amount of \$6.9 million dollars to distribute \$500 food payment to all General Tribal Council members 18 year of age or older by December 31, 2026.

¹ Members may access here: <https://oneidaportal.powerappsportals.com/>

² Shared Drive access here: <G:\General Tribal Council\GTC Meeting Materials\2026\2026 Annual Report.pdf>

Approve the Head Start/Early Head Start Parent Policy Council (PPC) bylaws

Business Committee Agenda Request**1. Meeting Date Requested:** 1/28/26**2. Session:** Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion: Accept as information; OR

To approve Head Start/Early Head Start Parent Policy Council (PPC) By-Laws

+

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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


Mark W. Powless

Digitally signed by Mark W. Powless
Date: 2026.01.16 08:25:46 -06'00'

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Jason Martinez, Head Start/Early Head Start Director



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

Date: January 15, 2026

To: Oneida Business Committee

Mailing Address:

P.O. Box 365
Oneida, WI 54155

From: Jason Martinez, Head Start Director

Subject: Seeking Approval to increase Stipend payment for PPC Members.

To whom it may concern,

Per the Parent Policy Council (PPC) by-laws we have that were approved in 2019, *Article III, Meetings III-6 Reimbursement – Policy Council members will be paid \$25.00 stipend for regular and special meetings, and \$50.00 for PPC training. Low-income Policy Council members will be paid using federal funding and all others will be paid using tribal contribution funds.*

On behalf of Oneida Head Start and Early Head Start we would like to make an amendment to the by-laws as it pertains to the reimbursement amount of our PPC members. I would like to increase the stipend paid amount for each Parent Policy Council member from \$25.00 to \$50.00 for each meeting and also increase the training stipend paid amount from \$50.00 to \$75.00 for each training.

Thank you for your consideration,
Jason Martinez
Director of Head Start

1-15-26



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

TO: Jay Martinez, Director
Head Start/Early Head Start Program Department

*Use this number on future correspondence:***2011-1378**

FROM: Peggy A. Van Gheem

**Peggy A. Van
Gheem**

Digitally signed by Peggy A.
Van Gheem
Date: 2026.01.08 16:14:42
-06'00'

Law Office use only

Purchasing review not required
 HRD approval needed

DATE: January 8, 2026

RE: Headstart Parent Policy Council - By-Law Amendments

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

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

January 5, 2026 – Approved

I have reviewed the changes to this document and it is in appropriate legal form.
Execution is a management decision.

December 19, 2025 – Not approved

Not in appropriate legal form.

- 1) In Article I, Authority, Section I-2, the bylaws state, “The Oneida HS/EHS shall implement the Head Start Program Performance Standards 1304.50 (Program Governance) and appendix A, for which this HS/EHS Policy Council is created.” There are two things to note about this section:

First, Program Governance is found in Program Performance Standards Part 1301 (not 1304). Please update the part number.

Second, I cannot find an appendix A in the Performance Standards or attached to the bylaws submitted for review. If there is an appendix A, please include language to say where the appendix is found. If there is no appendix, please delete “and appendix A” from the bylaws.

- 2) Also in Section I-2, the date in the last sentence is the date the Policy Council was created, not the date the Council approved the updated bylaws. BC approval of updated bylaws does not “re-create” the Council. I do not know what date the BC first adopted the bylaws. I hope you can find it in your Council historical documents. If not, let me know and I can try to find the creation date. After the date is determined,

you should delete “9th day of December, 2025” from Section I-2 and fill in the creation date (which will stay permanently and never be changed).

- 3) Section III-3, Quorum – The revised bylaws set quorum to three Policy Council members. The previous bylaws set quorum at four members and there was no redline to indicate the Council intended to change the number required for quorum. I am pointing this out just as information, not because it creates a legal issue. Please remember that setting a low number for quorum permits a very small number of members to constitute an official meeting of the Policy Council and take official action on the Council’s behalf. Be sure that the Council is comfortable with that possibility. If the Council generally has trouble filling member positions, the bylaws could set quorum at “one more than half the member positions filled during the current term of office.” Or something similar.

ONEIDA HEAD START/EARLY HEAD START POLICY COUNCIL BY-LAWS**Article I. Authority**

I-1 Name – The name of this council shall be the Oneida Head Start/Early Head Start (HS/EHS) ~~Program~~ parent Policy Council and, for purposes of this document, shall be referred to as the *Policy Council*.

I-2 Authority ~~The Oneida HS/EHS shall implement the Head Start Program Performance Standards 1304.50 (Program Governance) and appendix A, for which this HS/EHS Policy Council is created. This entity is created by the Oneida Business Committee by adoption of these by-laws on this 22nd day of May 2019.~~

I-3 Office – The office mailing address of this entity shall be:

Oneida Head Start/Early Head Start
PO Box 365
Oneida, WI 54155
Attention: HS/EHS Director

The **physical meeting place** shall be determined at the first meeting of this entity and may change from time to time as determined by the entity but shall be within the reservation boundaries unless noticed to the membership prior to designating the meeting location.

I-4 Membership

- a. Number of members** – The Policy Council shall be comprised of twelve (12) Members, which consists of eight (8) parents/guardian(s) of children enrolled in the Oneida Head Start/Early Head Start programs, and four (4) community representatives, such as but not limited to, parents of formerly enrolled children, Health Clinic Personnel, Business Committee members, Private Sector Representatives, HS/EHS grandparents or community elders. Parents/Guardians shall constitute 51% of the voting membership.
- b. Recruitment** – The opportunity to be elected to the Policy Council shall be advertised in the community by newsprint and social media (as applicable) for no less than fourteen (14) days.
- c. How elected or appointed** – Individuals will submit their information to the Oneida HS/EHS Staff and be placed on a ballot. In August all ballots will be presented to parents/guardians to vote for their site representatives. Site representatives will be comprised of three (3) representatives from Norbert Hill site, three (3) representatives from Three Sisters site and two (2) representatives from Early Head Start. All groups will vote on the community members.
- d. How Vacancies are filled** – All vacancies shall be filled by individual(s) with the next highest votes on the ballot. If there are no qualified individuals remaining a secondary election will take place immediately.
- e. Un-excused absences and resignations** – Meeting attendance is required. Failure to attend three (3) meetings without excused absences shall be reason for removal by Policy Council vote. Resignations shall be in writing and presented to the Policy Council Secretary and shared with the Director. Excused absences may consist of but are not limited to, death/funeral, hospitalization or emergency situations, and communicated to HS/EHS Director or designee.
- f. Term of Office** – The members shall serve terms of one (1) year and shall be elected annually by a majority vote at the annual meeting, which shall be held in September of each year. No member shall serve more than five (5) consecutive terms.

- g. **Representation** – Individual members are prohibited from assuming Policy Council responsibilities or representation without prior approval from the Policy Council.

Article II. Officers

- II-1 Officers** – The Policy Council shall have four (4) officers: Chairperson, Vice-Chairperson, Secretary and Treasurer.
- II-2 Chairperson duties** – The Chairperson shall preside at all meetings and maintain order. Prior to the meeting, the chairperson will prepare the agenda with the HS/EHS Director. The Chairperson also serves on committees and coordinates activities as needed; works closely with the HS/EHS Director as necessary; acts as the official representative of the Council; is knowledgeable of the Council By-Laws, Head Start policies and requirements and performs other duties as assigned.
- II-3 Vice-Chairperson Duties** – The Vice-Chairperson shall preside at all meetings in the absence of the Chairperson and appoint a Vice-Chairperson for that meeting. The Vice-Chairperson shall serve as a delegate to represent said group, and work with the Chairperson in all matters that concern the program and the Policy Council.
- II-4 Secretary Duties** – The Secretary shall record the minutes of all Policy Council meetings; keep copies of the By-Laws, standing rules, roster of members, member attendance list, a list of unfinished business and a copy of each agenda; keep a file of all correspondence received; read correspondence as needed; maintain a file of minutes; assist the Chairperson in following the agenda and record and read motions and perform other duties as assigned.
- II-5 ~~Treasurer Duties~~** – ~~The treasurer shall be responsible for making quarterly reports of the Parent Activity Accounts and shall serve in the absence of The Secretary and shall assist in performing duties whenever necessary.~~
- II-6 How chosen and length of term** – The Officers shall serve terms of one (1) year and shall be elected annually by a majority vote at the annual meeting, which shall be held in September of each year. No officer shall serve more than five (5) consecutive terms. In the event of a vacancy, the successor shall be appointed by the Policy Council for the duration of the unexpired term.
- II-7 Absence of Officers** – In case of all absence of all officers, and a quorum is present, parents shall appoint a Chairperson, Vice-Chairperson, ~~Secretary, and Treasurer~~ for that meeting.
- II-8 Special/Subcommittee** – Special committees shall be created when necessary.

and

Article III. Meetings

- III-1 Regular Meetings** – Regular Meetings of this Policy Council will be held monthly on a date and at a time decided upon by the Council and at a place provided by the program.
- III-2 Emergency or special meetings** – Emergency or special meetings may be called by the Chairperson and Director with at least 48 hours advanced notice.
- III-3 Quorum** – A quorum shall consist of four (4) Policy Council Members to include at least three (3) of the voting parents/guardian(s) at any given meeting. Voting parents/guardian(s) are those whose children are currently enrolled in the Oneida HS/EHS programs.
- III-4 Order of business** – The regular meetings of the Policy Council shall follow the order of business as set out herein:
 - a. Call to order

Manager's

- b. Approval of Agenda and Old Minutes
- c. ~~Directors~~ Report
- d. Financials
- e. Old Business
- f. New Business
- g. FYI
- h. Adjournment

III-5 **Voting** – Voting members are those who are members of the Policy Council. The Chair will vote only in the case of a tie. ~~\$50.00~~

III-6 **Reimbursement** – Policy Council members will be paid ~~\$25.00~~ stipend for regular and special meetings, and ~~\$50.00~~ for Policy Council training. Low-income Policy Council members will be paid using federal funding and all others will be paid using tribal contribution funds.

~~\$75.00~~

Article IV. Reporting

- IV-1** **Format** – Agenda items shall be in an identified format. All documents will be coded to match the number on the agenda.
- IV-2** **Minutes** – Minutes shall be typed and in a consistent format designed to generate the most informative record of the meetings of the entity.
- IV-3** **Reporting** – The HS/EHS program shall ensure the sharing of accurate and regular information for use by the governing body and the Policy Council about program planning, policies and Head Start operations, including:
 - a. Monthly financial statements, ~~including credit card expenditures~~;
 - b. Monthly program information summaries;
 - c. Program enrollment reports, including attendance reports for children whose care is partially subsidized by another public agency;
 - d. Monthly reports of meals and snacks provided through programs of the Department of Agriculture;
 - e. The financial audit;
 - f. The annual self-assessment, including any findings related to such assessment;
 - g. The communitywide strategic planning and needs assessment of the Head Start agency, including any applicable updates;
 - h. Communication and guidance from the Secretary; and
 - i. The program information reports.

Article V. Amendments

- V-1** **Amendments to the By-Laws** – Amendments are effective upon adoption by a majority vote of the Policy Council and approval by the Oneida Business Committee.
- V-2** **Review of By-laws** – At the first regular meeting following the election of Policy Council, officers will review the by-laws and shall determine that they are current.

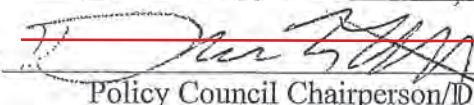
Article VI. Duties and Responsibilities

- VI-1** **Purpose** – The Oneida HS/EHS program is part of the ever-growing educational system of the Oneida Nation. Therefore, as the Policy Council, we shall commit ourselves to a greater involvement in our children's education, especially birth through five years of age.
- VI-2** **Responsibilities** – The responsibilities of the Policy Council are as follows:

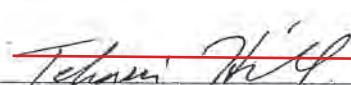
- a. To assist in the development of program philosophy, work plans, provide review, and make recommendations before final approval of all grants and proposals.
- b. To approve grant applications and the annual budget of HS/EHS.
- c. ~~To participate in and approve the employment of HS/EHS employees.~~
 - i. ~~One Policy Council member to serve on the interview committee with the Oneida Nation Human Resource Department for all Head Start employee positions.~~
 - ii. ~~To approve the termination of HS/EHS employees at a Policy Council meeting.~~
- d. To bring forth suggestions and ideas for program improvement and all operations.
- e. To recommend policies for the Oneida HS/EHS program.
- f. To assist in encouraging, promoting and involving HS/EHS parents/guardians in the Oneida HS/EHS program activities.
- g. To serve as a link to public and private organizations to foster greater community participation and use of common resources.
- h. To establish and/or participate with existing committees to accomplish mutual objectives.

VI-3 Grievance Committee – The Oneida HS/EHS program employees and/or members shall follow the Oneida Nation's internal resolution process, which is to appeal to the Oneida Judiciary.

HS/EHS Policy Council Approval: 12/15/18

Signed: 
Policy Council Chairperson/Designee

Oneida Business Committee Approval: 05/22/19

Signed: 
Oneida Business Committee Chairperson/Designee

ONEIDA HEAD START/EARLY HEAD START POLICY COUNCIL BY-LAWS**Article I. Authority**

I-1 Name – The name of this council shall be the Oneida Head Start/Early Head Start (HS/EHS) Parent Policy Council and for purposes of this document, shall be referred to as the Policy Council.

I-2 Office – The office mailing address of this entity shall be:

Oneida Head Start/Early Head Start

PO Box 365

Oneida, WI 54155

Attention: HS/EHS Director

The **physical meeting place** shall be determined at the first meeting of this entity and may change from time to time as determined by the entity but shall be within the reservation boundaries unless noticed to the membership prior to designating the meeting location.

I-3 Membership:

- a. **Number of members** – The Policy Council shall be comprised of twelve (12) Members, which consists of eight (8) parents/guardians(s) of children enrolled in the Oneida Head Start/Early Head Start programs, and four (4) community representatives, such as but not limited to, parents of formerly enrolled children, Health Clinic Personnel, Business Committee members, Private Sector Representatives, HS/EHS grandparents or community elders. Parents/Guardians shall constitute 51% of the voting membership.
- b. **Recruitment** – The opportunity to be elected to the Policy Council shall be advertised in the community by newsprint and social media (as applicable) for no less than fourteen (14) days.
- c. **How elected or appointed** - Individuals will submit their information to the Oneida HS/EHS Staff and be placed on a ballot. In August all ballots will be presented to parents/guardians to vote for their site representatives. Site representatives will be comprised of three (3) representatives from Norbert Hill site, three (3) representatives from Three Sisters site and two (2) representatives from Early Head Start. All groups will vote on the community members.
- d. **How Vacancies are filled** – All vacancies shall be filled by individuals(s) with the next highest votes on the ballot. If there are no qualified individuals remaining a secondary election will take place immediately.
- e. **Un-excused absences and resignations** – Meeting attendance is required. Failure to attend three (3) meetings without excused absences shall be reason for removal by Policy Council vote. Resignations shall be in writing and presented to the Policy Council Secretary and shared with the Director. Excused absences may consist of but are not limited to, death/funeral, hospitalization or emergency situations, and communicated to HS/EHS Director or designee.
- f. **Term of Office** – The members shall serve terms of one (1) year and shall be elected annually by a majority vote at the annual meeting, which shall be held in September of each year. No member shall serve more than five (5) consecutive terms.
- g. **Representation** – Individual members are prohibited from assuming Policy Council responsibilities or representation without prior approval from the Policy Council.

Article II. Officers

II-1 Officers – The Policy Council shall have three (3) officers: Chairperson, Vice-Chairperson and Secretary.

II-2 Chairperson duties – The Chairperson shall preside at all meetings and maintain order. Prior to the meeting, the chairperson will prepare the agenda with the HS/EHS Director. The Chairperson also serves on committees and coordinates activities as needed; works closely with the HS/EHS Director as necessary; acts as the official representative of the Council; is knowledgeable of the Council By-Laws, Head Start policies and requirements and performs other duties as assigned.

II-3 Vice-Chairperson Duties – The Vice-Chairperson shall preside at all meetings in the absence of the Chairperson and appoint a Vice-Chairperson for that meeting. The Vice-Chairperson shall serve as a delegate to represent said group, and work with the Chairperson in all matters that concern the program and the Policy Council.

II-4 Secretary Duties – The Secretary shall record the minutes of all Policy Council meetings; keep copies of the By-Laws, standing rules, roster of members, member attendance list, a list of unfinished business and a copy of each agenda; keep a file of all correspondence received; read correspondence as needed; maintain a file of minutes; assist the Chairperson in following the agenda and record and read motions and perform other duties as assigned.

II-5 How chosen and length of term – The Officers shall serve terms of one (1) year and shall be elected annually by a majority vote at the annual meeting, which shall be held in September of each year. No officer shall serve more than five (5) consecutive terms. In the event of a vacancy, the successor shall be appointed by the Policy Council for the duration of the unexpired term.

II-6 Absence of Officers – In case of all absence of all officers, and a quorum is present, parents shall appoint a Chairperson, Vice-Chairperson and Secretary for that meeting.

II-7 Special/Subcommittee – Special committees shall be created when necessary.

Article III. Meetings

III-1 Regular Meetings – Regular meetings of this Policy Council will be held monthly on a date and at a time decided upon by the Council and at a place provided by the program.

III-2 Emergency or special meetings – Emergency or special meetings may be called by the Chairperson and Director with at least 48 hours advanced notice.

III-3 Quorum – A quorum shall consist of four (4) Policy Council Members to include at least four (4) of the voting parents/guardian(s) at any given meeting. Voting parents/guardian(s) are those whose children are currently enrolled in the Oneida HS/EHS programs.

III-4 Order of business – The regular meetings of the Policy Council shall follow the order of business as set out herein:

- a. Call to order
- b. Roll Call

- c. Approval of Agenda and Old Minutes
- d. Manager's Report
- e. Financials Report
- f. New Business
- g. Adjournment

III-5 Voting – Voting members are those who are members of the Policy Council. The Chair will vote only in the case of a tie.

III-6 Reimbursement – Policy Council members will be paid \$50.00 stipend for regular and special meetings, and \$75.00 for Policy Council training. Low-income Policy Council members will be paid using federal funding and all others will be paid using tribal contribution funds.

Article IV. Reporting

IV-1 Format – Agenda items shall be in an identified format. All documents will be coded to match the number on the agenda.

IV-2 Minutes – Minutes shall be typed and in a consistent format designed to generate the most informative record of the meetings of the entity.

IV-3 Reporting – The HS/EHS program shall ensure the sharing of accurate and regular information for use by the governing body and the Policy Council about program planning, policies and Head Start operations, including:

- a. Monthly financial statements.
- b. Monthly program information summaries.
- c. Program enrollment reports, including attendance reports for children whose care is partially subsidized by another public agency.
- d. Monthly reports of meals and snacks provided through programs of the Department of Agriculture.
- e. The financial audit.
- f. The annual self-assessment, including any findings related to such assessment.
- g. The community-wide strategic planning and needs assessment of the Head Start agency, including any applicable updates.
- h. Communication and guidance from the Secretary; and
- i. The program information reports.

Article V. Amendments

V-1 Amendments to the By-Laws – Amendments are effective upon adoption by a majority vote of the Policy Council and approval by the Oneida Business Committee.

V-2 Review of By-Laws – At the first regular meeting following the election of Policy Council, officers will review the by-laws and shall determine that they are current.

Article VI. Duties and Responsibilities

VI-1 Purpose – The Oneida HS/EHS program is part of the ever-growing educational system of the Oneida Nation. Therefore, as the Policy Council, we shall commit ourselves to a greater involvement in our children's education, **especially birth through five years of age.**

VI-2 Responsibilities – The responsibilities of the Policy Council are as follows:

- a. To assist in the development of program philosophy, work plans, provide review, and make recommendations before final approval of all grants and proposals.
- b. To approve grant applications and the annual budget of HS/EHS.
- c. To bring forth suggestions and ideas for program improvement and all operations.
- d. To recommend policies for the Oneida HS/EHS program.
- e. To assist in encouraging, promoting and involving HS/EHS parents/guardians in the Oneida HS/EHS program activities.
- f. To serve as a link to public and private organizations to foster greater community participation and use of common resources.
- g. To establish and/or participate with existing committees to accomplish mutual objectives.

VI-3 Grievance Committee – The Oneida HS/EHS program employees and/or members shall follow the Oneida Nation's internal resolution process, which is to appeal to the Oneida Judiciary.

HS/EHS Policy Council Approval Date: 1/13/26

Signed: Janice Y. Pava
Policy Council Chairperson/Designee

Oneida Business Committee Approval Date: _____

Signed: _____
Oneida Business Committee Chairperson/Designee

Accept the update on the development of Bay Bancorporation Corporate Social Responsibility Policy

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/20

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Proprietary - trade secrets/commercial/financial

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

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

Primary Requestor: Jeff Bowman, President & CEO Bay Bank



To: Oneida Business Committee
From: Jeff Bowman
Date: 1/20/2026
Re: Resolution #BC-01-02-25-A Follow Up

This memo provides an update on Bay Bancorporation, Inc.'s progress toward meeting the requirements of resolution #BC-01-02-25-A, Requirement for Corporations to Adopt Corporate Social Responsibility Policies.

Bay Bancorporation, Inc., has taken the following steps:

- Distributed the resolution and accompanying memo to all board members and executive leadership.
- Initiated a review of ISO 26000, focusing on its main principles and core subjects.
- Conducted preliminary analysis of CSR trends and expectations within the banking sector.
- Reviewed applicable federal and state CSR-related regulatory standards.
- Assessed alignment of current policies, including the Code of Conduct and Employee Handbook.

Several existing federal and state laws and regulations already support socially responsible banking practices, including:

- Fair Lending Act – ensuring equitable access to credit.
- Community Reinvestment Act – help meet the credit needs of all communities served, especially low- and moderate-income neighborhoods
- Safety and Soundness Examination Practice Procedures – reinforcing responsible banking operations.
- Bank Secrecy Act & Anti-Money Laundering Rules and Regulations – implementing robust compliance programs that include risk assessments, internal controls, training, and independent testing

Over the coming weeks, the executive team will merge these findings into a CSR policy statement.

We remain committed to meeting the Committee's expectations and will submit a final CSR policy statement as outlined in the resolution.

Thank you for your guidance and continued support.

Accept the update on the development of Oneida Golf Enterprise (OGE) Corporate Social Responsibility.

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Justin Nishimoto, Economic Strategy Coordinator

Primary Requestor: (Name, Title/Entity)



Cover Letter

To: Oneida Business Committee
From: Justin Nishimoto, Economic Strategy Coordinator
Date: January 31, 2025
Subject: Cover Letter for Agenda Item – CSR Policy Update for Oneida Golf Enterprise

Dear Business Committee Members,

Please find attached a memorandum providing an update on Oneida Golf Enterprise's progress in developing and implementing its Corporate Social Responsibility (CSR) Policy, as directed by Business Committee Resolution #BC-01-02-25-A.

The memo outlines:

- The purpose and background of the CSR initiative.
- Key elements of the drafted CSR Policy, which aligns with ISO 26000 standards and the Nation's Core Values of the Good Mind.
- Status and next steps, including internal review, implementation planning, and employee training.

This update demonstrates OGE's commitment to ethical governance, social responsibility, and cultural grounding in all operations. Formal adoption of the CSR Policy is anticipated prior to the February 2026 deadline.

Please include this item on the upcoming Business Committee agenda for review and discussion. Should you have any questions or require additional information, I am available to provide clarification.

Thank you for your attention and continued support in advancing these important initiatives.

Respectfully,

Justin A. Nishimoto
Economic Strategy Coordinator



MEMO

To: Oneida Business Committee
From: Justin Nishimoto, Economic Strategy Coordinator
Date: January 31, 2025
Re: Update on Oneida Golf Enterprise Social Regulations and Corporate Social Responsibility Policy

Purpose

The purpose of this memorandum is to provide an update to the Oneida Business Committee on Oneida Golf Enterprise's (OGE) progress in updating its Social Regulations through the development of a comprehensive Corporate Social Responsibility (CSR) Policy, in response to Business Committee Resolution #BC-01-02-25-A.

Background

On January 2, 2026, the Oneida Business Committee adopted Resolution #BC-01-02-25-A, requiring all Nation-owned corporations to develop, educate, train, and implement CSR policies that meet or exceed ISO 26000 standards. In response, OGE has undertaken a comprehensive review and update of its Social Regulations to ensure alignment with these requirements and the Oneida Nation's Core Values of the Good Mind.

Summary of CSR Policy Development

OGE has drafted a Corporate Social Responsibility Policy grounded in the Good Mind, addressing ethical governance, human rights and fair labor practices, environmental stewardship, fair operating practices, consumer and guest responsibility, community

engagement, and continuous improvement. The policy ensures OGE meets and exceeds ISO 26000 standards while remaining culturally grounded.

Current Status and Next Steps

The CSR Policy draft has been completed and is undergoing internal review. Implementation planning, employee training, and reporting metrics are being developed. OGE anticipates formal adoption of the CSR Policy prior to the February 2026 deadline.

Conclusion

Oneida Golf Enterprise remains committed to ethical governance and social responsibility. This CSR Policy formalizes OGE's long-standing practices and aligns them with the direction of the Oneida Business Committee.



Oneida Golf Enterprise

Corporate Social Responsibility (CSR) Policy

Policy

Oneida Golf Enterprise (“OGE”) is committed to operating with integrity, accountability, and respect for all people, the environment, and future generations. As an enterprise of the Oneida Nation of Wisconsin, our responsibility extends beyond financial performance to include stewardship of the land, care for our employees and guests, and meaningful contributions to the well-being of the Nation and surrounding communities.

This Corporate Social Responsibility (CSR) Policy establishes OGE’s framework for ethical conduct, sustainable operations, social responsibility, and cultural leadership. It aligns with—and exceeds—the guidance of ISO 26000 on Social Responsibility, while being firmly rooted in the Oneida Nation’s Core Values of the Good Mind.

Foundation: The Good Mind

All actions and decisions of Oneida Golf Enterprise are guided by the Good Mind, which reflects living and working in a way that promotes harmony, respect, and long-term balance. The Good Mind calls on us to think beyond immediate outcomes and consider the impact of our actions on others, the environment, and generations yet to come.

The following core values shape this policy and all business practices:

- Respect for all people, cultures, and the natural world
- Responsibility for our actions and their consequences
- Balance between economic success, environmental stewardship, and social well-being
- Honesty and Integrity in decision-making and relationships
- Caring and Compassion for employees, guests, and community
- Wisdom and Foresight in planning for future generations

Scope and Applicability

This policy applies to:

- All Oneida Golf Enterprise operations, properties, and events
- All employees, leadership, contractors, and business partners
- All business decisions, procurement practices, and community interactions

OGE expects its suppliers, vendors, and partners to align with the principles outlined in this policy.

Ethical Governance and Accountability

OGE is committed to strong governance practices that promote transparency, accountability, and ethical leadership.

We will:

- Operate in full compliance with all applicable laws, regulations, and Oneida Nation policies
- Uphold high ethical standards that exceed minimum legal requirements
- Ensure leadership decisions reflect the Good Mind and long-term sustainability
- Maintain clear accountability structures and internal controls
- Encourage open communication and protect individuals who raise concerns in good faith

Human Rights and Fair Labor Practices

OGE recognizes the inherent dignity and rights of every individual.

We commit to:

- Providing a safe, inclusive, and respectful workplace free from discrimination, harassment, or retaliation
- Supporting fair wages, benefits, and working conditions
- Promoting diversity, equity, and inclusion at all levels of the organization

- Respecting freedom of association and lawful collective bargaining
- Investing in employee development, training, and advancement

Our workforce is viewed not only as employees, but as valued contributors to the success and spirit of Oneida Golf Enterprise.

Environmental Stewardship

As caretakers of the land, OGE acknowledges a sacred responsibility to protect and preserve natural resources.

We will:

- Manage Thornberry Creek at Oneida and its facilities with environmentally responsible practices
- Conserve water, energy, and natural habitats
- Reduce waste, emissions, and chemical usage where possible
- Comply with and exceed environmental regulations and best practices
- Continuously improve sustainability through innovation and education

Environmental stewardship is not optional—it is an obligation to future generations.

Fair Operating Practices

OGE is committed to conducting business with honesty, fairness, and integrity.

We will:

- Maintain zero tolerance for bribery, corruption, or unethical conduct
- Engage in fair competition and responsible procurement
- Promote ethical behavior throughout our supply chain
- Give preference, where feasible, to local, Tribal, and socially responsible businesses
- Ensure transparency in financial and operational dealings

Consumer and Guest Responsibility

OGE strives to provide safe, welcoming, and high-quality experiences for all guests.

We commit to:

- Ensuring health and safety across all facilities and services
- Treating guests with dignity, fairness, and respect
- Providing accurate information regarding pricing, services, and policies
- Responsibly serving food and beverages with attention to health and safety standards
- Creating inclusive environments that welcome individuals of all backgrounds

Community Engagement and Development

OGE recognizes its role as a community partner and cultural ambassador.

We will:

- Support initiatives that strengthen the Oneida Nation and surrounding communities
- Contribute to education, youth programs, veterans' initiatives, and charitable causes
- Honor Oneida history, culture, and traditions through responsible storytelling and representation
- Encourage employee volunteerism and community participation
- Use our platform to promote positive social impact

Continuous Improvement and Review

OGE commits to continuous improvement of its Corporate Social Responsibility performance.

We will:

- Regularly review and update this policy
- Measure and evaluate social, environmental, and ethical performance

- Seek input from employees, community members, and stakeholders
- Report progress transparently where appropriate

Conclusion

Oneida Golf Enterprise believes that true success is measured not only by financial results, but by the positive impact we leave on people, land, and community. Guided by the Good Mind and exceeding international standards of social responsibility, OGE commits to conducting business in a way that honors the past, serves the present, and protects the future.

Accept the update on the Tribal-Wide Employee Recognition Program

Business Committee Agenda Request

1. Meeting Date Requested: 01/29/25

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Laura Laitinen-Warren, Executive HR Director

Primary Requestor: (Name, Title/Entity)

Laura Laitinen-Warren
CEO-Human Resources
P.O. Box 365
Oneida, WI 54155
920-490-3625



TO: Oneida Business Committee
FROM: Laura Laitinen-Warren, CEO-Human Resources
SUBJECT: Status Update: Tribal-wide Employee Recognition Program
DATE: January 20, 2026
CC: RaLinda Ninham-Lamberies, Chief Financial Officer
James Petitjean, CEO-Retail Operations
Kelly Skenandore-Holtz, Learning & Development Director

On November 12, 2025, the Oneida Business Committee provided a directive for a status update on the development of a Tribal-wide employee recognition program consistent with the diverse nature of the workforce needs for the January 14 meeting.

Preliminary work has begun on this initiative, but there has not been considerable progress. I have highlighted updates since November below:

- Human Resources Learning & Development Director, Kelly Skenandore-Holtz, and I are partnering as leads on this project.
- The cross-functional Change Management team lists a recognition platform as an initiative on their plan funded through Tribal Contribution Savings through BC Resolutions # 05-22-24-A Amending BC Resolution # 03-30-22-A. We will determine how to align these initiatives to best meet the needs of Oneida's employees.
- James Petitjean, CEO-Retail, has initiated a meeting with HR to discuss this topic with a meeting scheduled for January 26.
- Executive leadership discussed at a Strategic Alignment meeting on December 5, 2025, with additional information shared by RaLinda Ninham-Lamberies, CFO.

I will continue to provide regular updates to the Oneida Business Committee.

Sincerely,

A handwritten signature in black ink that reads "Laura Laitinen-Warren".

Laura Laitinen-Warren
llaitine@oneidanation.org

Accept as information and choose an alternate representative to the council on Offender Reentry

Business Committee Agenda Request

1. Meeting Date Requested: 01/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept as information and choose an alternate representative to the Council on Offender Reentry

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Name, Title/Entity OR Choose from List

Primary Requestor: Fawn Billie, OBC Executive Assistant



Memorandum

To: Oneida Business Committee
From: Fawn Billie, OBC Executive Assistant
Date: November 21, 2025
Re: Council on Offender Reentry Inquiry

Hello all,

I am writing to share concern of Councilman Marlon Skenandore's role and responsibility of serving on the Council of Offender Reentry. Recently, he has been absent from the monthly meetings since September 2025. He was also scheduled to be on the GLITC agenda that took place in September 2025 at the Oneida Hotel. He was scheduled on the agenda and did not show for his presentation on reentry.

As one of the state's tribal leaders, Oneida has stayed apprised of GLITC issues, one of them being the Reentry programming. Attached are emails leading up to Councilman's oath, copy of oath, emails leading up to the September GLITC meeting and the next Offender Reentry meeting.

Recommendation: I respectfully request the OBC to discuss an alternative representative for the Council on Offender Reentry due to Councilman's absence.

Yaw^ko

Fawn J. Billie

From: Fawn J. Billie
Sent: Friday, November 21, 2025 9:23 AM
To: Tana D. Aguirre
Subject: FW: Council on Reentry

Below is a link we filled out for Governor's BCC's for Marlon to serve on the Offender Reentry Council.

From: Hubner, Cawley J - DOC <cawley.hubner@wisconsin.gov>
Sent: Wednesday, July 17, 2024 12:34 PM
To: Melinda J. Danforth <mdanforj@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: RE: Council on Reentry

Hello –

Curious if you have an email for Marlon Skenandore, so I can send him a calendar/teams invite for the upcoming Council on Offender Reentry meeting. Thanks!

Best!

Cawley Hubner
Budget & Policy Analyst – Reentry Unit
Wisconsin Department of Corrections
Cell: 608.279.8406

From: Hubner, Cawley J - DOC
Sent: Tuesday, June 25, 2024 2:53 PM
To: mdanforj@oneidanation.org
Cc: fbillie@oneidanation.org
Subject: RE: Council on Reentry

Hello –

Following up for updates or any questions you may have. Thanks!

Best!

Cawley Hubner
Budget & Policy Analyst – Reentry Unit
Wisconsin Department of Corrections
Cell: 608.279.8406

From: Hubner, Cawley J - DOC
Sent: Tuesday, June 4, 2024 8:03 AM
To: mdanforj@oneidanation.org
Cc: fbillie@oneidanation.org
Subject: RE: Council on Reentry

Hello,

Please direct Marlon Skenandore to apply via the Governor's Boards and Commissions application found here: <https://wi.accessgov.com/public/Forms/Page/governor/gov-boardsandcommissions/>.

Marlon will need to include a resume and letter of recommendation for the application. If there are any questions as Marlon completes the application, please feel free to reach out to me for any questions.

Best!

Cawley Hubner
Budget & Policy Analyst – Reentry Unit
Wisconsin Department of Corrections
Cell: 608.279.8406

From: Woodruff, Ray T - DOC <Ray.Woodruff@wisconsin.gov>
Sent: Tuesday, May 28, 2024 10:47 AM
To: Hubner, Cawley J - DOC <cawley.hubner@wisconsin.gov>
Subject: FW: Council on Reentry

Here is the information on the representative for COR.

From: Roberts, Melissa B - DOC <MelissaB.Roberts@wisconsin.gov>
Sent: Tuesday, May 28, 2024 9:12 AM
To: Woodruff, Ray T - DOC <Ray.Woodruff@wisconsin.gov>
Subject: FW: Council on Reentry

A successful early morning trip to Green Bay last Thursday 😊 Can you please work with Melinda to get Councilman Skenandore appointed to the Council?

From: Melinda J. Danforth <mdanforj@oneidanation.org>
Sent: Tuesday, May 28, 2024 9:03 AM
To: Roberts, Melissa J - DOC <Melissa.Roberts@wisconsin.gov>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: Council on Reentry

**CAUTION: This email originated from outside the organization.
Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Hi Melissa,

At last week's Great Lakes Intertribal Council meeting, the Board of Directors voted to appoint **Oneida Nation Councilman, Marlon Skenandore**, to the Council on Reentry as a tribal rep. I am wondering what you may need from the Nation and Marlon to get this process started.

Thanks much!

Melinda J. Danforth, Director

Intergovernmental Affairs

Oneida Nation
P.O. Box 365
Oneida, WI 54155

Phone: (920) 869-4022
Cell: (920) 562-0290
Fax: (920) 869-4040
Email: mdanforj@oneidanation.org



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

CONFIDENTIALITY NOTICE: This electronic mail transmission and any accompanying documents contain information belonging to the sender which may be confidential and legally privileged. This information is only for the use of the individual or entity to whom this electronic mail transmission was intended. If you are not the intended recipient, any disclosure, copying, distribution, or action taken in reliance on the contents of the information contained in this transmission is strictly prohibited. If you have received this transmission in error, please immediately contact the sender and delete the message. Thank you.

Business Committee Agenda Request

1. Meeting Date Requested: 08/28/24

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: *Choose or type justification.*

3. Requested Motion:

Accept as information; OR

Accept as information, Councilman Marlon Skenandore appointment as a Tribal Representative of the Council on Offender Re-entry to serve a two year term, effective July 17, 2024 and expiring July 1, 2026, as nominated by the office of the Governor, Tony Evers with support of the Great Lakes Inter-Tribal Council.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

MIS

Gaming/Retail

Boards, Committees, or Commissions

Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Marlon Skenandore, Councilman

Primary Requestor: Name, Title/Entity



Memorandum

To: Business Committee

From: Marlon Skenandore, Councilman

Date: August 20, 2024

Re: Tribal Representative of the Council on Offender Re-entry

Shekoli,

I have been appointed to the Council on Offender Re-entry Tribal Representative. I was nominated by the State of WI, Office of the Governor, Tony Evers, for appointment to serve a 2-year term effective July 17, 2024 – July 1, 2026.

As a Tribal Representative of the Council Offender Re-entry, my responsibilities include being available to the State of WI and tribal nations across WI as a valuable resource and collaboration with the support of the Great Lakes Inter-Tribal Council.

I bring a unique and diverse perspective to the Council. This also defines my responsibilities being an alternate liaison to the Department of Corrections and Department of Justice for WI.

Recommendation

Approve the Governor Tony Ever's appointment of Councilman Marlon Skenandore to the Council on Offender Re-entry Tribal Representative, effective July 17, 2024 through July 1, 2026.

Yaw^ko



Tony Evers

Office of the Governor | State of Wisconsin

July 17, 2024

Marlon Skenandore
Green Bay, WI

Dear Marlon,

Congratulations on your appointment to the Council on Offender Re-entry. Enclosed please find an oath of office form, a notice of your appointment, your appointment letter, and information from the Wisconsin Ethics Commission.

Please sign the oath of office before a notary public and return the original to our office within five days. **Note that you may not attend any meeting or take any formal action before your oath has been received by our office.** Please review and retain the remaining materials for your personal records.

Please call if you have any questions. Thank you and, once again, congratulations.

Sincerely,

Joe Magestro
Appointments Director



Tony Evers

Office of the Governor | State of Wisconsin

July 17, 2024

Marlon Skenandore
Green Bay, WI

Dear Marlon,

I am pleased to appoint you as the Tribal Representative of the Council on Offender Re-entry, effective July 17, 2024 to serve a term expiring on July 1, 2026. Your experience, knowledge, and dedication will be a true asset to my administration and a great benefit to the people of Wisconsin.

I look forward to working with you to find innovative ways of delivering services and implementing positive change for the people of our state.

Sincerely,

A handwritten signature in black ink that reads "Tony Evers".

Tony Evers
Governor



Tony Evers

Office of the Governor | State of Wisconsin

GOVERNOR'S APPOINTMENT

NAME: Marlon Skenandore

MAILING ADDRESS: Green Bay, WI

E-MAIL ADDRESS: mskenan1@oneidanation.org

RESIDES IN: Green Bay, WI

APPOINTED TO: Council on Offender Re-entry
Tribal Representative

TERM: A term to expire July 1, 2026

SUCCEEDS: Eric Boulanger

SENATE CONFIRMATION: Not Required

DATE OF APPOINTMENT: July 17, 2024

DATE OF NOMINATION: July 17, 2024

YOUR SIGNATURE MUST BE NOTARIZED. PLEASE COMPLETE AND RETURN TO:
Office of Governor Tony Evers, P.O. Box 7863, Madison, WI 53707-7863

PLEASE RETURN PRIOR TO ATTENDING YOUR FIRST MEETING

Oath of Office

I, the undersigned, who have been appointed to the Council on Offender Re-entry, but have not yet entered upon the duties thereof swear (or affirm) that I will support the Constitution of the United States and the Constitution of the State of Wisconsin, and will faithfully discharge the duties of said office to the best of my ability. So help me God.

Mark Sibley

Marlon Skenandore
Sign Name as Typed Above

Subscribed and sworn to before me this

13th day of August 2024

Karenyn M. Motsen

My Commission Expires: March 11, 2028

AFFIX NOTARY SEAL/STAMP

Fawn J. Billie

From: Therese Safford <TSafford@glitc.org>
Sent: Tuesday, September 9, 2025 3:13 PM
To: Marlon G. Skenandore
Cc: Fawn J. Billie
Subject: RE: [EXTERNAL]Re: [EXTERNAL]RE: GLITC BOD Meeting in Oneida
Attachments: OOS Release Report 7-2025 from Marlon S.pdf

Marlon,

One of my coworkers who is better at Excel than I am removed the critical data and created this. If you are ok with it, I will share this with the BOD when you present Thursday.

Therese

From: Therese Safford
Sent: Tuesday, September 9, 2025 2:23 PM
To: 'Marlon G. Skenandore' <mskenan1@oneidanation.org>
Cc: 'Fawn J. Billie' <fbillie@oneidanation.org>
Subject: RE: [EXTERNAL]Re: [EXTERNAL]RE: GLITC BOD Meeting in Oneida
Importance: High

Hi! Just following up on my email below. Will you be bringing copies of this report? If not, do you have a version of the report the way you describe it, so I can make copies for the board members?

Therese

From: Therese Safford <TSafford@glitc.org>
Sent: Wednesday, August 27, 2025 4:19 PM
To: Marlon G. Skenandore <mskenan1@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: RE: [EXTERNAL]Re: [EXTERNAL]RE: GLITC BOD Meeting in Oneida

Marlon,

If you have a version of the report the way you describe it, could you send it to me that way? Or could you or Billie put it in that format? I'm not that versed in Excel. If not possible, I'll take a stab at it next week.

Therese

From: Marlon G. Skenandore <mskenan1@oneidanation.org>
Sent: Wednesday, August 27, 2025 3:32 PM
To: Therese Safford <TSafford@glitc.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: [EXTERNAL]Re: [EXTERNAL]RE: GLITC BOD Meeting in Oneida

WARNING! This email was sent from an address outside of the organization. If this person is pretending to be someone from GLITC, please report this message to IT.

Therese,

Thanks for sending out your questions. Thank you for catching that because technically it is for tribal leaders only. Printed out handouts would work but if you could sift the column that has the tribes and separate A-Z. That way it groups all the number of individuals by Tribe. Seeing it that way was more impactful for me and painted the picture better.

I was unaware of the program through DOT but is a nice connection and happy to hear some tribal leaders are working on something already. We're in the exploratory stage and think any connections are good connections.

Thanks,

Marlon

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From: Therese Safford <TSafford@glitc.org>
Sent: Wednesday, August 27, 2025 2:03 PM
To: Marlon G. Skenandore <mskenan1@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: RE: [EXTERNAL]RE: GLITC BOD Meeting in Oneida

Marlon,

Thank you for sending this. I have two questions/comment for you. Regarding the OOS Release Report, because it contains a lot of private information, I would rather not include it in the board book. I mean no disrespect towards our leaders, but I would not want to be responsible if that information was seen by eyes other than theirs. Would you consider we make copies and hand them out at the meeting?

Now for the second question: Apparently the Wisconsin Department of Transportation has a reentry program that was discussed at consultation last week. I know just enough about it to be dangerous – road construction job training I think. President Holsey spoke with DOT Tribal Liaison Cyless Peterson and Collin Price about it after that meeting and wants it on the agenda. Are you familiar with it? I'm not sure how your proposal may connect with the DOT piece, or vice versa, or not, but I'd like to "introduce" you to Cyless and Collin via email. They will be on our agenda right after you. I spoke with Cyless this morning to confirm she could attend, based on President Holsey's request. I will send an "introduction" to you all before the end of the day.

Therese

From: Marlon G. Skenandore <mskenan1@oneidanation.org>
Sent: Wednesday, August 27, 2025 10:27 AM
To: Therese Safford <TSafford@glitc.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: [EXTERNAL]RE: GLITC BOD Meeting in Oneida

WARNING! This email was sent from an address outside of the organization. If this person is pretending to be someone from GLITC, please report this message to IT.

Hello Therese,

Here is a memo and the inmate release report for submission. Any thing else you may need?

Marlon

From: Therese Safford <TSafford@glitc.org>
Sent: Monday, August 25, 2025 10:41 AM
To: Marlon G. Skenandore <mskenan1@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: RE: GLITC BOD Meeting in Oneida
Importance: High

Dear Marlon,

I hope you are well and have been enjoying summer thus far. It's here do believe Labor Day weekend is upon us. I still have you listed on the agenda for our September 11 Board of Directors Meeting as follows:

Reentry, Reducing Recidivism and Transitioning Back into Society: Oneida Councilman Marlon Skenandore

Is this correct? If there is something to include in the board packet, please have it to me by August 29 if at all possible. I look forward to hearing from you.

Thank you.

Therese

Therese Safford
Deputy Administrator/Compliance Officer
Great Lakes Inter-Tribal Council, Inc.
2932 US Highway 47 North
PO Box 9
Lac du Flambeau, WI 54538

715-588-1013 Direct
715-588-3324 Main
800-472-7207
715-588-7900 fax

Our Mission: To enhance the quality of life for all Native people



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of the message immediately. If you are responding to this email with sensitive or personal information, please consider providing the information in an encrypted format.

From: Therese Safford <TSafford@glitc.org>
Sent: Monday, June 30, 2025 4:11 PM
To: Marlon G. Skenandore <mskenan1@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: RE: [EXTERNAL]RE: [EXTERNAL]RE: [EXTERNAL]Re: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

Let's connect mid-August or so.

From: Marlon G. Skenandore <mskenan1@oneidanation.org>
Sent: Monday, June 30, 2025 4:10 PM
To: Therese Safford <TSafford@glitc.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: [EXTERNAL]RE: [EXTERNAL]RE: [EXTERNAL]Re: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

WARNING! This email was sent from an address outside of the organization. If this person is pretending to be someone from GLITC, please report this message to IT.

How perfect thank you!

Marlon

From: Therese Safford <TSafford@glitc.org>
Sent: Monday, June 30, 2025 4:02 PM
To: Marlon G. Skenandore <mskenan1@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: RE: [EXTERNAL]RE: [EXTERNAL]Re: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

Marlon,

It will be September 11 in Oneida. Chairman Hill graciously offered to host it when we set our dates at the January meeting. I'll move you to that agenda.

Therese

From: Marlon G. Skenandore <mskenan1@oneidanation.org>
Sent: Monday, June 30, 2025 3:49 PM
To: Therese Safford <TSafford@glitc.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>
Subject: [EXTERNAL]RE: [EXTERNAL]RE: [EXTERNAL]Re: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

WARNING! This email was sent from an address outside of the organization. If this person is pretending to be someone from GLITC, please report this message to IT.

Therese,

Lets forgo this meeting and push this off until the next GLITC meeting which will be held in September. Any idea where that one will be held?

Marlon

From: Therese Safford <TSafford@glitc.org>
Sent: Thursday, June 26, 2025 4:15 PM
To: Marlon G. Skenandore <mskenan1@oneidanation.org>; Danelle A. Wilson <dwilson1@oneidanation.org>
Cc: Fawn J. Billie <fbillie@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: RE: [EXTERNAL]Re: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

Thank you, Marlon. Wil 20 minutes be enough time for discussion?

Therese

From: Marlon G. Skenandore <mskenan1@oneidanation.org>
Sent: Thursday, June 26, 2025 4:10 PM
To: Therese Safford <TSafford@glitc.org>; dwilson1@oneidanation.org
Cc: Fawn J. Billie <fbillie@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: [EXTERNAL]Re: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

WARNING! This email was sent from an address outside of the organization. If this person is pretending to be someone from GLITC, please report this message to IT.

Love the agenda item how it's listed. Will provide you with back up materials for the packet by July 2nd.

Marlon

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From: Therese Safford <TSafford@glitc.org>
Sent: Thursday, June 26, 2025 3:05 PM
To: Danelle A. Wilson <dwilson1@oneidanation.org>
Cc: Marlon G. Skenandore <mskenan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: RE: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

Danelle,

Brayn has added Councilman Skenandore's item to the agenda. He asked me to ask for any additional information for the discussion and/or to include in the board packet. How shall I list it on the agenda? How does this sound:

Reentry, Reducing Recidivism and Transitioning Back into Society: Oneida Councilman Marlon Skenandore

If there is something to include in the board packet, please have it to me by July 2 if at all possible. If not, then by July 10.

Thank you.

Therese

From: Danelle A. Wilson <dwilson1@oneidanation.org>
Sent: Thursday, June 26, 2025 2:23 PM
To: Therese Safford <TSafford@glitc.org>
Cc: Marlon G. Skenandore <mskenan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: [EXTERNAL]RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

WARNING! This email was sent from an address outside of the organization. If this person is pretending to be someone from GLITC, please report this message to IT.

Yaw^ko Therese!

Yaw^ko (Thank you)

Danelle Wilson

She/her/hers

Executive Assistant

Oneida Nation Chairman



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

office 920.869.4389

fax 920.869.4040

PO Box 365

Oneida, WI 54115-0365

oneida-nsn.gov

=[]=[]=<>=[]=[]=

The only person you are destined to become is the person you decide to be ~

Ralph Waldo Emerson

From: Therese Safford <TSafford@glitc.org>
Sent: Thursday, June 26, 2025 2:21 PM
To: Danelle A. Wilson <dwilson1@oneidanation.org>
Cc: Marlon G. Skenandore <mskenan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>
Subject: RE: [EXTERNAL]RE: GLITC July Meeting in Hayward

Danelle,

I will talk to Bryan regarding Councilman Skenandore's request and follow up with you as soon as possible. July 16 is the correct date and the meeting will be held in Hayward.

Therese

From: Danelle A. Wilson <dwilson1@oneidanation.org>

Sent: Thursday, June 26, 2025 1:32 PM

To: Therese Safford <TSafford@glitc.org>

Cc: Marlon G. Skenandore <mskenan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Tehassi Tasi Hill <tthill7@oneidanation.org>

Subject: [EXTERNAL]RE: GLITC July Meeting in Hayward

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Good afternoon Therese,

I hope that you are well.

Chairman Hill had one of Business Committee ask his office about getting on the next GLITC meeting, which I believe is July 16.

Councilman Marlon Skenandore would like an opportunity to discuss some ideas that he has around reentry, focusing on holistic and cultural support to help reduce recidivism, to see how we can collectively help our people safely transition back into society.

I have included Councilman Skenandore on this email, along with his Executive Assistant, Fawn Billie, should you have further questions.

Yaw^ko and have a great weekend Therese!

Yawa?kó (Thank you)

Danelle Wilson

She/her/hers

Executive Assistant

Oneida Nation Chairman



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

office 920.869.4389

fax 920.869.4040

PO Box 365

Oneida, WI 54115-0365

oneida-nsn.gov

=[]=[]=<>=[]=[]=

The only person you are destined to become is the person you decide to be ~
Ralph Waldo Emerson

From: Therese Safford <TSafford@glitc.org>
Sent: Monday, June 2, 2025 1:52 PM
To: Brooks A. Boyd <brooksa.boyd@fcpotawatomi-nsn.gov>; Jim Williams (jim.williams@lvd-nsn.gov) <jim.williams@lvd-nsn.gov>; jjohnsonsr@ldftribe.com; Joey Awonohopay (chairman@mitw.org) <chairman@mitw.org>; Jon Greendeer - Ho-Chunk Nation (maasusga@ho-chunk.com) <maasusga@ho-chunk.com>; Jon Greendeer - Ho-Chunk Nation (whitefeather@ho-chunk.com) <whitefeather@ho-chunk.com>; louis.taylor@lco-nsn.gov; Nicole Boyd (nicole.boyd@redcliff-nsn.gov) <nicole.boyd@redcliff-nsn.gov>; Robert Blanchard <R.Blanchard@badriver-nsn.gov>; Robert Van Zile, Jr (Robert.Vanzile@scc-nsn.gov) <Robert.Vanzile@scc-nsn.gov>; shannon.holsey <shannon.holsey@mohican-nsn.gov>; Tehassi Tasi Hill <thill7@oneidanation.org>; thomasf@stcroixojibwe-nsn.gov
Cc: Admin, Dee <DeeAdmin@ldftribe.com>; Allen, Jamie <JAllen@ldftribe.com>; allison.daniels@fcp-nsn.gov; bernicet@stcroixojibwe-nsn.gov; Chosa, Alicia <AChosa@ldftribe.com>; Danelle A. Wilson <dwilson1@oneidanation.org>; George Ermert <george@sgrwi.com>; gkaquatos@mitw.org; Greendeer, Ryan <Ryan.Greendeer@ho-chunk.com>; jody.hartwig@mohican-nsn.gov; Karrie.biron@LVD-NSN.GOV; Lisa Milligan <Lisa.Milligan@fcp-nsn.gov>; Melissa Topping <Melissa.Topping@redcliff-nsn.gov>; michaeld@stcroixojibwe-nsn.gov; Priscilla Dax (brtsecretary@badriver-nsn.gov) <brtsecretary@badriver-nsn.gov>; Sarah Lemieux (Sarah.Lemieux@ho-chunk.com) <Sarah.Lemieux@ho-chunk.com>; sonya.smith@scc-nsn.gov; Terri Miller (tmiller@lco-nsn.gov) <tmiller@lco-nsn.gov>; Virginia G. DeFord <Virginia.DeFord@ho-chunk.com>
Subject: GLITC July Meeting in Hayward

Dear Board Members,

Lac Courte Oreilles is hosting our next meeting. Because of a potential conflict with the Lac Courte Oreilles Tribal Council Swearing-in Ceremony the week of July 6, we have changed our meeting date to *Wednesday, July 16*. The meeting will be held at Sevenwinds Casino a week later than normal. We apologize for any inconvenience this may cause. Thank you for understanding.

Therese

Fawn J. Billie

From: Therese Safford <TSafford@glitc.org>
Sent: Wednesday, August 27, 2025 4:36 PM
To: Marlon G. Skenandore; cyless.peterson@dot.wi.gov; collin@Bteamstrategy.com
Cc: Fawn J. Billie
Subject: GLITC BOD Meeting and Introducing You

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Cyless, Marlon and Collin,

This email serves as an introduction. Marlon will be on our September 11 board meeting agenda to discuss "Reentry, Reducing Recidivism and Transitioning Back into Society." President Holsey contacted me to add Collin to the agenda to discuss the "DOT Reentry Program." Cyless is the Tribal Affairs Project manager for the DOT. Because your topics/discussions dovetail, I wanted to introduce you, with the thought that maybe you can connect before and after our meeting. Maybe your projects could work together.

Marlon is on our agenda first, followed by Collin and Cyless. I will send you the draft agenda soon. The meeting starts at 8:30 am, new business begins at approximately 9:30 am, with a GLNAEA update, followed by Marlon and then Collin and Cyless.

I hope you don't mind me making the connection.

Thank you.

Therese

Therese Safford
Deputy Administrator/Compliance Officer
Great Lakes Inter-Tribal Council, Inc.
2932 US Highway 47 North
PO Box 9
Lac du Flambeau, WI 54538

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Our Mission: To enhance the quality of life for all Native people



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Fawn J. Billie

Subject: Council on Offender Reentry
Location: Microsoft Teams Meeting

Start: Wed 2/18/2026 1:30 PM
End: Wed 2/18/2026 3:00 PM
Show Time As: Tentative

Recurrence: (none)

Meeting Status: Not yet responded

Organizer: Hubner, Cawley J - DOC

Council Members,

The next scheduled Council on Offender Reentry for your calendars. The meeting agenda and previous meeting minutes will be added closer to this date.

Best,
Cawley

Microsoft Teams [Need help?](#)

[Join the meeting now](#)

Meeting ID: 210 931 934 876 36

Passcode: Qu3U4Eu9

Dial in by phone

[+1 608-571-2209,,332698371#](tel:+16085712209,,332698371#) United States, Madison

[Find a local number](#)

Phone conference ID: 332 698 371#

For organizers: [Meeting options](#) | [Reset dial-in PIN](#)

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Presentation of the Oneida Nation Economic Impact Study by St. Norbert's College

Business Committee Agenda Request**1. Meeting Date Requested:** 01/28/26**2. Session:** Open Executive – must qualify under §107.4-1.Justification: *Choose or type justification.***3. Requested Motion:** Accept as information; OR

Presentation of the Oneida Nation's Economic Impact Study by St. Nobert's College's Center of Business and Economic Analysis

4. Areas potentially impacted or affected by this request: Finance Programs/Services Law Office DTS Gaming/Retail Boards, Committees, or Commissions Other: *Describe***5. Additional attendees needed for this request:**

RaLinda Ninhham-Lamberies, Chief Financial Officer

Louise Cornelius, Gaming General Manager

Jo Anne House, Chief Counsel

Mark W. Powless, General Manager

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Primary Requestor: (Name, Title/Entity)



MEMORANDUM

TO: Oneida Business Committee

FROM: Melinda J. Danforth, Director
Intergovernmental Affairs

DATE: January 28, 2026

SUBJECT: Economic Impact Study Presentation

As part of the January 28, 2026, Business Committee meeting, St. Norbert's College of Business & Economic Analysis will present the results of the Nation's economic impact study at 2:00 p.m. with a press conference to follow.

The economic impact study is a tool that quantifies the Nation's direct, indirect and induced economic impact on the local and state economy. Data was collected for Fiscal Years 2022-2024 and provided to SNC to complete the independent study.

As supported by the Business Committee, the information provided in the study will be used as data for strategic planning, community education, marketing and media, and relationship development/maintenance.

If you have any questions, please feel free to contact me directly.

Yaw^ko

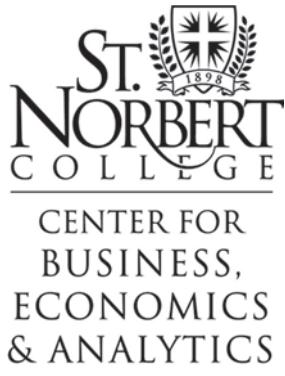
2025

THE ECONOMIC IMPACT OF THE

ONEIDA NATION

ON THE REGIONAL & STATE ECONOMY





About the Center for Business, Economics, & Analytics (CBEA)

The Center for Business, Economics, & Analytics of the Donald J. Schneider School of Business and Economics was created to foster the relationships between the faculty and staff of St. Norbert College and the local business community. A guiding principle of St. Norbert College is the spirit of *communio*, which emphasizes and embraces the value of a community of individuals coming together to serve one another.

The CBEA is designed to embody this spirit by working hand in hand with leaders in the local business and nonprofit community to serve as a source for information, networking and collaboration, and problem-solving. The CBEA is comprised of SNC faculty and staff members and a team of our top students in majors ranging from business, economics, data analytics, and communication. The CBEA works with the greater northeast WI region to provide community-partner research, community-based research, speaking engagements, and consulting services.

CBEA Researchers

Principal Researcher

Marc Schaffer, Ph.D., Professor of Economics and Data Analytics, Executive Director of the CBEA

Contributing Researchers

Kevin Quinn, Professor of Economics, Dean of the Schneider School of Business and Economics
Kim Smith, Ph.D., Associate Professor of Communication, Associate Director of the CBEA

CBEA Research Analyst Fellows

Faith Fehrman
Adan Martinez-Ponce
Abigail Names
Evan Paque



Executive Summary

The Oneida Nation's sovereignty is expressed with the signing of the Treaty of 1838. Today, the Oneida reservation encompasses 65,400 acres of land within Brown and Outagamie Counties. The total enrolled membership of the Oneida Nation in Wisconsin in 2024 was 17,239, with 7,736 members residing in Brown and Outagamie Counties. Of these, 59% live on the reservation itself.

The Oneida Nation operates a diverse range of economic enterprises across multiple industries, with its gaming, hospitality, and recreational sectors being the most widely recognized. Though less visible to the general public, the Nation's investments in capital projects, educational services, healthcare, and public and human services are vital contributions that strengthen the region's economic and social vitality. Collectively, the Nation's economic enterprises or wholly-owned tribal corporations and businesses generate significant output, income, and employment impacts throughout the local community. These enterprises range across industries including agriculture, banking, construction and engineering, gaming, gas stations, hospitality and recreation.

This study aims to quantify the economic impact of the Oneida Nation on Brown and Outagamie Counties, as well as the statewide economic impact on Wisconsin. In addition to measuring economic output, the analysis includes an assessment of state, local, and federal tax revenues to provide further context. The report also highlights the essential services provided by the Oneida Nation, offering a comprehensive view of its economic and social contributions.

All phases of the study were completed independently by the research team, with the Oneida Nation's involvement limited to providing and verifying internal data requests. The analysis is based upon an input-output model using the IMPLAN platform, which is a widely accepted modeling system used throughout the country by public, private, and nonprofit sectors. The indirect and induced impacts are captured by industry and sector-specific multipliers generated by the IMPLAN model. Indirect effects capture business activity and jobs increase, such as supply chain vendors, transportation, and services, as a result of the Oneida Nation's direct operations. Induced effects reflect the additional economic activity that occurs when employees spend their wages locally on goods and services, such as groceries, recreation, and personal services.

Economic Impact on Brown & Outagamie Counties

FY2023

Impact	Employment	Labor Income	Output
Direct	3,266	\$179,003,345	\$653,322,969
Indirect	1,251	\$76,340,131	\$180,117,210
Induced	892	\$50,266,537	\$150,366,029
Grand Total	5,409	\$305,610,012	\$983,806,208

Economic Impact on Wisconsin

FY2023

Impact	Employment	Labor Income	Output
Direct	3,272	\$179,184,351	\$653,705,487
Indirect	1,364	\$84,423,582	\$224,381,463
Induced	1,246	\$71,075,307	\$214,520,927
Grand Total	5,883	\$334,683,239	\$1,092,607,877

Direct & Total Economic Impact of the Oneida Nation

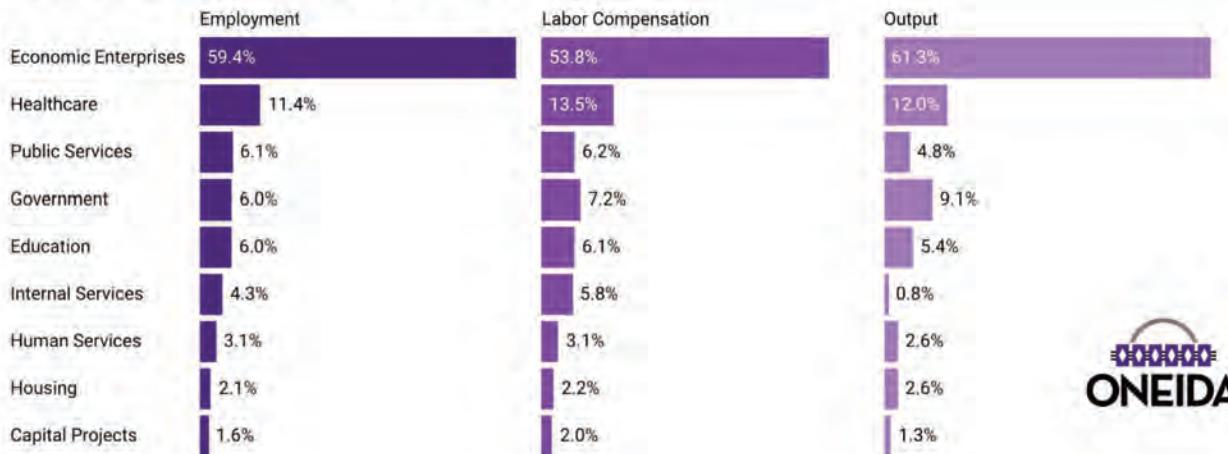
Brown & Outagamie Counties | FY2023

Category	Direct Employment	Direct Compensation	Direct Output	Total Employment	Total Compensation	Total Output
Capital Projects	60	\$4,470,586	\$7,694,892	87	\$6,121,639	\$13,000,641
Economic Enterprises	1,961	\$90,766,338	\$416,283,286	3,211	\$164,512,852	\$603,002,808
Education	211	\$12,092,101	\$32,578,489	323	\$18,704,458	\$53,586,114
Government	85	\$8,512,313	\$59,894,893	326	\$22,125,730	\$89,442,517
Healthcare	384	\$27,428,625	\$74,922,869	617	\$41,247,766	\$118,006,733
Housing	60	\$3,227,323	\$14,085,356	116	\$6,874,621	\$25,515,516
Human Services	116	\$6,695,936	\$16,317,271	165	\$9,613,775	\$25,640,830
Internal * Services	170	\$13,956,993	\$4,693,117	233	\$17,586,125	\$8,143,180
Public Services	219	\$11,853,129	\$26,852,795	332	\$18,823,046	\$47,467,870
Grand Total	3,266	\$179,003,345	\$653,322,969	5,409	\$305,610,012	\$983,806,208

* Internal services output/funding is actually estimated to be \$25.8M in FY2023, however \$21.2M is derived from the indirect cost rate charged to other Oneida entities, thus it is excluded from this analysis to avoid double counting.

Contribution to Oneida Nation Total Economic Impact

Percent of each category of the total impact on Brown & Outagamie Counties



The Economic Impact of the Oneida Nation

Key Findings

This analysis presents the direct, indirect, induced, and total effects on employment, compensation, and output by the Oneida Nation on the local two-county regional economy as well as the state of Wisconsin based on data from the 2023 fiscal year.

1. Federal government data from 2023 BEA and BLS sources indicate that the Brown and Outagamie County region generated \$40.4 billion in gross regional product, \$30.2 billion in personal income, and about 264 thousand people employed.
2. The direct impact of the Oneida Nation on this regional economy was \$653.3 million in output, \$179.0 million in compensation, and 3,266 jobs.
3. The total direct, indirect, and induced effects associated with Oneida Nation economic activity are: \$983.8 million in output, \$305.6 million in compensation, and 5,409 jobs.
4. The Oneida Nation and its entities contributed an estimated 2.4% of gross regional product, 1.0% of employee compensation, and 2.0% of jobs in the two-county region.
5. When expanding the analysis to include spending beyond the two-county region and a broader geographic scope, the total estimated economic impact on the state of Wisconsin increases to 5,883 jobs, \$334.7 million in labor compensation, and \$1.09 billion in total economic output.
6. Most of the economic activity is driven by the economic enterprise sector comprising roughly 60% of the total employment and output, and 54% of the labor compensation. These tribally sponsored corporations and businesses generate profit that is transferred to the Oneida Nation as government revenue/funding to support their government and social programs.
7. The Oneida Nation is responsible for generating an estimated \$94.1 million in government revenue in FY2023, with \$32.2 million going to the state and local level.
8. The Oneida Nation prioritizes spending on education, government services, healthcare, housing, human services, and public services for its members. In-house usage by members reduces the pressures on similar programs, offered to the public by state and local governments in the two-county region.

The goal of this study is to highlight the economic impact of the Oneida Nation on the Brown and Outagamie County region and the state. The Oneida Nation's pursuit of its Seventh Generation Vision, which emphasizes the growth and development of its people through strong community values and environmental stewardship, contributes to positive economic growth and development statewide and in the surrounding Brown and Outagamie County region.



ECONOMIC IMPACT OF THE ONEIDA NATION



OVERALL IMPACT

ON BROWN & OUTAGAMIE COUNTIES



Like a stone into water
our impact ripples outward



TOTAL DIRECT, INDIRECT, AND INDUCED IMPACTS ASSOCIATED WITH ONEIDA NATION ECONOMIC ACTIVITY

\$984M in output **\$306M** in compensation **5,409** jobs

Since Oneida's last economic impact study in 2018 there has been a change of
+\$240M in output **+92M** in compensation

In a two-county region, Oneida Nation is responsible for
2.4% gross regional product

1.0% employee compensation
2.0% employment

DIRECT IMPACT OF THE ONEIDA NATION ON THE REGIONAL ECONOMY

\$653M in output **\$179M** in compensation **3,266** jobs

KEY TERMS

Direct Impact

The actual amount of jobs & spending by the Oneida Nation

Indirect Impact

Increase in jobs & spending at other businesses due to Oneida's direct spending

Induced Impact

Compensation from direct & indirect employment spent in local area



\$94.1M

ESTIMATED REVENUE GENERATED BY THE ONEIDA NATION FOR FEDERAL, STATE, AND LOCAL GOVERNMENT

CONTRIBUTING SECTORS:



capital projects



economic enterprises



education



public services



healthcare



housing



human services



government & internal services



OVERALL IMPACT ON WISCONSIN



TOTAL DIRECT, INDIRECT, AND INDUCED IMPACTS ASSOCIATED WITH ONEIDA NATION ECONOMIC ACTIVITY

\$1.09B in output **\$335M** in compensation **5,883** jobs



The Oneida Nation is pursuing its seventh generation vision of emphasizing growth and development of their people through strong community and stewardship of the environment; the surrounding Brown and Outagamie county region is experiencing positive externalities of these efforts through economic growth and development

The Economic Impact of the Oneida Nation study was independently conducted by the Center for Business, Economics, & Analytics at St. Norbert College

The Economic Impact of the Oneida Nation

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1. Introduction & Objective

The Oneida Nation has a rich history that predates Wisconsin's statehood, with deep regional roots. It is a successor to the aboriginal Oneida Nation and entered into the 1838 Treaty with the Oneida, which established the reservation's presence in northeastern Wisconsin. The Oneida Nation continues to honor its cultural heritage and ancestral legacy through its Seventh Generation Vision. This vision prioritizes the growth and development of its people by fostering community engagement and environmental stewardship, both now and for future generations.

The Oneida reservation spans approximately 65,400 acres across Brown and Outagamie counties, making up around 8.7% of the total land area in those counties. The Oneida Nation, as of 2024, has 17,239 enrolled members, with 7,736 residing in Brown or Outagamie counties, which comprises roughly 1.7% of the total population in these counties. Of these, about 59%, or 4,544 members, live on the reservation, while the remaining 3,192 live off-reservation.

Though the Oneida Nation is a well-known presence in the region, the full extent of its economic impact is difficult to capture and quantify. The Nation's economic footprint is broad, encompassing industries such as construction, capital projects, business enterprises, education, healthcare, housing, social services, and government operations. These operations not only deliver goods and services to the local community but also support local businesses, create jobs, generate income, and provide tax revenues. Additionally, the Nation's social programs help ease the burden on state and local government services by offering essential support to tribal members.

This study aims to quantify the economic impact of the Oneida Nation on Brown and Outagamie counties, as well as the statewide economic impact on Wisconsin. Using data on employment, compensation, and revenue, the study estimates the direct, indirect, and induced effects of the Nation's economic activities. Beyond these figures, the analysis will explore key areas of the Oneida Nation's influence on the region, including tax and government revenue contributions, as well as the social services that alleviate pressures on local and state governments. The Nation's investments in education, healthcare, housing, and human services not only benefit its members in alignment with the Seventh Generation Vision, but also have significant positive spillover effects on the broader regional economy. This study will demonstrate how the Oneida Nation's presence has a far-reaching, positive influence on the economic well-being of Brown and Outagamie counties.

The report is structured as follows: first, it will outline the methodology and data used for analysis, followed by a description of the Oneida Nation's operations, which sets the stage for the economic impact findings. The remainder of the report will delve into key programs such as education, housing, healthcare, and human services, and discuss their contributions to the regional economy and government revenues.

2. Methodology & Data

There are several methods for measuring the economic impact of an organization or entity. One of the most commonly used approaches in economic impact studies is input-output analysis, which serves as the foundation for this study. Input-output analysis models the total economic impact of a change within an economy. The initial change, known as the direct effect, captures the immediate impact of the event or activity. For example, if a company invests in new capital by constructing a building, the spending on construction represents the direct effect.

What makes input-output analysis valuable is its ability to capture the secondary, or multiplier, effects. These effects arise as direct spending circulates through the local or regional economy. Multiplier effects occur in two forms: indirect and induced effects. The indirect effect refers to businesses that benefit from the direct spending. For instance, if a construction company spends money on materials for a new building, the local suppliers providing those materials are experiencing the indirect effect. The induced effect occurs when employees from these businesses (benefiting from the direct and indirect spending) receive wages that they then spend on other goods and services in the local economy, further supporting other businesses.

In summary, this study applies input-output analysis to assess how the Oneida Nation's operations create direct economic effects that multiply through indirect and induced effects, leading to their total economic impact. This impact will be measured through three main variables: jobs, employee compensation, and economic output.

The analysis was conducted using the IMPLAN platform, a widely recognized economic modeling system used by public, private, and nonprofit sectors for economic impact studies. IMPLAN incorporates data from the U.S. Bureau of Economic Analysis (BEA) and the Bureau of Labor Statistics (BLS) to create a unique regional data matrix for the analysis.

An essential element of any economic impact study is defining the geographic region of focus. Since the Oneida reservation spans Brown and Outagamie counties, and most of their operations and employees (both Oneida and non-Oneida) are based in this area, the study uses these two counties as the geographic region. Therefore, the primary results reflect the economic impact within Brown and Outagamie counties. However, as an extension, this analysis also expands to explore the impact on the state of Wisconsin.

The data used in this study was provided by the Oneida Nation specifically for this analysis. The data, covering the 2023 fiscal year, was independently analyzed by the CBEA researchers. While it is common to average data over multiple years for this type of study, the years following the pandemic created non-typical behaviors across several revenue streams, grants, funding sources, and costs, thus they are not representative examples of normal times. The most recent data was used at the time of the study initiative for analysis. However, the one exception is the data regarding large-scale capital expenditures, where a longer time frame was used, which is discussed in more detail in the study.

3. Overview of Oneida Tribal Operations

Assessing the economic impact of the Oneida Nation is no small task. The Nation not only runs a range of profit-generating enterprises, but also operates as a sovereign government providing essential services to its community, from basic social programs to healthcare, housing, and environmental protection. The goal of this analysis is to evaluate the collective impact of all these tribal operations.

Before diving into the operational structure used in this analysis, it is important to understand the unique nature of the Oneida Nation's operations. As a sovereign government, the Oneida Nation has several profit-generating entities. However, unlike traditional businesses, all profits from these enterprises are reinvested to fund the Nation's government and social services. In essence, these funds support investments in the Nation's physical, human, social, and environmental capital, ensuring its long-term sustainability.

The scale of the Oneida Nation's profit-generating operations spans multiple industries and is key to funding other tribal services. These include agricultural ventures like the Oneida Nation Farm and Apple Orchard, as well as services through the Oneida ESC Group (OESC) ranging from environmental, engineering and design, construction, and technology. Additionally, the Oneida Nation offers financial services through Bay Bank and operates several gaming outlets, including the main Oneida Casino and smaller gaming venues. The Nation is also involved in hospitality and recreation, owning a hotel and the Thornberry Creek golf course, and operates the Oneida One Stop gas stations and convenience stores across Brown and Outagamie counties.

In FY2023, these enterprises generated \$416.2 million in economic output (excluding cost of goods sold), employed 1,961 people, and paid out approximately \$91 million in wages and benefits. After covering wages, benefits, compact fees, and operational costs, the enterprises netted roughly \$148.5 million in FY23. These funds are combined with tribal program income and external funding to make up the Nation's revenue base.

Oneida Nation Economic Enterprise Net Profit

FY2023

Item	Category	FY2023
Revenues	Economic Enterprises	\$416,283,286
	Revenue Total	\$416,283,286
Costs	Operational Costs	\$167,465,521
	Wages & Benefits	\$90,766,338
	Compact Fees	\$9,551,330
	Costs Total	\$267,783,189
Profit	Net Economic Enterprise Profit	\$148,500,097

Composition of Tribal Funding & Expenditures

FY2023

Funding

percent

Federal & State Funding

30.1%

Tribal Program Fees, Premiums, Interest, & Other

18.3%

Tribal Contributions

51.6%

Spending

percent

Capital Projects

3.2%

Education

13.7%

Government, Internal, and Public Services

19.0%

Direct Member Benefits

19.5%

Healthcare & Human Services

38.5%

Housing

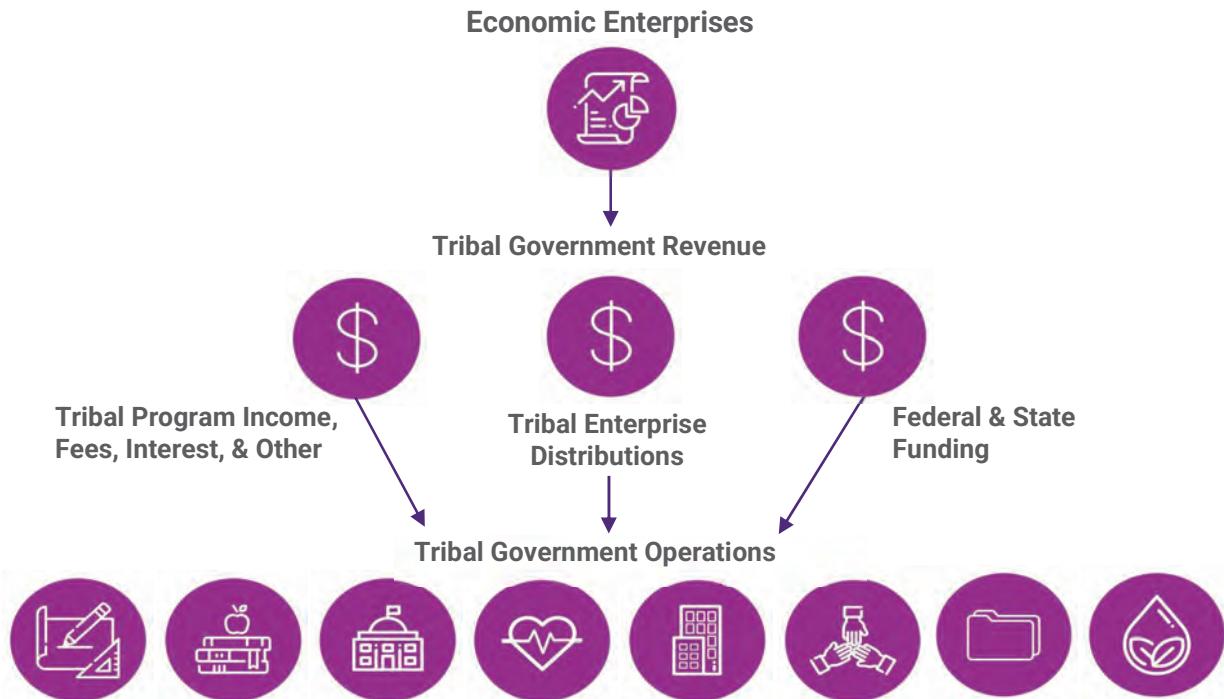
5.9%

In FY2023, 30% of the Oneida Nation's revenue came from state and federal sources, with the remaining 70% generated through its own economic enterprises and other tribal sources. This self-sustaining model is a key feature of the Oneida Nation's economic structure. As shown in the figure, the majority of the revenue (77% in FY2023) was allocated directly to services for tribal members, such as education, healthcare, human services, housing, and direct benefits. The remaining funds supported government operations, capital projects, and public works.

For the purpose of this economic impact study, a more granular breakdown of the Oneida Nation's operations was needed. The operations were grouped into nine broad categories, which help isolate the specific sectors driving the Oneida Nation's overall economic impact. These categories reflect both the revenue-generating enterprises and the various tribal operations that provide social and governmental services to the Nation and its members.

The figure on the following page offers an overview of these categories, which include a range of economic enterprises as well as social and governmental support services. Key areas of focus include education, healthcare, housing, and human services. For education, the Nation provides childcare, early education, and Head Start programs, along with a library and K-12 schools. Its healthcare services range from behavioral, dental, optical, and medical care to a pharmacy, fitness facility, and nursing home. The Oneida Nation also runs a comprehensive housing division, offering both income-based (HUD-funded) and non-income-based housing programs for rental and homeownership assistance.

Overview of Tribal Funding & Operations



In addition to these services, the Oneida Nation offers social and human services, including child and family support, economic development, food security, and elder care. As a sovereign government, the Oneida Nation also provides its own public services such as environmental, health, and safety functions, police and emergency management services, and its own judicial and family court systems. Like other governments, the Oneida Nation funds operations for internal support services like accounting, finance, human resources, and management information systems, as well as capital projects. In terms of the non-economic enterprises, the combination of these entities accounted for approximately \$237 million in economic activity, employed 1,305 individuals, and provided another \$88 million in labor income and benefits.

Taken together, the direct economic impact of the Oneida Nation on Brown and Outagamie counties in FY2023 was significant. Before providing the direct effect estimates, it is important to note that it is customary for the cost of goods sold in the retail sector to be excluded from direct effect estimates (e.g., these funds leak from the region and therefore are not included as part of the impact). In FY2023, the retail cost of goods sold was an estimated \$69 million, and thus is subtracted off the economic enterprise output.

The total direct effect of the Oneida Nation in FY2023 was \$653.3 million, with \$416.3 million coming from economic enterprises. The Oneida Nation's operations directly employed 3,266 people and contributed \$179 million in compensation to the regional workforce.

4. Economic Impact Analysis

A. Regional Impact: Brown & Outagamie Counties

This study's objective is to quantify the impact of the Oneida Nation on the two counties where the reservation is located, Brown and Outagamie, and the state of Wisconsin. This section will focus on the two-county region, and the state analysis will be addressed later.

The Oneida Nation directly contributes \$653.3 million in total output, \$179.0 million in employee compensation, and 3,266 jobs throughout Brown and Outagamie counties.

The direct impact of the Oneida Nation as reported above shows the immediate money and jobs created in the economy from their various entities, funds, and activities. To better analyze the true economic impact of the Oneida Nation, it is important to add the indirect and induced impacts that take place after the introduction of new entities. These impacts refer to the multiplier effects that show the additional money and jobs created from the entity's economic activity. Together, these three impacts can provide a more accurate picture of the true impact going beyond the initial activity. When accounting for the direct, indirect, and induced effects of the Oneida Nation for Brown and Outagamie counties, this study suggests they generated \$983.8 million in total output, \$305.6 million in total compensation, and 5,409 jobs. To understand the impact the Oneida Nation has on their residing region and state, it is necessary to investigate the various tribal operations.

Economic Impact on Brown & Outagamie Counties

FY2023

Impact	Employment	Labor Income	Output
Direct	3,266	\$179,003,345	\$653,322,969
Indirect	1,251	\$76,340,131	\$180,117,210
Induced	892	\$50,266,537	\$150,366,029
Grand Total	5,409	\$305,610,012	\$983,806,208

Oneida Economic Impact by Group | FY2023

Group Name	Impact	Employment	Labor Income	Output
Capital Projects	Direct	60	\$4,470,586	\$7,694,892
	Indirect	8	\$596,341	\$2,002,631
	Induced	19	\$1,054,711	\$3,303,118
	Total	87	\$6,121,639	\$13,000,641
Economic Enterprises	Direct	1,961	\$90,766,338	\$416,283,286
	Indirect	771	\$46,786,856	\$102,820,779
	Induced	479	\$26,959,658	\$83,898,742
	Total	3,211	\$164,512,852	\$603,002,808
Education	Direct	211	\$12,092,101	\$32,578,489
	Indirect	57	\$3,521,050	\$11,687,145
	Induced	55	\$3,091,308	\$9,320,479
	Total	323	\$18,704,458	\$53,586,114
Government	Direct	85	\$8,512,313	\$59,894,893
	Indirect	177	\$9,958,280	\$17,693,251
	Induced	65	\$3,655,137	\$11,854,373
	Total	326	\$22,125,730	\$89,442,517
Healthcare	Direct	384	\$27,428,625	\$74,922,869
	Indirect	112	\$7,018,475	\$18,760,130
	Induced	121	\$6,800,666	\$24,323,734
	Total	617	\$41,247,766	\$118,006,733
Housing	Direct	60	\$3,227,323	\$14,085,356
	Indirect	36	\$2,511,273	\$8,176,926
	Induced	20	\$1,136,025	\$3,253,234
	Total	116	\$6,874,621	\$25,515,516
Human Services	Direct	116	\$6,695,936	\$16,317,271
	Indirect	21	\$1,335,742	\$4,371,207
	Induced	28	\$1,582,097	\$4,952,351
	Total	165	\$9,613,775	\$25,640,830
Internal Services	Direct	170	\$13,956,993	\$4,693,117
	Indirect	12	\$749,830	\$2,022,060
	Induced	51	\$2,879,302	\$1,428,003
	Total	233	\$17,586,125	\$8,143,180
Public Services	Direct	219	\$11,853,129	\$26,852,795
	Indirect	58	\$3,862,284	\$12,583,080
	Induced	55	\$3,107,633	\$8,031,995
	Total	332	\$18,823,046	\$47,467,870
Grand Total		5,409	\$305,610,012	\$983,806,208

* Internal services output/funding is actually estimated to be \$25.8M in FY2023, however \$21.2M is derived from the indirect cost rate charged to other Oneida entities, thus it is excluded from this analysis to avoid double counting.



Economic Enterprises

Oneida Nation's economic enterprise sector is the largest contributor to total output, employment, and employee compensation in Brown and Outagamie counties. In this sector, gaming, construction and engineering, a hotel, gas stations, and banks are some of the enterprises with the largest effects in this region.

Gaming has a direct output of \$248.8 million and total output of \$323.9 million in Brown and Outagamie counties. The calculated output of the gaming sector is aggregated from the five gaming locations; the location near the Austin Straubel International Airport is considered the Main Casino and generates \$193 million in total output. The gaming sector alone creates 1,465 total jobs in Brown and Outagamie counties.

While the gaming enterprises are one of the largest contributors to output and jobs, there are a multitude of other economic enterprises that create the sizable economic impact that the Oneida Nation has on the region and state.

The retail enterprises are another significant contributor to the economic output created in Brown and Outagamie counties. These enterprises include the chain of seven One Stop gas stations and convenience stores and three smoke shops. Together these businesses generate \$25 million in total output and 158 jobs. The actual revenue of these retail observations was significantly higher, but the cost of goods sold such as gasoline and tobacco were excluded from the direct economic impact given the passthrough of funds for these goods to outside the region. Oneida Nation additionally has three Bay Bank locations which contribute a total of \$16.8 million in output, \$4.9 million in compensation, and 68 jobs.

Agriculture also plays an important role in Oneida Nation's economic enterprises. The Oneida Nation farm, cannery, and orchard provide employment and income opportunities while showcasing the variety of local fresh produce and goods. Together, these agricultural enterprises generate \$5.2 million in total output and \$1.3 million in total compensation for the 31 jobs.

The economic enterprises sector accounts for 61% of Oneida Nation's total economic output, generating \$603 million. This sector creates \$164.5 million in total compensation for the 3,211 total jobs for Brown and Outagamie counties.



Capital Projects

Capital project and construction expenditures are categorized separately from the construction and engineering activities reported under economic enterprise, OESC. This distinction reflects construction projects commissioned by the Oneida Nation or its entities. Like many organizations, the Nation uses a competitive bidding process for capital improvements, selecting the most qualified and cost-effective service providers. As a result, this spending category captures economic activity directly driven by the Nation's demand activity that would not otherwise occur without their investment.

While this study focuses on the operational data in FY2023, the analysis regarding capital projects reflects the five-year average of these expenditures. Generally speaking, large capital expenditures tend to fluctuate significantly from year-to-year, so using the average approach is intended to smooth out this volatility and proxy for a typical year. For example, from 2020 to 2024, there was a year that only had \$350 thousand in spending post-pandemic, and in FY2024, there was \$16.7 million in capital spending. The five-year average over this period was about \$7.7 million per year. The IMPLAN leverages the regional input-output data to estimate the associated employment and labor income associated with this type of capital investment.

For this analysis, the estimated \$7.7 million in direct output would also directly support 60 jobs, and \$4.5 million in labor income, which would have an estimated total impact of \$13.0 million in output, \$6.1 million in labor income and 87 jobs in the region.



Education

Within the education sector, the Oneida tribal school is the largest contributor to total economic output, generating \$15 million to Brown and Outagamie counties. The entire education sector creates 323 total jobs in Brown and Outagamie counties with the tribal school creating 101 of those jobs alone. The Oneida Nation Education Fund, Head Start, and Cultural Heritage Department are the next largest contributors to total output and jobs in the region. As a whole, this sector contributes a total of \$53.6 million in output, \$18.7 million in compensation, and 323 jobs.



Healthcare

The healthcare sector produces \$118 million in total output, 617 jobs, and \$41.2 million in compensation in Brown and Outagamie counties through Oneida Nation's variety of clinics, programs, benefits, and projects. The medical clinic contributes to \$23 million of the healthcare sector's total output. Consolidated health services are the next highest contributors to total output in the healthcare sector, producing \$19.5 million. The community health services provide case management, disease prevention, and nutrition services to support the entire Oneida community with healthy, safe lifestyles. This sector contributes 68 total jobs to improve the quality of life for the Oneida community. Other notable contributors in the healthcare sector include pharmaceutical, dental, optical, and behavioral health services. Together these services contribute an additional \$36.3 million in total output to Brown and Outagamie counties.



Housing

Oneida Nation's Comprehensive Housing Division which manages the Housing Authority and Land Management make up this sector contributing a total of \$25.5 million in output, \$6.9 million in compensation, and 116 jobs. The Housing Authority has been funded by the Department of Housing and Urban Development which is completely grant funded. This division alongside Land Management ensures safe and affordable housing opportunities for those on the Oneida reservation.



Human Services

The Human Services sector supports the well-being of the Oneida Nation community. This sector is made up of various family and individual, economic, and community support services. Oneida Nation's Child Support Enforcement and Indian Child Welfare are the largest contributors, both generating roughly \$2.8 million in total output. Together these services meet the psychological and physical needs of the Oneida Nation children and create stability through various programs and the teaching of cultural values. Oneida Nation Food Assistance Programs, such as the emergency food pantry and Food Distribution Center, provide nutritional information and information on creating a healthy lifestyle in addition to supplying food and resources to members in need.

In total, Human Services contributed a total of \$25.6 million in output, \$9.6 million in compensation, and 165 in employment for Brown and Outagamie counties.



Government, Internal Services & Public Services

The Government sector consists of services necessary to manage the Oneida Nation's sovereign government. The General Tribal Council, the governing body of the Oneida Nation, and various committees that help guide government operations are part of this sector. This sector also consists of departments, committees, and programs to help administrative and operational actions. Government services contribute a total economic output of \$89 million with 326 jobs and \$22.1 million in compensation for Brown and Outagamie counties.

Internal Services are services that help with the operational needs of the tribe. This includes services such as accounting, finance, risk management, and information systems. Internal services contribute 233 total jobs and \$8.1 million in output. It is important to highlight that the output generated by this sector is technically larger (estimated to be \$25.8M) with much of the funding (\$21.1M) coming from indirect costs paid by other entities within the tribe as facilities and administration (F&A) costs. However, they are excluded here to avoid double counting, as these funds were already counted as output elsewhere in the analysis. This is why the output is smaller than the compensation for this sector in the study.

The Public Services sector includes services such as law enforcement, courts, emergency response, and judicial support, as well as the development division. The Oneida Police Department and Tribal Judicial System are the largest contributors to total output, producing \$9 million and \$2 million respectively. The total output for this sector is \$47.5 million with 332 jobs and \$18.8 million in employee compensation.

Overall Economic Impact of the Oneida Nation on Brown & Outagamie Counties

The Oneida Nation directly contributes \$653.3 million in total output, \$179.0 million in employee compensation, and 3,266 jobs throughout Brown and Outagamie counties. As noted, the combined effects of these tribal operations are responsible for an average annual impact of \$983.8 million in output, \$306 million in employee compensation, and 5,409 jobs in Brown and Outagamie counties.

4. Economic Impact Analysis

B. State Impact: Wisconsin

Economic Impact on Wisconsin

FY2023

Impact	Employment	Labor Income	Output
Direct	3,272	\$179,184,351	\$653,705,487
Indirect	1,364	\$84,423,582	\$224,381,463
Induced	1,246	\$71,075,307	\$214,520,927
Grand Total	5,883	\$334,683,239	\$1,092,607,877

In addition to the regional or local economic impact, the statewide impact of the Oneida Nation was also evaluated. While the approach and analysis is the same, there are two notable differences: the first is accounting for any direct impacts that occur outside of the previous two-county analysis, and the second is the larger multiplier effects at the statewide level.

In terms of the direct effects, all the data discussed in the previous section is included as the input in the statewide analysis with the addition of two items. While a large percentage of tribal members live on or near the reservation, there are many that live in southeast Wisconsin. As part of an outreach effort, the Nation has a satellite office that serves members in the counties of Milwaukee, Kenosha, Racine, Ozaukee, Washington, and Waukesha. This is referred to as the Southeastern Oneida Tribal Services (SEOTS). This office has both operational expenditures and board expenditures that totaled roughly \$386 thousand dollars in funding, \$181 thousand in income, and 6 jobs in FY2023. These are added to the direct effects to comprise the statewide impact.

One of the core principles of input-output analysis is to account for leakage of economic activity for a region. Generally speaking, studies with smaller geographic footprints, such as counties, will tend to have smaller multiplier effects, than studies that focus on larger geographies, such as states. This is simply due to the fact that there will be more leakage at the county level. For example, imagine there is an employee that works for an Oneida economic enterprise that lives just outside Brown and Outagamie counties. A portion of this individual's spending will "leak" outside of the two-county study region, however, it would be captured within the state study region. In other words, multiplier effects will be larger at the state level, which will increase the impact estimates.

When accounting for these adjustments, the direct effect contribution in FY2023 was 3,272 jobs, \$179.2 million in income, and \$653.7 million in output, which yields the total estimated impact of the Oneida Nation on Wisconsin as 5,883 jobs, \$334.7 million in compensation, and economic output of \$1.09 billion.

4. Economic Impact Analysis

C. Multiplier Effects

Oneida Nation Economic Impact Multipliers | Regional vs. State

County-level (Brown & Outagamie) multipliers vs Wisconsin multipliers for FY2023



As noted, the magnitude of these multiplier effects depends in large part on the geographic scope of the analysis. In general, larger regions such as states tend to exhibit higher multiplier values than smaller regions like counties. This occurs because larger geographic areas are more economically diverse and self-contained, which increases the likelihood that spending and the associated ripple effects remain within the region. For example, while a county may rely on outside firms for specialized services or supplies, a state is more likely to have those resources available internally, resulting in a more extensive chain of economic interactions. In this study, we compare the economic multipliers at the county level to those at the state level to highlight this difference. All of these numbers were calculated as the ratio of the total estimate (which includes the multiplier effects) to the direct impact (the actual data from the Nation).

As shown in the accompanying chart, the county-level output multiplier is estimated at 1.51, while the corresponding state-level multiplier is 1.67. This means that for every dollar of direct spending, total economic output increases by \$1.51 dollars within the county, and by \$1.67 dollars at the state level. Stated another way, for each dollar in economic output (revenue for economic enterprises or spending for other Oneida entities) by the Nation, an additional \$0.51 is generated in the local economy, and an additional \$0.67 is generated in the state economy. This indicates greater retention and circulation of economic activity across the broader state economy. The income multiplier at the county level is 1.71, compared to 1.87 at the state level, suggesting that each dollar of labor income generated by the direct activity results in \$1.71 of total labor income in the county and \$1.87 at the state level. Finally, the employment multiplier reveals that for every direct job created, 1.66 total jobs are supported in the county and 1.8 jobs at the state level, reflecting the broader employment linkages present in a larger regional economy.

5. Discussion & Findings

A. Regional Economic Impact in Context

The Oneida Nation is located in Brown and Outagamie Counties. According to the Bureau of Economic Analysis for 2023, these two counties comprised \$40.4 billion in gross regional product and \$30.2 billion in regional labor compensation. This compensation was divided among the 263,983 employees within the two-county region, in which Brown County has a total population of 271,417 and Outagamie County has a population of 193,234. Of that population, the Quarterly Census of Employment and Wages from the BLS estimates that there were 156,272 people employed in Brown County in 2023, and 107,711 employed in Outagamie County. When compared to the Oneida Nation results, these numbers imply that the Nation has a noticeable impact on the regional economy.

While the Nation contributed roughly \$653.3 million in direct economic output in FY2023, not all of that is necessarily counted in regional GDP. GDP is designed to capture spending on final goods and services in the economy or the production of goods and services in the economy. It is common for the governments (state, local, federal, and tribal) to spend funds for which no good or service is exchanged. For example, the federal government pays seniors social security funds each month, however, this is not spending on a good or service, so it is deemed a transfer payment, and thus this transaction is excluded from GDP (although it could be captured elsewhere in the economy in consumption if those funds are spent). Thus, one approach to GDP calculation is the value-added approach which captures the value added (revenue minus the cost of intermediate inputs) contribution to the economy.

Based on the estimates from the input-output analysis, IMPLAN estimates that of the \$653.3 million in direct output, this contributes \$307 million in value-added contribution to the regional economy. When accounting for the multiplier effects, about \$515.4 million of the \$983.8 million in total economic output is considered value-added. This implies that, while the total economic output is equivalent to an estimated 2.4% of regional GDP, from a value-added perspective the Oneida Nation is responsible for 1.3% of the estimated \$40.4 billion in official GDP for Brown and Outagamie Counties.

Given the estimated total impact of \$305.6 million in labor income to the regional economy, this accounts for the \$30.2 billion in regional labor compensation, or roughly 1.0% of the income in the region. From the jobs perspective, of the estimated 264 thousand employed people in Brown and Outagamie Counties in 2023, in total impact, the Oneida Nation contributed 5,409 jobs or 2.0% of the employment in the region.

According to the Wisconsin Department of Workforce Development, the Oneida Nation is the 5th largest employer in Brown County and the 14th largest in Outagamie County. This statistic is based on the employment of just the Oneida Nation, and does not include its corporations and jobs created from direct spending. According to Oneida Nation data, an estimated 58% of those employees are Native-American whereas the other 42% are not; the Oneida Nation has a great impact not only on its own members but many other individuals with no ties to the tribe.

5. Discussion & Findings

B. Education Impact

The educational sector of the Oneida Nation directly generated \$32.6 million in economic output, paid \$12.1 million in income, and contributed 211 jobs to the local economy in FY2023. These numbers are indicative of the tribe's dedication to, and investment in, education.

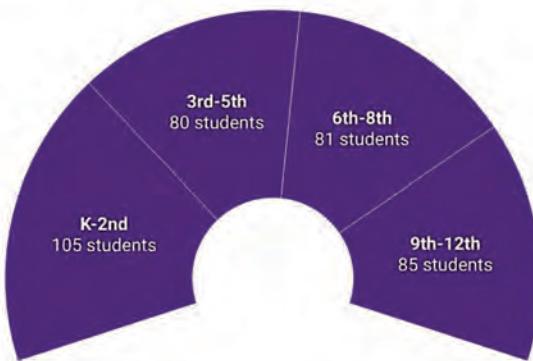
Tribal schools account for roughly 37% of the total education impact, with nearly \$19.7 million in total output and providing employment for 152 people. Higher education spending follows closely, contributing about 24% or \$12.7 million of the overall education sector's output. The Head Start program also makes a substantial impact, contributing approximately \$4.2 million in total output, underscoring the tribe's continued commitment to early childhood education. Together, these top three educational subsectors form about three-fourths of the sector's total economic activity.

Oneida's own school serves 372 students from kindergarten through high school, offering a standard curriculum along with unique programs like the Summer Food Program and Yehti Program, which provides meals and alternative learning environments to fit different needs. There is a relatively even distribution across the enrollments, with slightly more students in the kindergarten to 2nd grade age range as noted in the figure. The Oneida Head Start program also enrolled 82 kids (ages 3-5) in SY24', which helps students get a head start before kindergarten.

The Oneida Youth Enrichment Services (YES) program provides extra academic support and enrichment to students. There are 16 advocates and specialists working in schools across Freedom, Seymour, West De Pere, and Green Bay, helping 615 students who qualify based on tribal enrollment or ancestry. The YES program advocates for students of all ages, but works heavily with junior high and high school students.

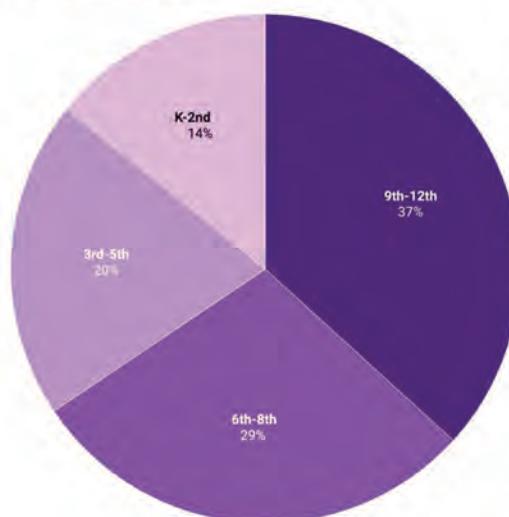
Oneida School Enrollment by Grades

2024 School Year



YES Students by Grade

SY 2024: 615 students total from K-12



In 2022-23, the attendance rate for AIAN (American Indian/Alaska Native) high school students in Brown and Outagamie Counties was 80.0%, lower than the 89.2% average for all students. The graduation rate for AIAN students was 79.2%, compared to 89.5% overall, and the dropout rate was 2.3% (slightly higher than the 1.5% overall rate). These numbers show why continued investment in education and culturally relevant support is so important.

The Higher Education Program has made a huge difference for students looking to continue their education, covering over \$140 million in costs for members working toward degrees since inception. In the 2023-2024 academic year, the department supported 697 clients ranging in age from 18 to 70, with an average age of 30. Clients pursued a wide range of academic goals, ranging from certificates to graduate degrees. The most popular fields of study included Business, Health, Social Science, Education, and Trades. The top institutions attended were Northeast Wisconsin Technical College, UW-Green Bay, UW-Milwaukee, College of Menominee Nation, and UW-Madison. During the year, 39 students completed their programs, earning credentials that included three technical diplomas, eight associate degrees, 21 bachelor's degrees, six master's degrees, and one health field doctorate. These outcomes reflect continued investment in higher education across generations and fields critical to community and workforce development.

Education is not just about students; it is also a huge player in the local economy. The Oneida Nation Educational Fund, Head Start, and Cultural Heritage Department are also contributors to jobs and total economic output in the region. When combined with the previous school data, in total, Oneida's education system created 323 jobs, which generated \$18.7 million in compensation and contributed \$53.6 million to the economy in FY2023.

By having its own schools and educational programs, the Oneida Nation reduces costs for local taxpayers in Brown and Outagamie Counties and helps prepare students for their future while keeping them connected with their cultural roots in language and history. According to the Badger Institute, the education cost per student in Wisconsin in 2022-2023 was \$16,345, which implies that the 372 students in the Oneida Nation school system are saving the local school districts nearly \$6.1 million per year (in 2023 dollars). When you add the additional support of the Oneida YES program and its counselor services actively working with students in the schools, which employs 13 people and spends roughly \$652,000 in compensation, this puts a conservative cost savings of an estimated \$6.7 million per year.

These investments don't just help students, they support local families, business, and the future workforce, making sure the Oneida Nation stays strong for future generations. Education is at the heart of Oneida's mission which is about empowering the younger generation, growing the economy, and keeping culture alive. By continuing to invest in education, the Nation is making sure future generations have the needed skills, opportunities, and support to thrive in their next stage.

Overall, the Oneida Nation's sustained commitment to education through strategic investments and impactful programs highlights their dedication to nurturing future generations, enhancing community vitality, and supporting the economic health of the entire region.

5. Discussion & Findings

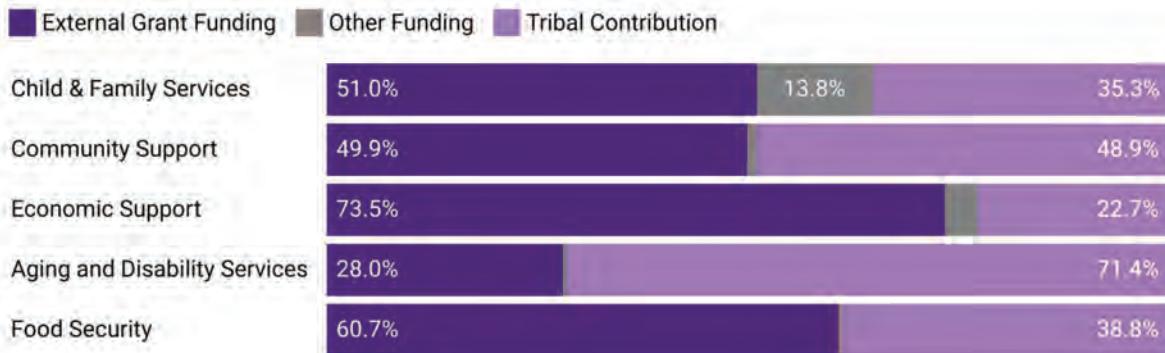
C. Human & Social Services Impact

Rooted in its Seventh Generation Vision and the principle of Tsi? niyukwalihot[^], the belief that all are family, the Oneida Nation prioritizes the well-being of its people through dedicated human and social services. This sector plays a crucial role in addressing community needs. With 116 individuals directly employed in service-based roles, \$6.7 million in compensation, and \$16.3 million in direct spending in FY2023, these efforts extend beyond direct support, contributing to a broader economic impact of \$25.6 million in output and sustaining 165 jobs across the region. By fostering strong families and a resilient economy, the Nation ensures lasting support for both current and future generations.

For the purposes of this study, Human Services programming has been organized into five categories: Child and Family Services, Community Support, Economic Support, Aging and Disability Services, and Food Security. These services are essential to the well-being of the Oneida community and are supported through a mix of tribal contributions, external grants, and other funding. In FY2023, the Oneida Nation contributed approximately \$6.7 million or 41.0% of the \$16.3 million in total Human Services spending. Tribal funding plays a particularly significant role in the Community Support and Aging and Disability Services areas, as shown in the figure, demonstrating the Nation's deep commitment to supporting its members beyond the limitations of external aid. While federal and state dollars remain important, the tribe's financial participation enables tailored, responsive programs that address the unique needs of Oneida citizens.

The Child and Family Services category, in particular, delivers broad social and economic impact. Many households rely on this network of support, including programs aligned with the Indian Child Welfare Act, Kinship Care, and the Oneida's own state-licensed foster care system. The Oneida Nation's integrated approach to care also includes the tribally operated Child Support Agency and Family Court system. For context, in FY2023, Oneida received 718 Indian Child Welfare Act notifications and served 2,846 clients in their child support program. The Child Support Agency handles cases exclusively for tribal members, allowing for smaller caseloads, more frequent reviews, and customized service models that ease pressure on surrounding county agencies. The Family Court, which averages roughly 319 hearings a year, handled roughly 521 hearings in FY2023, and serves as a culturally grounded alternative to county courts, offering both community benefit and cost savings to local governments.

Human Services Funding



The Nation's Community Support services include emergency financial assistance and the Oneida Public Transit system, which provides fixed routes and door-to-door service, an essential resource in a region with limited public transit. In FY2023, Oneida Transit provided essential transportation services to 1,679 unique clients who took at least one trip during the year. The system averaged 122 trips and 114 passengers per day, resulting in a total of 30,235 passenger trips over the course of the year. Aging and Disability Services help aging and disabled members live independently, with access to transportation, meals, activities, and financial assistance. Food Security programs include the Food Distribution Center, the Emergency Food Pantry, and FoodShare. These programs distributed meals and funding to 2,901, 2,180, and 2,720 recipients respectively in FY2023. These collective efforts are highly valued by the community as 68% of respondents in the 2022 QOL survey described social services as positive and about 70% expressed satisfaction with Oneida Aging and Disability services for elders.

5. Discussion & Findings

D. Healthcare Impact

The Oneida Comprehensive Health Division (OCHD) is a healthcare organization dedicated to providing a wide range of medical services to members of the Oneida Nation, their descendants, and neighboring Tribes. Guided by a holistic and culturally sensitive approach, OCHD focuses on promoting physical, emotional, mental, and spiritual well-being. The division offers services that integrate traditional practices with modern medical care, ensuring that patients receive compassionate and culturally respectful treatment. OCHD is committed to supporting the health and wellness of Indigenous communities through comprehensive, community-focused care.

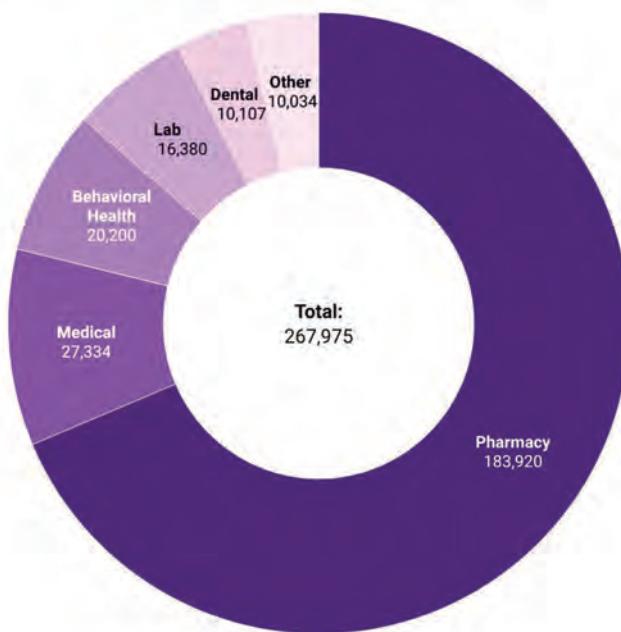
The OCHD provides a wide range of healthcare services to enrolled members, ensuring access to quality medical care across various specialties. Dedicated medical teams offer diagnosis and treatment of health conditions, preventative care, well-child visits, immunizations, family planning, minor surgical procedures, and chronic disease management. They specialize in Internal Medicine, Family Practice, Pediatrics, Podiatry, Diabetes Care, and Obstetrics and Gynecology. Comprehensive services include medical, dental, optical, therapy, behavioral health, community health, pharmacy, and telehealth services. Additionally, skilled nursing care is available at the Anna John Resident Centered

Care Community, a 48-bed facility offering 24-hour skilled nursing care, along with employee health services to support workplace wellness.

In FY2023, the Nation employed approximately 384 health care professionals, with a combination of both members and non-members. Structured training programs educate both Native and non-Native providers on culturally sensitive care that upholds its vision and Seventh Generation philosophy. The healthcare operations directly supported 384 jobs, generated \$27.4 million in wages, and contributed \$74.9 million to economic output in FY2023. When factoring in multiplier effects, the total economic impact rose to 617 jobs, \$41.2 million in wages, and \$118 million in overall output.

Oneida Healthcare Encounters by Department

2024



The economic impact of this department only tells part of the story, as Oneida healthcare contributes far more than jobs and money to the community. These healthcare service statistics reflect the Oneida Nation's dedication to providing essential and culturally informed care to its community. In the medical sector alone, 8,674 patients accounted for 27,334 visits, underscoring the high demand for general healthcare services. Behavioral health remains a critical focus, with 2,869 patients making 20,200 visits, emphasizing the importance of mental well-being within the Nation. Additionally, lab services supported 6,192 patients with 16,380 visits, while dental care reached 4,767 patients through 10,107 visits. Optical services also played a vital role, assisting 3,826 patients with 9,094 visits. In total, these five branches have served 26,328 patients (12,090 unique patients) and provided helpful care with 83,115 visits. These figures demonstrate the community's reliance on accessible, high-quality healthcare, reinforcing the need for continued investment in health services to ensure long-term well-being, resilience, and prosperity for the Oneida people.

In 2024, the Oneida Nation's healthcare services continued to play a vital role in supporting community well-being. The Pharmacy served 11,164 customers and dispensed 183,920 prescriptions, ensuring widespread access to essential medications. The Health Promotion Disease Prevention Department provided specialized care to 93 patients, accounting for 709 visits, highlighting the Nation's commitment to proactive and preventative health measures. Additionally, the Anna John Resident Centered Care Community provided long-term and rehabilitative services to 50 patients throughout the year. These services underscore the Nation's dedication to comprehensive, accessible, and culturally attuned healthcare, ensuring the sustained health and resilience of its people. The success of this area is demonstrated in the 2022 Oneida QOL survey results which indicated an 82% positive rating for health care access and a 78% positive rating for the quality of healthcare.

5. Discussion & Findings

E. Housing Impact

The Oneida Nation plays an important role in providing housing opportunities and stability for its members. Through its Comprehensive Housing Division, the Nation has invested heavily in housing initiatives, helping families secure homes while also strengthening the local economy. This is a very important issue for tribal members. In the 2022 QOL survey, about 35% of respondents ranked housing an important goal for the Nation to prioritize for the future, the highest of the 16 categories.

The Oneida housing sector consists of 60 direct positions, contributing to a broader regional employment impact of 116 jobs when factoring in the multiplier effects. With a direct output of \$14.1 million and a regional economic impact of \$25.51 million, these investments not only support families but also boost surrounding communities. It is important to note that the direct output is derived from several sources including rental and lease income in addition to some grant support.

In FY2023, the Comprehensive Housing Services managed a total of 458 housing units, including 357 income-based rentals, 101 general rental units, 22 income-based rent-to-own units, and 29 elder rental units. The occupancy rate stood at 93%, with 38 units vacant and in various stages of repair or preparation.

The Oneida Nation's Comprehensive Housing and Land Management contribute notably to the local economy through job creation and financial activities. Specifically, the former employs 54 people directly, with an additional 26 indirect and 16 induced positions, totaling 96 jobs. Its direct economic contribution is around \$10.35 million, extending to a regional impact of approximately \$18.82 million. Likewise, the Land Management sector directly employs six individuals resulting in a total of 20 positions including the multiplier effects. Its direct financial contribution amounts to \$3.74 million, with a broader regional economic influence nearing \$6.70 million. Overall, these efforts reflect the Oneida Nation's active role in supporting economic stability and job growth within the community and the surrounding area.

In conclusion, the Oneida Nation's investments in housing and land management offer valuable support to tribal members while positively influencing local economic activity and employment. These focused initiatives effectively enhance community development and regional economic health.

5. Discussion & Findings

G. State & Local Government Revenue Impact

This study aims to assess the regional economic impact of the Oneida Nation's operations and enterprises. Much of the preceding analysis has focused on job creation, economic output, and social contributions. However, an equally important dimension is the extent to which state and local governments benefit from the presence and activity of the Oneida Nation. These benefits arise through two primary channels. First, the significant level of economic activity driven by the Nation leads to increased tax and fee revenues for governments at multiple levels. Second, the Nation's broad array of services provided to its members helps alleviate some of the demand placed on state and local public service systems.

Although tribal members may receive certain tax exemptions under treaty rights, they are still subject to many forms of taxation. For instance, in Wisconsin, only tribal members who both live and work on their own reservation are exempt from state income tax. Those who work on tribal land but live off-reservation remain taxable. Moreover, a large portion of the Oneida Nation's workforce is made up of non-tribal members, meaning those earnings are fully taxable under state and federal law.

Using available data from FY2023, the figure estimates the annual fiscal impact of the Oneida Nation's activities. At the federal level, tribal operations generated over \$34.7 million in actual taxes paid through personal income taxes and payroll taxes. State government revenues from the Oneida Nation contributed \$15.4 million derived from income taxes, regulatory fees, and the gaming compact. This also does not include the additional revenue from various excise taxes such as those on cigarettes. Local governments also received \$3.5 million through property taxes and cooperative governance agreements. In total, the Oneida Nation actually contributed \$53.6 million in FY2023 to federal, state, and local revenues.

The Oneida Nation's economic footprint generates a substantial multiplier effect, contributing additional jobs, labor income, and overall economic output through indirect and induced impacts. These secondary effects also result in increased tax revenues, including personal income taxes, corporate taxes, and excise taxes. Using IMPLAN input-output analysis, the potential tax contributions from these effects were estimated and are reflected in the accompanying figure. When combined with previously reported tax data, the total estimated government revenue generated by the Oneida Nation reached \$94.1 million in FY2023. This includes \$61.8 million directed to the federal government, \$27.1 million to the State of Wisconsin, and \$5.1 million to local governments. These results, while based on conservative modeling, reflect the substantial fiscal return that federal, state, and regional governments derive from the Nation's presence.

Taxes and Government Revenue Derived from the Oneida Nation Economic Activity

Fiscal Year 2023

Jurisdiction/Source	Item	Value
Federal Government	Federal Personal Income Tax	\$13,950,093
	Payroll Taxes	\$20,729,248
	Additional Gov. Revenues from Indirect and Induced Effects	\$27,151,345
	Federal Total	\$61,830,686
State Government	State Personal Income Tax	\$4,888,025
	Other WI State Taxes Fees, Compacts	\$10,519,197
	Additional Gov. Revenues from Indirect and Induced Effects	\$11,715,594
	State Total	\$27,122,816
Local Governments	Property Taxes	\$1,745,587
	Service Agreements	\$1,758,102
	Additional Gov. Revenues from Indirect and Induced Effects	\$1,621,448
	Local Total	\$5,125,137
		Total \$94,078,639

Beyond revenue generation, the Oneida Nation also provides services that reduce the burden on surrounding governmental systems. With over 7,700 tribal members living in Brown and Outagamie Counties, both on and off the reservation, the Nation delivers critical services in healthcare, education, housing, and economic support. Although the precise cost savings to other governments is difficult to quantify, Oneida budget data from FY2023 reveals that substantial tribal government spending is directed toward community services, including health, education, social programs, and direct member benefits. This equated to over \$175 million in spending, of which about \$36.1 million was funded through state and federal grants. While this should not be interpreted as direct savings to other governments, it clearly reduces the demand on county and state programs.

Several examples illustrate how the Oneida Nation helps offset the demand on local government services. In education, the Nation's tribal school system, high school and the YES program, provided services to students who would otherwise attend public schools, resulting in an estimated savings of over \$12 million for local school districts in FY2023. In the judicial system, the Nation's Family Court and Judicial Court handled 666 hearings and other proceedings at a cost of \$1.7 million, cases that would otherwise fall to county courts. Similarly, the Oneida Child Support Agency manages a significant number of cases that would typically be handled by county agencies, offering more specialized support while easing administrative burdens. These examples highlight the Oneida Nation's dual role not only as a major economic driver, but also as a vital partner in delivering public services across the region.



The Economic Impact of the Oneida Nation

6. Concluding Remarks

This economic impact study was conducted to assess the contributions of the Oneida Nation to the regional economy of Brown and Outagamie Counties, as well as to the broader state of Wisconsin. As the analysis demonstrates, the Oneida Nation plays a vital role through its operations, enterprises, and service offerings, generating significant employment, income, and economic output. These activities span across nine major sectors: capital expenditures, economic enterprises, education, government services, healthcare, housing, human services, internal services, and public services. Using an input-output modeling framework, this study quantifies the Oneida Nation's economic footprint across these areas.

The results are clear: the Oneida Nation is a key regional economic driver. Its direct operations generated approximately \$653.3 million in output, \$179 million in labor compensation, and 3,266 jobs in FY2023. When accounting for the full ripple effects through the regional economy, total impact estimates rise to \$983.8 million in output, \$305.6 million in compensation, and 5,409 jobs, representing 2.4% of total output, 1.0% of total compensation, and 2.0% of all jobs across Brown and Outagamie Counties. As one of the larger employers in the region, the Oneida Nation supports both tribal and non-tribal workers. When accounting for funding spent outside of this two-county region and larger state level multiplier effects, the Oneida Nation is responsible for contributing an estimated total of 5,883 jobs, \$334.6 million in labor compensation and \$1.09 billion in economic output to the state of Wisconsin in FY2023.

Economic Impact on Brown & Outagamie Counties

FY2023

Impact	Employment	Labor Income	Output
Direct	3,266	\$179,003,345	\$653,322,969
Indirect	1,251	\$76,340,131	\$180,117,210
Induced	892	\$50,266,537	\$150,366,029
Grand Total	5,409	\$305,610,012	\$983,806,208

Economic Impact on Wisconsin

FY2023

Impact	Employment	Labor Income	Output
Direct	3,272	\$179,184,351	\$653,705,487
Indirect	1,364	\$84,423,582	\$224,381,463
Induced	1,246	\$71,075,307	\$214,520,927
Grand Total	5,883	\$334,683,239	\$1,092,607,877

Economic enterprises, ranging from gaming, hospitality, and retail to construction, finance, and agriculture, play a central role in the Nation's fiscal model. These enterprises alone account for roughly 60% of the Nation's jobs and 61% of its total economic output. Yet the impact goes far beyond profit-generating activity. The Oneida Nation invests heavily in core services that elevate community well-being. In education, the Nation provides early childhood through secondary education, community learning programs, and higher education scholarships. Human services programs address critical needs in child and family services, elder care, food security, and income support, with the Nation covering a substantial portion of the cost of these programs. Healthcare is another cornerstone of the Oneida Nation's contribution serving over 25,000 active patients (non-unique) in FY2023 with over 265,000 encounters. In housing, the Nation facilitates access through rental assistance, rent-to-own options, and tribal credit programs, all of which is designed to make housing more affordable and accessible.

Beyond economic and service contributions, the Oneida Nation also delivers measurable value to federal, state, and local governments. This study estimates the Nation contributed \$94.1 million in government revenues, including \$61.8 million federally, \$27.1 million to the State of Wisconsin, and \$5.1 million locally. Just as important, many of the Nation's programs alleviate pressure on public systems.

In summary, the Oneida Nation's impact on the Brown and Outagamie County region, as well as the state of Wisconsin, is both deep and wide-ranging. Through its pursuit of the Seventh Generation Vision, centered on sustainable community development, cultural preservation, and economic resilience, the Oneida Nation drives not only growth for its members but also creates substantial value for the broader region. This study reaffirms the Nation's essential role as a regional economic engine and community partner.



Accept the Big Bear Media FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



Eric McLester, ELA



Cheryl Stevens, Grants



Tina Jorgensen, HSD Director

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Digitally signed by Mark W.
Powless
Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 Quarter 1 Report

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

Status report of Outcomes/Goals

1. Culture Park Visitor Center plans 100% complete.
2. December high volume month for print production.
3. Midwinter Pow Wow planning for Feb 14th event & ACCP park closed up for season.

Outcome/Goal # 1

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

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

FY2026 \$238,574 (253 jobs)

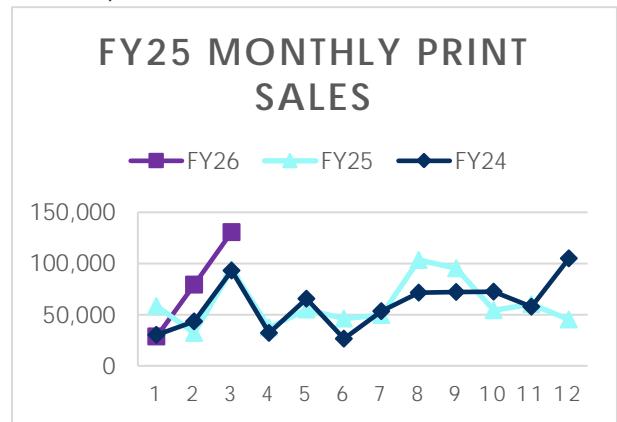
FY2025 \$722,403 (925 jobs)

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

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Printing processed 1.7M copies (113 jobs) or 63% of a total of 2.7M copies completed for Q1.

GOAL CHALLENGES: Limited staff to develop additional materials.



Outcome/Goal # 2

Advancing On[^]vote?a.ka Principles

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL: \$3.4M obligation for the Amelia Cornelius Culture Park / Veterans Memorial

- **The Culture Park area** has visitor center design plans completed. Initial quote was received for construction costs. Amount surpasses budget and a request for 3 bids will be submitted for consideration.



- **Lee Gordon & Pearl Lester Log Home** In 2026, restoration costs research for engineering plans for rehabilitation expenses.

Public Packet

- Tourism hosted 14 tours totaling 315 visitors in Q1. This included a couple from Australia who found Oneida tours online. The Long House & Log Homes have been dismantled for the winter. Props and objects cleaned and stored away.
- FY26 (YTD 3) dance performances attendance 390 persons including Lawrence University, Red Shawl Gala & Youth group.
- **Return of the 3 Sisters Pow Wow** September 20, 2025.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL :

Big Bear Media will continue to support impactful events such as Winter Gathering, Summer Annual Pow Wow and other events that will strengthen Oneida fundamentals.

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

Outcome/Goal # 3 Advance Forward using Technology

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Kalihwisaks: New interactive product called Simple PDF contract completed. Working on vendor license to be activated for PO processing. Staff working towards more video in upcoming issues.
- Printing looking at enhancing PageDNA online ordering system to add more products.

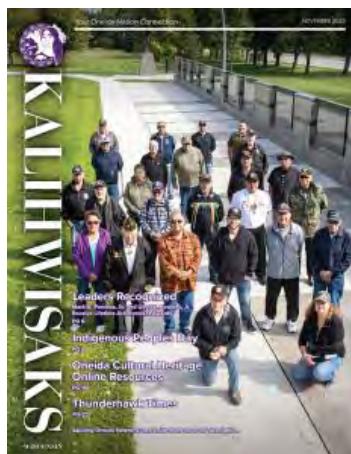
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

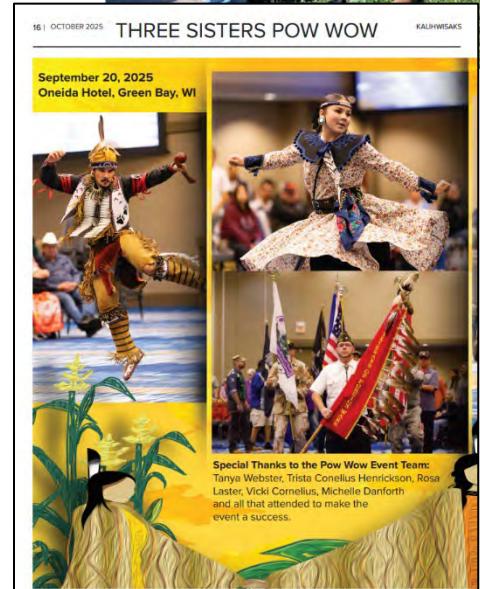
GOAL CHALLENGES: Number one challenge is having enough staff time to prioritize new initiatives.

Contact Info

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



319 of 374



Accept the Comprehensive Health Division FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



Eric McLester, ELA



Cheryl Stevens, Grants



Tina Jorgensen, HSD Director

6. Supporting Documents:

<input type="checkbox"/> Bylaws	<input type="checkbox"/> Fiscal Impact Statement	<input type="checkbox"/> Presentation
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<input type="checkbox"/> Other: Describe	

8. Submission: Mark W. Powless

Digitally signed by Mark W.

Powless

Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st Quarter Report

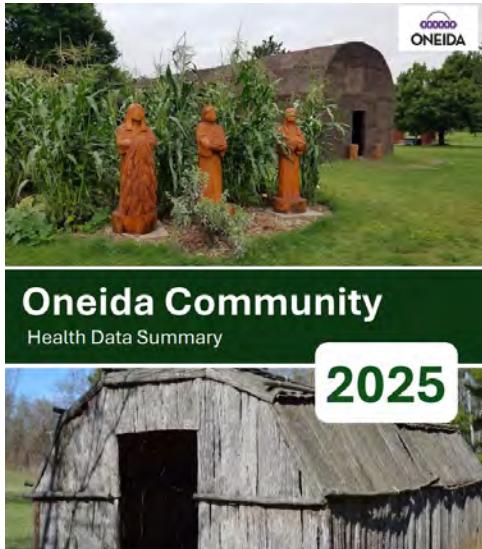
ONEIDA COMPREHENSIVE HEALTH DIVISION

Status report of Outcomes/Goals

Outcome/Goal # 1

Strengthening a Comprehensive Provision of Care

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Completion of '[Oneida Community Health Data Summary 2025](#)' and placed on OCHD website under Data/Reports section. This aligns with using the best available data for the provision of patient care.

Staff addition of [Dr. Mariah Metoxen-Wyckoff](#) (Oneida Nation), Optometrist to the Optical Clinic. Preliminary results are reduced wait time from 6 months to 3-4 months. Addition of [Dr. J. Chris Williams](#), Internal Medicine Physician to the Medical Clinic. Addition of [Gabby James, PA-C, MS, MPAS](#) (Dine Nation), Physician Assistant to the Family Medicine Medical Clinic.

Mass Influenza Vaccine Clinics held at Oneida Nation Elementary School. A drive-thru option provided on October 11th and in-person option on October 22nd. Total of 306 vaccines administered.

Laboratory passed their **Clinical Laboratory Improvement Amendments (CLIA)** Inspection on November 19, 2025. Surveyors impressed by high quality testing and variety of testing options available.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Future plans include promoting the use of the Oneida Community Health Data Summary 2025 to guide evidence-based care and inform program planning. Work will focus on stakeholder engagement, continuous improvement, and preparing for the 2026 update with expanded metrics. Division will continue to actively recruit for provider positions.

Outcome/Goal # 2

Engaging & Developing an Inclusive and Empowered Workforce

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Continuation of **Mind Garden initiatives** and **Culture Amp** information to align with team building, sharing of projects, successes, **Power of Positivity** application, trainings, team huddles, balance workloads, '**Cultural Communication Program**' with facilitator Tracy Cordova, holiday decorating contests, and cross trainings. Booster Club sponsored **Halloween Food & Group Costume Contest**, **Pink Day** for breast cancer awareness, and **Christmas decoration contest**.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Fill four critical leadership positions – **Assistant Director (Behavioral Health)**, **Assistant Medical Director (Medical Clinic)**, **Assistant Director (Dental Clinic)**, and **Director of Physical Rehabilitation (Therapy)** to stabilize operations, improve access, and achieve targeted quality, financial, and workforce outcomes across the OCHD.

OCHD is partnering with CEO of Nation Services to implement **360 Leadership evaluations** for key leadership roles (Division Director, Assistant Division Director, Medical Director) in FY 2026, using **Culture Amp** to ensure confidential and employee-centric feedback. A 360 evaluation is a developmental tool that gathers feedback from supervisors, peers, and direct reports to provide a comprehensive, forward-focused view of leadership effectiveness, emphasizing actionable insights rather than performance assessment.

Outcome/Goal # 3

Advancing Customer Focused Experience

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Harvest Health: Annual Diabetes Awareness Event completed November 1, 2025, at Thornberry Creek with 260 community member and staff attendees. Pharmacy **Liberty software** system changes, **RX365 application** provides pharmacy, accounting, and business teams more visibility in sales process. Number of prescriptions increased 6% from FY25Q1 and 3% increase from FY25Q4. Patients can utilize RX365 for medication refills. **Booster Club Craft Fair** held on Saturday, November 15, 2025, from 9:00 am to 2:00 pm with 38 vendors. Numerous employees and patient/clients participated.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Improved RX365 application synchronizing with Pharmacy Liberty software to improve timeliness of prescription pick-up. Continued integration of recently hired **Clinical Pharmacist** into Medical Clinic. Anticipate increased use of the RX365 application to improve medication refills and eliminate the requirement of telephone call. For patients that prefer telephone call, this option is still available.

Contact Info

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

**Photos:**

Clinical Laboratory Improvement Amendments (CLIA) Inspection – Passed on November 19, 2025



Harvest Health: Annual Diabetes Awareness Event - Staff November 1, 2025



'Kids in the Kitchen' Headstart Activity, partnership with Nutrition Services, University of Wisconsin Madison, and Health Promotion and Disease Prevention.

Accept the Comprehensive Housing Division FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

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<input type="checkbox"/> Gaming/Retail	<input type="checkbox"/> Boards, Committees, or Commissions
<input type="checkbox"/> Other:	

5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



Eric McLester, ELA



Cheryl Stevens, Grants



Tina Jorgensen, HSD Director

6. Supporting Documents:

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8. Submission: Mark W. Powless

Digitally signed by Mark W.

Powless

Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st quarter report

COMPREHENSIVE HOUSING DIVISION

Status report of Outcomes/Goals

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

Outcome/Goal # 1

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

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



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the first quarter of FY26, CHD has continued to place a high focus on renovating vacant units and turning them over as quickly as possible, while simultaneously managing pending work orders resulting from both calls ins and inspections. It's important to note that as units on the revolving list are completed and made ready for occupancy, unexpected emergent work tasks arise and divert attention which often delays turnaround processes. Through this, staff are consistently and relentlessly working to address vacant units. From October through December, a total of eight units were fully renovated and prepared for new tenants.

The following inspections and work orders have been completed in the first quarter.

- 385 Work Orders
- 98 Annual Inspections
- 47 Vacancies with 8 turned over.
- The Occupancy rate is 90%.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continued efforts on vacant unit turnaround, more vendor contracts to assist in the re-investment of our federal and general rental units.

Outcome/Goal # 2

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

MEASUREMENT: 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.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

CHD is in the process of assigning new tenants to half of the newly constructed Multi-Family Apartments. The Tenant Selection process involves verifying that applicants on the waitlist remain eligible, conducting credit checks, and recalculating debt-to-income ratios based on current rental rates. Additionally, the process allows qualified applicants time to provide notice to their current landlords. To accommodate this, CHD offers up to a 30-day hold on the General Rental unit, ensuring flexibility for applicants who may need to provide 30, 60-, or even 90-day notices before vacating their existing residence. The Residential Sales and Realty team is actively working with Land Acquisition to acquire homes for residential sales, especially Ready to Sell Homes. CHD has toured numerous properties and submitted several offers, though some have not been successful. Alongside these efforts, the team is updating policies and procedures and building partnerships with service providers for appraisals, home inspections, and surveys. In November 2025, the team hosted another HBO lottery drawing via Facebook Live, receiving 69 applications—many of which included multiple entries for different lots. As a result, 9 of the 12 HBO lots were awarded which resulted in 3 being designated as first-come, first-served.

Additionally, ban staff are preparing 920 Tout Creek for an upcoming Residential Sale Open House scheduled for March 17-18, 2026.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Placement in Multi-Family Apartments following General Rental Tenant Selection Process.

Additional HBO bt opportunities ú Open House for tribal members.

Outcome/Goal é 3

Empower tenants, lessees ú tribal members to live healthier more sustainable lives.

MEASUREMENT: Being asocially responsible landlord by holding tribal members accountable in scenarios that are inhibiting the health and safety of not only themselves but their community.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

CHD is committed to empowering tenants to lead healthier, more sustainable lives by providing individualized support, including budgeting assistance and access to resources for families in need. In Q1, the Community Outreach team managed 15 cases addressing a range of issues such as health and safety concerns, Elder POD residents, and unauthorized occupants. Additionally, the Outreach team has been developing Standard Operating Procedures (SOPs) to strengthen rental compliance processes, while also supporting residential leasing—a new area of involvement for the team.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Faster unit turnover by continued focus on renovating and preparing vacant units. CHD feels that with stronger tenant support and improved processes, the community can expect to see stronger partnerships, more budgeting resources and compliance assistance.

Contact Info

CONTACT: Lisa Rauschenbach

TITLE: Division Director

PHONE NUMBER: 920-869-6174

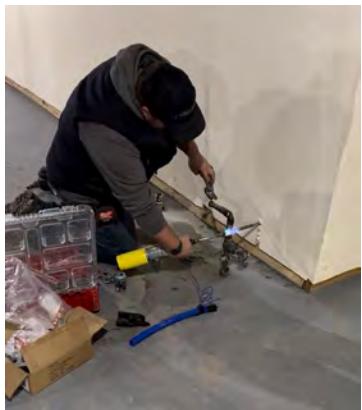
E-MAIL: Lrausche@oneidanation.org

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

Photos (optional):



Carpenter priming walls.



Plumbing repairs.



Tree removal/Pruning crew.

Accept the Division of Public Works FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

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5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



Eric McLester, ELA



Cheryl Stevens, Grants



Tina Jorgensen, HSD Director

6. Supporting Documents:

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8. Submission: Mark W. Powless

Digitally signed by Mark W.
Powless
Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st Quarter Report

DIVISION OF PUBLIC WORK

Status report of Outcomes/Goals

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

Outcome/Goal # 1

UPDATING & EXPANDING TECHNOLOGY:

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



MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

During the first quarter DPW continued to work with DTS to gather information on the facility management tool to come up with options and place it on DTS's technology roadmap. The automotive department has been equipping all vehicles model year 2013 to current with GPS. DPW has also sent out surveys to management about change in fleet management that should reduce cost, risk, and wear on our vehicles.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

Outcome/Goal # 2

ANALYZING, ENGAGING, AND COMMUNICATING DIVISION BRAND IDENTITY

MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Public Works is continuing to find ways to improve our outreach. In December, we had a divisional day of appreciation to recognize the achievements of each area and the individual staff. Communication internally is as important as community facing communications. Providing recognition and reviewing the year boosts morale and helps establish what is important to the division staff.

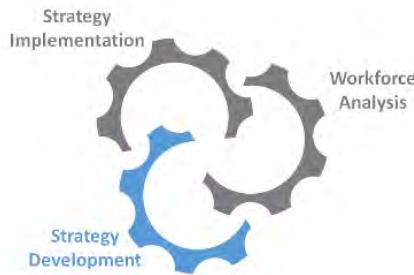
Public Works has also been working with other areas to establish agreements and responsibilities between us. Some areas of note include working with CHD about the Elder Apartments and Purchasing regarding the process for vehicle purchases. We have also been sending out communications related to changes in the fleet management processes.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

Outcome/Goal # 3

ESTABLISHING A WORKFORCE PLAN AND DEVELOPING EMPLOYEES



MEASUREMENT:

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

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

One of the newest opportunities we are looking into is preapprenticeship for adults, more specifically for our skills bank participants through Indian Preference. We believe vendors are an important asset of the Nation with the ability to employ tribal members and

strengthen our economy. Preapprenticeship is generally thought to be for high school students but with a little modification it can also be a way to add new abilities for those interested in a wide variety of hands-on jobs.

Internally, Public Works is looking at specific positions that are often underrated to more accurately identify hidden skillsets necessary for success. As an example, our custodians must have good people skills, how to operate special equipment, knowledge of the variety of chemicals they work with and disease spread prevention, as well as project management skills. However, most people think our custodians mostly clean floors and take out trash. By recognizing the skills and knowledge of these positions we hope to ensure they are fairly compensated and respected by their colleagues.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

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

Contact Info

CONTACT: Shannon Stone
TITLE: Public Works Director
PHONE NUMBER: (920) 869-1059 Ext. 2019
E-MAIL: sstone@OneidaNation.org
MAIN WEBSITE: <https://oneida-nsn.gov/resources/dpw/>

Photos (optional):



Shannon Stone, Division Director – Public Work

Accept the Digital Technology Services FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

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Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



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Digitally signed by Mark W.

Powless

Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st quarter report

DIGITAL TECHNOLOGY SERVICES

Status report of Outcomes/Goals

Strategy 1 – Organizational Support

DTS Goal – *Improve Oneida Nation support and customer experience through the implementation of large-scale enterprise solutions*

MEASUREMENT:

KPI: IT Satisfaction and Value; Net Promoter Scores

Baseline: IT Satisfaction – 76%; IT Value – 75%

Target: IT Satisfaction – 80%, IT Value – 80%

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

DTS is still finalizing its Information Technology (IT) strategy. The Organizational Support strategy will focus on large scale IT projects that revolve around Enterprise Resource Planning projects with a focus on Financial, Human Resources, and Customer Relationship Management. Financial Management will include, ERP strategy/roadmap, functional requirements gathering, Request for Proposal (RFP) development, and a target date of January 2027 to begin implementation. Human Resources Management will include, Workforce Management completion, Case Management, and revisit previous Human Capital Management (HCM) rollouts for improvements. Customer Relationship Management will include further expansion of the Artic IT Tribal Platforms, go live of Community Portal, GWA integration, and other modules to be determined. Other areas include Gaming Division, Comprehensive Health Division, and Oneida Retail Enterprise technology solutions.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Finalize the IT strategy in FY26 Q2. ERP Strategy/Roadmap Workshop (Feb 2026), Membership Community Portal Go Live.

Strategy 2 Operational Execellence

DTS Goal – Mature DTS processes through the implementation of the IT Management and Governance framework.

MEASUREMENT:

Key Performance Indicator: Increase Effectiveness Scores: n/a to 10.0

Baseline: Average score of 4 processes: 6.3

Target: 7.0

4 Targeted Processes and Initiatives for improvement

Data Governance, Business Continuity Management (BCM), Identity and Access Management (IAM), IT Financial Management

Continued maturity of previous processes: Project Portfolio Management, Talent Management, and Service Management

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Assignment of IT Management and Governance processes accountabilities. SMART Goal development for Process owners. Discussions and assessments for maturity of IAM and BCM

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Set strategic direction for IAM and BCM. Continued maturity of Data Governance processes and standards.

03 Innovation

DTS Goal – Improved communications with business unit technology needs.

MEASUREMENT:

KPI: TBD

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Project charter and communications strategies under development for SMART Nations initiative. AI Strategy and Roadmap Workshop was scheduled but had to be canceled due to weather in early December. Provided guidance on the use of Artificial Intelligence for Oneida Nation employees such as the use of Microsoft CoPilot versus other AI technologies (i.e. ChatGPT, Claude, etc.)

<https://oneida.sharepoint.com/sites/TechnologyResources/SitePages/Copilot.aspx>

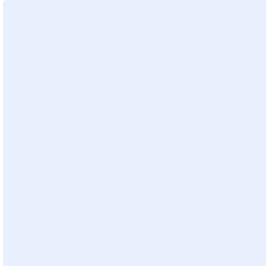
EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Reschedule a shortened version of AI strategy and roadmap workshop. Communication plan for SMART Nations initiative.

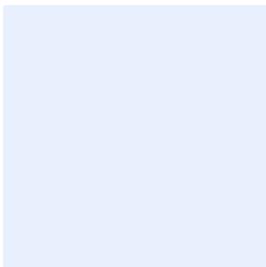
Contact Info

CONTACT: Jason Doxtator
TITLE: Chief Information Officer
PHONE NUMBER: 920-496-7379
E-MAIL: jdoxtat1@oneidanation.org
MAIN WEBSITE: [Oneida Nation | Digital Technology Services \(DTS\) \(oneida-nsn.gov\)](https://oneida-nsn.gov/)
TECHNOLOGY RESOURCES - HOME

Photos (optional):



Enter caption for photo above.



Enter caption for photo above.



Enter caption for photo above.

Accept the Education and Training FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director

Eric McLester, ELA

Cheryl Stevens, Grants

Tina Jorgensen, HSD Director

6. Supporting Documents:

<input type="checkbox"/> Bylaws	<input type="checkbox"/> Fiscal Impact Statement	<input type="checkbox"/> Presentation
<input type="checkbox"/> Contract Document(s)	<input type="checkbox"/> Law	<input checked="" type="checkbox"/> Report
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<input type="checkbox"/> Other: Describe		

7. Budget Information:

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

8. Submission: Mark W. Powless

Digitally signed by Mark W.
Powless
Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st quarter report

EDUCATION & TRAINING

Status report of Outcomes/Goals

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

Outcome/Goal # 1

Support kindergarten readiness through curricula focused on cognitive, social-emotional, and physical domains

Departments working on outcome:

- Early Education Center
- Head Start/Early Head Start

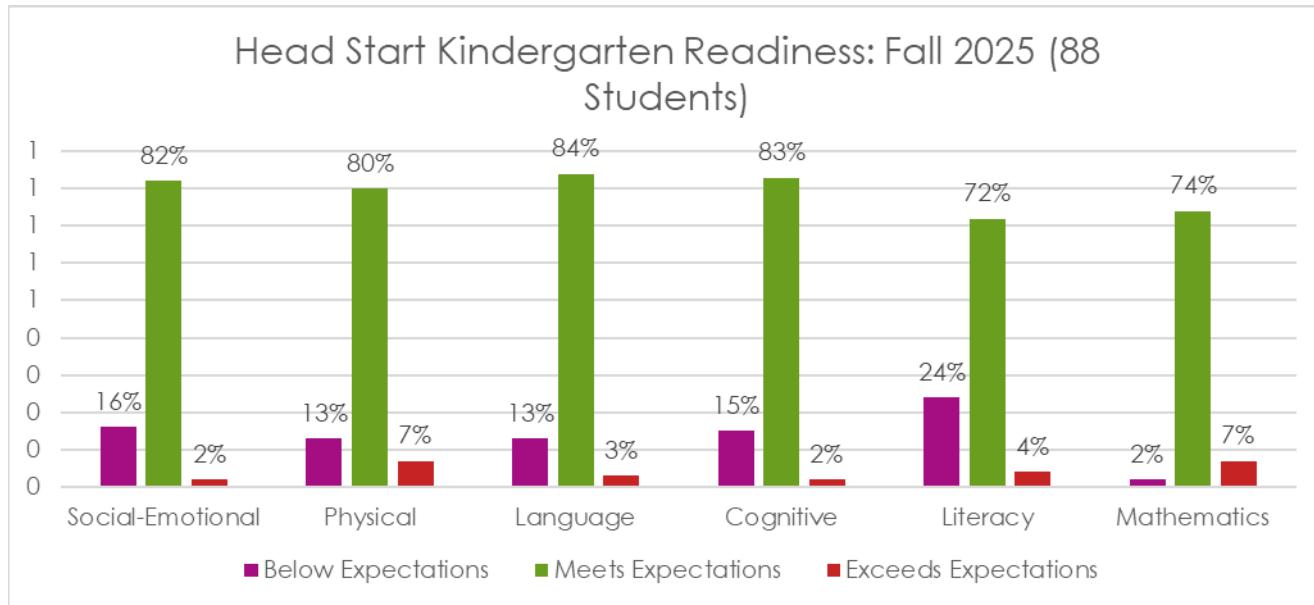
MEASUREMENT:

Early Education Center

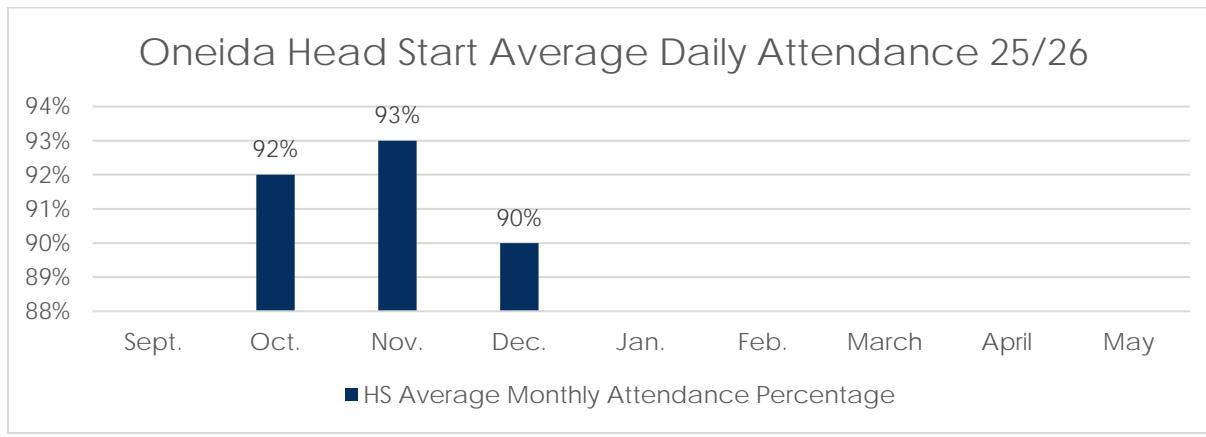
Confirm consistent submission of lesson plans by employees using Teaching Strategies materials.

Head Start/Early Head Start

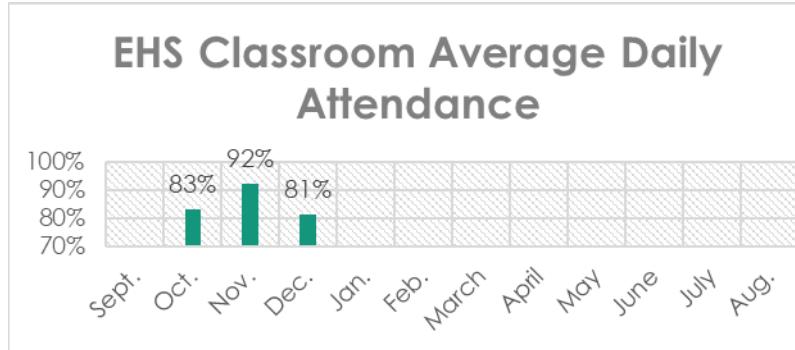
All Head Start/Early Head Start children's progress are tracked in an early education teaching database. Classrooms use Teaching Strategies Gold and Childplus software to track classroom and parental interactions. The scores below are tracked for students to measure progress through the school year.



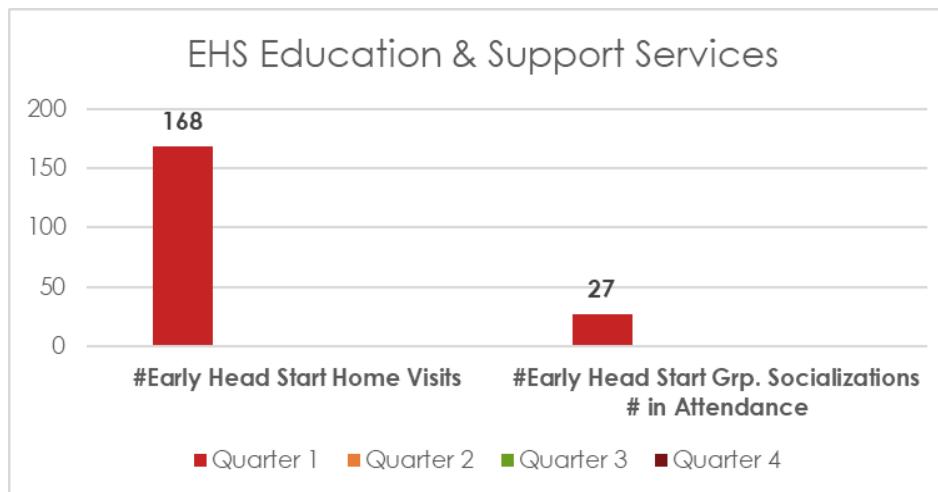
First quarter scores for Head Start Kindergarten Readiness skills. Compared to last year's preliminary scores, this year's scores are exceeding our expectations as educators. We have over 72% of students meeting expectations in all domains already to start the new school year. Children are showing growth in letter and sound connections. Staff continue to work on implementing Kickstart into their lesson planning and deeper understandings. We have teamed up with NWTC and their Early Childhood Education department for more guidance into our classroom curriculum.



Attendance is a factor of focus this school year as we seek to have an average daily attendance of Head Start and Early Head Start students over the target goal of 90% adequately. We started off strong in the school year with an average of 91.6% through the first quarter of the year.



EHS had 8 total students and 5 out of 8 students had good attendance for the first quarter.



EHS home visiting program delivered 168 home visits during the first quarter to 35 students and families and provided 27 group socialization experiences.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Early Education Center

Employees have begun submitting lesson plans, but results have been inconsistent.

Head Start/Early Head Start

An average of 72% of students meet expectations for kindergarten readiness across all domains. Focus will be placed on increasing scores in Literacy and Math as those are the only two domains that fall in 70%.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Early Education Center

Verify and meet with teacher supervisor to brainstorm solutions and reason why lesson plans are not 100% and come up with solutions.

Head Start/Early Head Start

Head Start/Early Head Start will work with our Education T& TA Specialist to continue training in Literacy, Math, and Cognitive domains. Our goal for second quarter will be to increase by 10% in Math and Literacy scores. Collaboration with Oneida Behavioral Health will continue for the Social-Emotional domain and working hand-in-hand with NWTC ECE program will

help us better observe classroom educational practices. Attendance will also be monitored as there is a high correlation with meeting expectations and good attendance.

Outcome/Goal # 2

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

Departments working on outcome:

- Early Intervention
- Head Start/Early Head Start

MEASUREMENT:

To begin the 2025-2026 school year, Head Start had many referrals submitted for services. Oneida Early Intervention has been busy conducting the assessments. At this time, Three Sisters facility has 12 children on an IEP, 11 with Oneida Early Intervention and 1 with GB and 5 students with referrals. As Norbert Hill Facility we have 11 on an IEP, 11 with Oneida Early Intervention and 2 students with referrals.

For the first quarter, EHS has 1 child that is on an IFSP with Brown County Birth to 3, 1 child that is on IEP working with Oneida Early Intervention, and 1 child in the evaluation process.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

HS/EHS continue to work collaboratively with Oneida Early Intervention to refer children with suspected educational delays/disabilities for evaluation. Three students in Early Head Start were referred to Oneida Early Intervention in the 1st quarter for further evaluation.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Oneida Early Intervention will continue to provide speech, occupational and physical therapy services to enrolled HS/EHS students with delays/disabilities or they will refer them out to local school districts if the need of the child exceed what they can offer. Continued identification and assessment of children suspected of having delays or disabilities will occur. HS/EHS staff will individualize lesson planning for students on an IEP/IFSP.

Outcome/Goal # 3

Students eligible for Youth Enrichment Services (Y.E.S.) in elementary, middle, and high school are on track to graduate or move to the next grade level.

Department working on outcome:

- Youth Enrichment Services

MEASUREMENT:

100% of the Y.E.S. students graduate from high school.

Key Performance Indication 1 – Attendance, grade point average, percent of grade change, freshman/students on track to move to the next grade level/graduate. The Y.E.S. program is revising outcomes and performance indicators to better align with the Oneida Reads initiative of Oneida students reading at a proficient level for their grade level.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Y.E.S. Program Month - FY 2026	Unduplicated Count	JOM Eligible Students	Non-JOM Eligible Students
October	639	560	79
November	632	542	90
December	664	562	102

Elementary level Y.E.S. staff continue to collaborate with the staff in their schools to determine the literacy needs of the Y.E.S. students and ensure that they are receiving the appropriate interventions based on their reading skill level as well as supplemental literacy support from the Y.E.S. Specialist. We are also exploring curriculum to help support or improve the literacy levels of the students in the upper grades.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Y.E.S. staff will continue to collaborate with the school staff to assess, support and monitor how the students are doing, especially in literacy at the elementary level. To continue expanding the literacy support focus, there is a second group of Y.E.S. staff and our colleagues from the First Nations Program of the Green Bay Area Public School District, being trained in the Science of Reading methods. Additionally, we are working on obtaining literacy curriculum for students in middle and high school, and we have started planning the 2026 summer reading project. We will again be collaborating with Oneida Recreation for programming at the County H building and adding programming at the Flying Leaf Community Building by collaborating with Comprehensive Housing.

Outcome/Goal #4

Enhance Access and Inclusivity

Department working on outcome:

- Oneida Libraries

MEASUREMENT:

- 18 New Library Cards
- 2156 visitor counts
- 171 programs offered

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Established a new connection with Achieve Brown County.
- During Lighting the Bridge, the Library hosted two programs, provided popcorn to attendees, and achieved three new library card sign-ups.
- Continued partnership with Cornhusk Collective, hosting Create and Connects and Art Talk at the Oneida Community Library.
- Became a project ally for the Green Bay Poet Laureate
- Contacted WI Dept of Children and Families to collaborate on offering free resources for community.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

- Expand collaborations with local organizations like Achieve Brown County to offer more inclusive programming.
- Increase outreach efforts during community events to boost library card sign-ups and engagement.
- Continue and grow cultural programming with Cornhusk Collective, including Create and Connects, Art Talks, and new workshop focused on Oneida language and arts.
- Offer free resources for families from Triple P(Positive Parenting Program)

Contact Info

CONTACT: Eric Krawczyk

TITLE: Area Manager Education & Training

PHONE NUMBER: 920.869.4037

E-MAIL: ekrawcz1@oneidanation.org

Photos (optional):

Family Event: Head Start and Early Head Start School Kickoff Events



Oneida Library: Lighting the Bridge Events

Accept the Environmental, Land and Agriculture Division FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

Finance

Programs/Services

Law Office

DTS

Gaming/Retail

Boards, Committees, or Commissions

Other:

5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



Eric McLester, ELA



Cheryl Stevens, Grants



Tina Jorgensen, HSD Director

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8. Submission: Mark W. Powless

Digitally signed by Mark W.

Powless

Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st quarter report

ENVIRONMENTAL, LAND AND AGRICULTURE DIVISION

Status report of Outcomes/Goals

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

Outcome/Goal # 1

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

MEASUREMENT: Program evaluation measuring increased connection of our membership to themselves, our food system, and community.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

In October, 'Mending the Disconnect with Food' offered it's 8th "Food is Medicine" workshop titled: "Tea, Healing, and Community" with Bonnie McKiernan. Participants shared in a communal meal and prepared both a "spirit lifter tea" and Oneida's #6 tea. Following the event, participants were asked to complete a survey. Here is what we learned: In the winter, 33% reported feeling sad, isolated or disconnected "almost always" or "often". Following the workshop, 91% felt inspired to invite others over to share tea/coffee or a meal. 90% believed that traditional Native medicines and practices should be a part of community health, 100% were very interested in visiting or supporting the reopening of a medicinal retail outlet with one person sharing "our community needs it" and another sharing: "I have been wanting to go more natural from Mother Earth for medicines, but I do not know where to go. I would love for that to open back up." When asked to share their experience with today's presentation, one person said "I loved this! Looking forward to more", another said: "This felt so much like home", another...."Very calming. A safe feeling". Other responses included: 1) "I was not judged when I felt vulnerable, and this group made me feel like I was not alone". 2) Everything was beyond my expectation 3) "Presenters were excellent, meal was great. The setting made me feel at home and comfortable".

On Saturday, October 25th, 'Mending the Disconnect' partnered with Kahulahalele Farmstead to offer a chicken butchering workshop. The event was offered to both gardening members and those who received a coop in the spring. There was a total of 8 participants. They learned how to: setup and prepare for butchering, humanely harvest chickens, scald and pluck, eviscerate, package and store, and learned food, knife and equipment safety.

On December 2nd, 'Mending the Disconnect' hosted its 11th "Food is Medicine" workshop, "Beat Disease in the Kitchen". The workshop focused on introducing participants to the role of food in supporting health and preventing chronic disease. Of the six that attended, all reported at least one chronic health condition. During the session, participants prepared two different recipes in a hands-on kitchen setting. Participants were able to experience firsthand how these foods can be not only nourishing and satisfying, but also supportive of healing and overall well-being. Following the workshop, survey responses were collected....when asked "What are your thoughts on prescriptive food or plants or herbs (your doctor prescribing certain foods/herbs/plants in lieu of or in addition to your medication?), 83% reported wanting to be further educated on how to use food and herbs for prevention and treatment" with one person indicating "whenever possible, these items should be prescribed first". Following the workshop, 83% indicated that they planned on changing the way they eat, with all 100% reporting they would like to see Oneida Nation provide a "teaching kitchen" (to learn how to cook healthy and make healthy lifestyle changes).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Across WPP's "Food is Medicine" workshops, several common themes have continued to emerge. The majority of participants report living with multiple chronic health conditions, most commonly including high blood pressure, diabetes, cardiovascular disease, and obesity. Despite the presence of these conditions, participants frequently indicate that they have received little to no practical guidance from healthcare providers on how to use food to support their health beyond general advice to "eat better". Participants consistently express a strong interest in learning practical, hands-on skills related to cooking, food preparation, and using food to support health and wellness. Notably, there is widespread interest in the creation of a "teaching kitchen", which participants view as a critical space for learning how to apply "food is medicine" in their daily life and return to the foundational basics that have been lost in the kitchen.

These patterns highlight an ongoing need for accessible, culturally relevant education that helps individuals understand how to apply nutrition knowledge in their daily lives. We will continue to design and implement programming that provides space for this connection and reconnection and focuses on food-based health interventions.

In coordination, we intent to hire additional staff prior to the new Community Cannery opening to facilitate dedicated efforts to "food is medicine" curriculum. With the demonstration pods being a unique feature of the new facility, it is the perfect opportunity

for this to be utilized as a permanent teaching kitchen that the community is asking for and needs.

Outcome/Goal # 2

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

MEASUREMENT: Direct environmental improvements and community engagement

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Mike, Nathan and Tony all presented at the Wisconsin Tribal Transportation Conference held at the Oneida Hotel in October. Tony presented at the Annual Oneida Bird Monitoring Volunteer meeting in November. 3,556 walleye, 1800 black crappie and 576,000 fathead minnows were stocked this quarter. Full funding (\$360,000) for the removal and replacement of the fish passage barrier on Trout Creek was received. Phragmites and invasive shrubs were treated at various locations. Total Acres Treated this quarter – 15.2 Acres

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Tours continue, presenting at Wisconsin Wetlands, TEPM, RTOC on Oneida Nation Environmental Programs continues. Continued protection and restoration of Reservation habitats, stocking of clean healthy fish, and encouraged and assisted with outdoor recreational activities for the community

Outcome/Goal # 3

Exercising Sovereignty

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

Number of compliance assistance and regulatory activities carried out for the nation as regulators.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Working on 4 Closings for this coming year, 3 are 80% completed and 1 is 25% complete, 3 Properties Closed in December; 1494 Cty Line Rd, 2994 E Service Road, 3450 Packerland. Total acres of land purchased December is 6.5 acres. 20 agricultural leases completed and submitted to recording. On the commercial leases, 2685 W. Mason St, Suites A, B, C & F are in draft as we work on lease fees. 6 Land Use Licenses, 4 Service Line Agreements completed. 7 easement requests in process, 2 DOT, 5 Outagamie County that are 50% complete. 16 documents recorded and returned to requester. Verified addresses for Seymour

School District and returned. 12 info TSR's downloaded and sent to requesters. See below for NEPA, Phase 1's. Also completed numerous stormwater compliance activities and one Construction Site Stormwater Inspection of Country Club Road project this quarter, photo below was taken during site inspection of Country Club Road project.



NEPA IHS Project	6	35.45
NEPA Permit Processing Fee Land	1	1
NEPA Permit Processing Trust Land	1	0.39
NEPA Residential Lease/Mortgage Fee Land	4	4.78
NEPA Residential Lease/Mortgage Trust Land	22	8.05
NEPA Service Line Agreement or Utility Easement Trust Land	2	5.9
NEPA Trust Land	8	5.5
Phase 1 All Appropriate Inquiry (AAI)	12	121.29

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

NEPAs, Phase 1s, Construction Site Stormwater compliance and inspections, Water quality threats investigated, Underground Storage Tanks compliance and inspections and Brownfields remediation will continue to take place.

Contact Info

CONTACT: Eric McLester

TITLE: Environmental, Land, and Ag Division Director
PHONE NUMBER: 920-869-4590
E-MAIL: emclest2@oneidanation.org
MAIN WEBSITE: Enter website address

Photos (optional):



Tony presenting at Annual Oneida Bird Monitoring meeting.



Mike treating invasive phragmites at Cty. H and Ranch Road restoration site.



Extended growth walleye about to be stocked in Oneida Lake.



Nathan presenting at the Wisconsin Tribal Transportation Conference on phragmites biocontrol.



Food is Medicine participants doing meal prep.



Accept the Grants FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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8. Submission: Mark W. Powless

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Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st quarter report

GRANTS OFFICE – CHIEF EXECUTIVE OFFICER

Status report of Outcomes/Goals

Outcome/Goal # 1

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

MEASUREMENT: Metric used to measure our outcome/goal is an excel spreadsheet of funded, denied, and pending grants. This shows we are over 1/3 of our goal already this year of \$5 million per fiscal year, with just under a 50% funding ratio.

	FUNDED	DENIED	PENDING		
TOTAL: 2025	\$22,541,976.00	\$158,695.00	\$22,240,124.00	2025	\$22,541,976.00
TOTAL: 2026	\$2,086,416.00	\$2,164,303.00	\$ 19,622,178.38	2026	\$2,086,416.00
TOTAL: 2027				2027	\$0.00
TOTAL: 2028				2028	\$0.00
TOTAL: 2029				2029	\$0.00
				5 Year TOTAL:	\$24,628,392.00

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Our outcome continues to be over our annual goal of \$5 million per year. In FY25, we have assisted in bringing in over \$20 million.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

The community benefits from a wide array of new and/or expanded programming or services throughout the Nation. With the hiring of another Grants Specialist, the Grants Office will continue to do our jobs to the best of our abilities with the utmost integrity. We have proven to be greatly beneficial to the Oneida Nation for many years. The Grants Offices 'current staff - Cheryl/35+ years; Marsha/30+ years; Anna/almost 1.5 year. We have a staff person retiring in April of this year; therefore, training of current staff has begun for the replacement.

Outcome/Goal # 2

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

MEASUREMENT:

The measurement for this goal will be a completed training module for program staff to gain knowledge in all aspects of grant writing: research, planning, developing narrative, and budgets with limited assistance. This will allow Grants Office staff to focus our assistance on newly hired/transferred program staff with no experience in grant writing and grants administration.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

With the on-going training of the new Grants staff person, the training of another staff to replace upcoming retirement, and current staff workload, time to work on the on-line training modules/documents continues to be delayed. We have our approved Progression Plan in place that will provide for a process to fill our positions as other staff may retire within the next few years. We are currently in discussion with a qualified person that does not require a lot of training into a vacant Grant Specialist position.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Program staff continues to work with long-term program staff on committing to their part in the grant process. This will free up time to train newer staff within the organization or those that transfer into a new position requiring grant duties. It would be a nice goal to work ourselves out of a job with each program writing and submitting their own grants, however the online grant submission systems can be very confusing as well as funding agencies want one central program/department submitted grants to avoid constant lockouts, which happens when there are too many logging into a system.

Outcome/Goal # 3

Provide administrative services to programs as they work through their grant programs, including modification, extensions, and progress report.

MEASUREMENT: DTS has been assigned to assist in finding a new/enhanced Grants Management System to replace our current outdated system. This system will provide for all the needs of a grant lifecycle management system that best fits our needs for grant reporting, compliance, and administrative activities throughout the grant process from start to finish, including research and a deadline/report notification system. This system will help connect with Accounting and Purchasing as needed.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

DTS hopes to send out the Request for Proposals for vendors to present their systems for review for the best fit by the end of January 2026. A full process, flow chart, and SOPs are near completion, however limited staff has hindered this as well.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Working with programs on the administrative part of a grant can take a large part of our worktime, however these activities are connected with online systems in which the Grants Office may have the only access to. We work closely with grant programs to assure our grants stay in compliance along with our regular workloads. This new system may provide some relieve as far as on-line reporting and grant compliance.

Contact Info

CONTACT: Cheryl Stevens
TITLE: Grants Manager
PHONE NUMBER: 920-496-7331
E-MAIL: cstevens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/>

Photos (optional):

Enter caption for photo above.

Accept the Human Services Division FY-2026 1st quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 1/28/26

2. Session:

Open Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

Accept as information; OR

Enter the requested motion related to this item.

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Michelle Danforth-Anderson, BBM Director



Debra Danforth, Comprehensive Health Division Director



Lisa Rauschenbach, Comprehensive Housing



Shannon Stone, DPW Division Director



Jason Doxtator, CIO DTS



Eric Krawczyk, Education & Training Director



Eric McLester, ELA



Cheryl Stevens, Grants



Tina Jorgensen, HSD Director

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission: Mark W. Powless

Digitally signed by Mark W.
Powless
Date: 2026.01.20 16:44:16 -06'00'

Authorized Sponsor: Mark W. Powless, General Manager 

Primary Requestor: Lori Hill, CEO-NS Ofc Mgr

FY-2026 1st quarter report

HUMAN SERVICES DIVISION

Status report of Outcomes/Goals

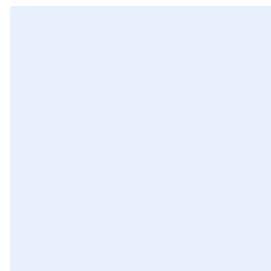
1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching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

Outcome/Goal # 1

Fostering employee engagement

MEASUREMENT:

Continue to provide monthly employee recognition throughout the Division.
Implement a new employee orientation.



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- The new employee orientation presentation is complete, and the date is set for the first quarterly new employee orientation. February 3, 2026, new employees that were hired between January 2025 and December 2025, will be invited to participate in the Human Services Orientation Day. Each department will present their program and services for the morning portion of the orientation. In the afternoon, employees will learn how to navigate through the G drive, MyOneida, Oneida Portal, etc.
- This quarter there were 230 employee recognition nominations. Of those 230 nominations, 132 unduplicated employees were nominated for recognition.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Employee recognition improves morale. The orientation will improve knowledge of programs and services. Together, these accomplishments will improve customer service.

Outcome/Goal # 2

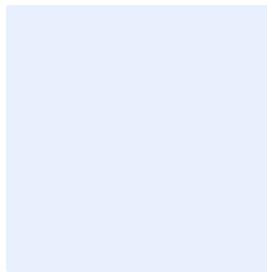
Improving customer service and community awareness

MEASUREMENT:

Provide four quarterly newsletters to the community.

Each department will participate in at least 2 outreach events this year.

Create a customer survey to determine overall satisfaction and gaps in service.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- Human Services Division provided a Fall Newsletter in November 2025. The Winter edition is expected to be provided in February 2026. The newsletter is now available on the website and via email to subscribers.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Providing more information to the community will increase awareness of the programs and services available in Human Services Division. The survey will help us identify what gaps we need to meet within our programs and services.

Outcome/Goal # 3

Developing strong leaders

MEASUREMENT:

Continue to provide iLead Leadership Development courses.

Offer Conflict Management and one-one coaching.

ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

- The Human Services Division Organization Development Specialist has completed training in conflict management, mediation, and Five Behaviors. This will allow her to provide trust building, team building, and coaching to employees.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Having cohesive teams will improve customer service.

Contact Info

CONTACT: Tina Jorgensen
TITLE: Human Services Division Director
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E-MAIL: tjorgens@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/divisions/human-services/>

Photos (optional):

Corn Husk Doll making with Cultural Heritage.



2025 Giving Tree coordinators.



Royalty at Native Holiday Art Market