

# Oneida Nation Agricultural Resource Management and Monitoring Plan



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# 1 Tribal Council Approval

*Insert date approved by Tribal Council, Planned Update Dates, Reference Names or Numbers for Approval, Tribal Council Certifications, Letters to and From Bureau of Indian Affairs, include resolution in Appendix A*

## 2 Acknowledgements

Eric McLester	Land, Environmental, Agriculture & Food as Medicine Division Director
Vanessa Miller	Food as Medicine Area Manager
Jim Snitgen	Environmental Quality Area Manager
Lea Zeise	Ohelaku Agricultural Cooperative
Thomas Swiecichowski	Oneida Nation Farm Area Manager
Sylvia Cornelius	Eco Services Area Manager
Anthony Kuchma	Project Manager-Environmental Quality
Troy Parr	Community Development Division Director
Stephanie Skenadore	GIS Technician
Lauren Hartman	Deputy Director-Land Management
Wes Johnson	Project Manager Technician Supervisor-Nonpoint Program
Jonathan Habeck	Oneida Nation Resource Conservationist
OCIFS Ag Members	Oneida Nation Farm, Oneida Orchard Farm, Oneida Cannery

### 3 Acronyms/ Definitions

Acronym/Word	Full Title/Definition
<b>ARMMP</b>	Agricultural Resource Management & Monitoring Plan – The Nation’s strategic framework for sustainable agriculture, land stewardship, and food sovereignty.
<b>LEAF</b>	Land, Environmental, Agriculture & Food as Medicine Division– The tribal entity responsible for managing land use, environmental compliance, stewardship, and food production.
<b>OCIFS</b>	Oneida Community Integrated Food Systems – The initiative focused on local food production, food sovereignty, and distribution within the Nation. The OCIFS Board Consists of the Oneida Nation Farm, the Oneida Cannery, the Oneida Orchard Farm, the Oneida Food Distribution Program, the Oneida Emergency Food Pantry, and the Oneida Nation School System.
<b>7GenAg</b>	Seven Generation Agriculture – A guiding framework for Oneida Ag Enterprises ensuring that agricultural practices support long-term sustainability for future generations.
<b>Regenerative Agriculture</b>	A farming system that restores soil health, improves water quality, enhances biodiversity, reduces reliance on synthetic inputs, and improves overall environmental health.
<b>Food Sovereignty</b>	The right of the Oneida Nation to control its own food systems, ensuring access to healthy, culturally significant foods while reducing dependency on external markets.
<b>Land Tenure</b>	The legal status and management of land ownership, including trust land, fee land, and leased agricultural land.
<b>Value-Added Processing</b>	Processing raw agricultural products into finished goods (e.g., canning, milling, drying) to increase economic value and market opportunities.
<b>Riparian Buffer Zones</b>	Strips of vegetation along waterways that help protect water quality by filtering runoff, reducing erosion, and enhancing habitat biodiversity.
<b>FDPIR</b>	Food Distribution Program on Indian Reservations – A federal program that provides food assistance to eligible tribal members.

## 4 Executive Summary

The Oneida Nation Agricultural Resource Management & Monitoring Plan (ARMMP) serves as a strategic framework for sustainable agriculture, land stewardship, and food sovereignty. Rooted in Oneida cultural traditions and guided by community priorities, this plan ensures that agriculture remains an integral part of the Nation's sovereignty, economy, and well-being for future generations.

### Vision Statement

The community's vision of the ideal future:

*Create a sustainable, self-sufficient food system as a comprehensive approach to enhancing our community's health and wellness.*

### Focus Areas

This vision is reflected throughout the ARMMP's six key focus areas, which align with community needs and priorities identified through extensive outreach and survey data:

1. **Land Management & Stewardship** – Ensuring that Oneida lands are strategically managed, restored, and used sustainably in alignment with long-term tribal priorities.
2. **Food Sovereignty & Production** – Strengthening a self-sustaining food system that prioritizes locally grown, culturally significant foods and reduces dependence on external markets.
3. **Agricultural & Natural Resource Management** – Integrating regenerative agriculture and conservation practices to protect soil, water, and biodiversity while enhancing climate resilience.
4. **Cultural & Traditional Agriculture** – Preserving and revitalizing Oneida agricultural knowledge, heirloom crops, and indigenous farming methods to sustain cultural traditions and identity.
5. **Community Health Systems** – Connecting food production with nutrition education and public health initiatives to promote access to fresh, nutritious foods and prevent diet-related illnesses.
6. **Agricultural Economic Development** – Supporting agricultural enterprises, job creation, and entrepreneurship to build a strong, diverse, and self-sustaining tribal economy.

### Intended Impact

As a result of the implementation of our ARMMP, the change we intend to make in our community:

*The Oneida Nation has built a sovereign, self-sustaining agricultural system that nourishes our people, restores our lands, strengthens our economy, preserves our cultural heritage, and ensures the long-term stewardship of our natural resources for future generations.*

Through the implementation of this plan, the Oneida Nation is committed to restoring lands, revitalizing food systems, strengthening economic opportunities, and protecting natural and cultural resources. The ARMMP serves as a living document, adapting to evolving community needs while ensuring that agriculture continues to support the health, resilience, and sovereignty of the Oneida Nation.

## 5 Introduction

### 5.1 Purpose

The Oneida Nation Agricultural Resource Management & Monitoring Plan (ARMMP) is rooted in the Oneida concept of *Tsiniyukwaliho t<sup>^</sup>*, meaning “our ways,” which represents a holistic framework guiding Oneida peoples’ cultural identity, governance, and daily life. Two essential elements of *Tsiniyukwaliho t<sup>^</sup>* are:

**1) The Great Law of Peace:** a spiritual and political framework that that has shaped governance, diplomacy, and cultural values of the Oneida people for centuries. The *Great Law of Peace* teaches respect, compassion, and responsibility to future generations.

**2) The Thanksgiving Address:** Also, several centuries old, the *Thanksgiving Address* serves as the foundation for living in harmony with nature and the community. It is more than a prayer— it is a spiritual and cultural practice. According to tradition, it is recited daily to reaffirm the connection to express holistic gratitude and environmental stewardship.

The ARMMP is designed to:

- **Honor Oneida traditions and values** – The ARMMP is rooted in *Tsiniyukwaliho t<sup>^</sup>* which is guided by the Great Law of Peace and the Thanksgiving Address. The plan integrates the Nation’s pursuit of food sovereignty while maintaining balance with the Rights of Nature, as affirmed in the 2021 *Proclamation of the Rights of Nature* resolution to “honor, respect, protect, nurture, and caretake the very thing that sustains us.”
- **Build on past food sovereignty efforts** – In 1994, the Oneida Nation established the Oneida Community Integrated Food System (OCIFS) to create a comprehensive approach to food security and self-sufficiency. The ARMMP builds on this legacy to expand food production and strengthen local food systems.
- **Support regenerative agriculture** – With 63% of community members strongly supporting regenerative farming, the ARMMP prioritizes efforts to restore soil health, protect water resources, and promote environmental sustainability. It also outlines the need for education, incentives, and enforcement mechanisms to assist in this transition.
- **Align agricultural land use with community priorities** – The plan addresses concerns about agricultural leases, ensuring that land use aligns with food production, conservation, and tribal farming opportunities.
- **Advance the 7 Generation Agriculture (7GenAg) Framework** – In 2024, the LEAF Division launched 7GenAg, which seeks to balance the Rights of Nature, Food Sovereignty, and Financial Stability. The ARMMP will strengthen the local food economy by supporting tribal farmers, investing in food processing infrastructure, and expanding economic self-sufficiency pathways.

By honoring Oneida values, incorporating community input, and advancing regenerative practices, the ARMMP provides a strategic framework for agricultural development that will sustain the Nation for future generations.

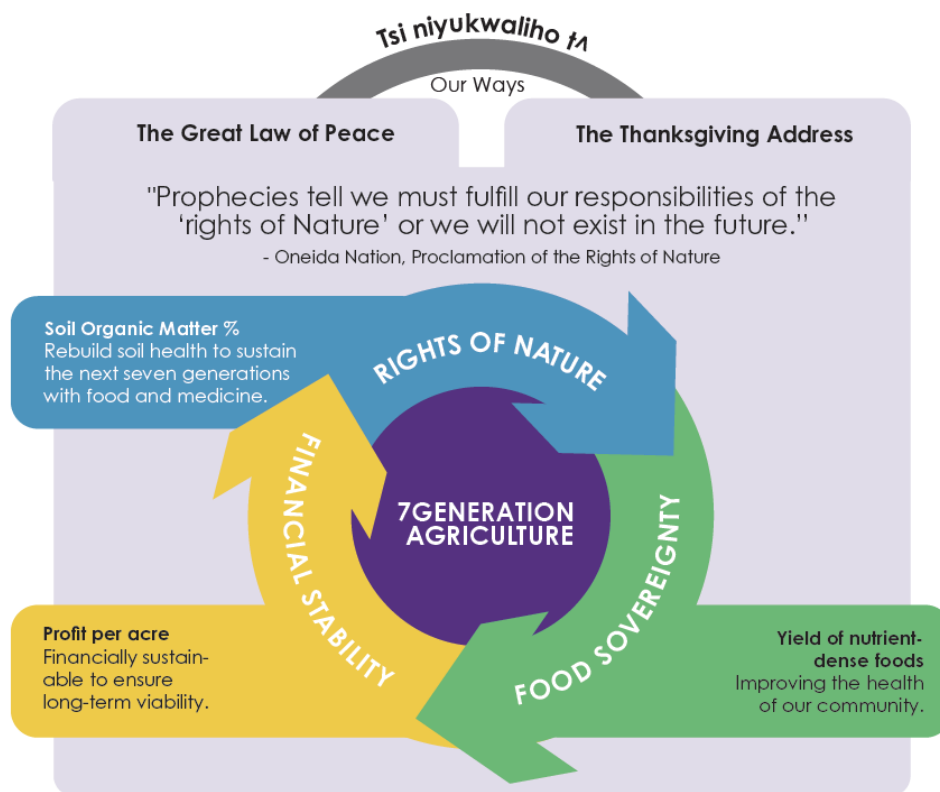


Figure 1 7 Generation Agriculture infographic

## 5.2 Scope

The scope of the Oneida Nation ARMMP outlines a community-driven and integrative approach to agricultural resource management, shaped by direct community input. This plan is designed to strengthen sovereignty, expand food production, prioritize tribal land stewardship, and ensure the long-term sustainability of Oneida’s natural resources, economy, and cultural traditions. By addressing food sovereignty, environmental protection, economic development, and cultural preservation, the ARMMP will establish a resilient and self-sufficient agricultural system that serves current and future generations. Key elements of the ARMMP include:

### 1. Agricultural and Food Production

The ARMMP will guide the development of local agricultural practices by increasing food production, expanding community gardens, and supporting tribal farmers. It will promote regenerative farming methods, integrate traditional foodways, and cultivate medicinal plants while ensuring that tribally grown foods remain affordable and accessible. The plan also reflects community priorities by shifting land use policies to better align with food production and conservation.

### 2. Land and Resource Management

This plan will balance agricultural development with environmental stewardship by implementing regenerative agricultural practices that restore soil health, improve water conservation, and reduce the carbon footprint of operations. Community feedback emphasized

the importance of protecting tribal lands from degradation and ensuring that agricultural leasing policies align with food sovereignty, sustainability, and conservation priorities.

### **3. Health and Wellness Integration**

The ARMMP supports the Oneida Food Sovereignty Strategic Plan and aligns with the Nation's broader health and wellness initiatives. It emphasizes the connection between food, culture, and health by promoting access to traditional foods such as white corn, the three sisters, wild rice, and medicinal plants. The plan also addresses community concerns about food accessibility and affordability by integrating tribally grown foods into local food programs and educational initiatives.

### **4. Economic Development and Food Systems Economy**

A strong tribal food economy is essential to long-term agricultural sustainability. The ARMMP will expand local food production, processing, and distribution while strengthening tribal food businesses and direct markets. It will also provide financial incentives and technical support for Oneida farmers and Oneida ag lease holders transitioning to regenerative agriculture, ensuring that economic development aligns with food sovereignty and environmental sustainability.

### **5. Cultural and Community Involvement**

Community engagement is a core principle of this plan. The ARMMP will encourage the transfer of traditional agricultural knowledge through educational workshops, seed-saving programs, and intergenerational mentorship. It also reflects the community's desire to expand agricultural learning opportunities and promote active involvement in food sovereignty initiatives.

The scope of the ARMMP is broad and multifaceted, addressing agricultural production, land management, economic growth, health, and cultural preservation. By integrating community priorities, this plan ensures that Oneida's agricultural future is sustainable, self-sufficient, and deeply rooted in cultural traditions.

## **5.3 Legal and Policy Framework**

The ARMMP aligns with federal and tribal laws to ensure responsible management of agricultural resources. It follows the American Indian Agricultural Resource Management Act of 1993 (P.L. 103-177) and incorporates the Nation's Food Sovereignty and Rights of Nature resolutions. The plan supports policy changes that strengthen tribal governance over agriculture while maintaining compliance with federal trust responsibilities.

The scope of the ARMMP follows the framework outlined in P.L. 103-177 (25 USC 3701), which states:

“(1) To meet the management objectives of this section, a 10-year Indian agriculture resource management and monitoring plan shall be developed and implemented as follows:

(A) Pursuant to a self-determination contract or self-governance compact, an Indian tribe may develop or implement an Indian agriculture resource plan. Subject to the provisions of subparagraph (C), the tribe shall have broad discretion in designing and carrying out the planning process.

(B) If a tribe chooses not to contract the development or implementation of the plan, the Secretary shall develop or implement, as appropriate, the plan in close consultation with the affected tribe.

- (C) Whether developed directly by the tribe or by the Secretary, the plan shall—
- (i) determine available agriculture resources;
  - (ii) identify specific tribal agricultural resource goals and objectives;
  - (iii) establish management objectives for the resources;
  - (iv) define critical values of the Indian tribe and its members and provide identified holistic management objectives;
  - (v) identify actions to be taken to reach established objectives;
  - (vi) be developed through public meetings;
  - (vii) use the public meeting records, existing survey documents, reports, and other research from Federal agencies, tribal community colleges, and land grant universities; and
  - (viii) be completed within three years of the initiation of activity to establish the plan.

The purpose of this Act is to provide a tribe with the means to create a long-term strategy for agricultural development on their reservation. The Act also states that:

(2) Indian agriculture resource management plans developed and approved under this section shall govern the management and administration of Indian agricultural resources and Indian agricultural lands by the Bureau and the Indian tribal government.

#### SEC.102. INDIAN PARTICIPATION IN LAND MANAGEMENT ACTIVITIES.

(a) TRIBAL RECOGNITION-The Secretary shall conduct all land management activities on Indian agricultural land in accordance with goals and objectives set forth in the approved agricultural resource management plan, in an integrated resource management plan, and in accordance with all tribal laws and ordinances, except in specific instances where such compliance would be contrary to the trust responsibility of the United States.

With the completion and approval of the Oneida ARMMP, three key components of tribal sovereignty and self-determination will be achieved. First, the plan is deeply rooted in Oneida history and traditions, ensuring that agricultural practices reflect the values of *Tsi Niyukwaliho t<sup>^</sup>*—our ways—guided by the *Great Law of Peace* and the *Thanksgiving Address*. Second, agricultural resource management will follow tribal laws, ordinances, and preferences, reinforcing the Nation’s governance and stewardship of its lands as represented by the *Proclamation of the Rights of Nature*. Third, the ARMMP provides a unified direction for agricultural development, shaped by community input and aligned with the Nation’s long-term vision for food sovereignty and sustainability.

## 6 Methodology

The development of an intentional framework for managing Oneida agricultural resources began in 2021 because of the COVID pandemic. The Oneida Nation Agricultural Resource Management Plan (ARMMP) was developed through a community-driven process rooted in food sovereignty, cultural preservation, and environmental stewardship. The plan reflects input from tribal elected leadership, tribal members, governmental departments, and external partners, ensuring broad participation and alignment with the Nation’s long-term agricultural vision.

Key factors shaping this plan include:

- *Tsiniyukwaliho t<sup>^</sup>* rooted in the *Great Law of Peace* and the *Thanksgiving Address* (centuries old culture and tradition)
- Creation of Iroquois Farm (1978)
- Oneida Community Integrated Food System (1994)
- Adoption of Live, Sustain, Grow Plan (2011)
- Adoption of Tribal Resolutions on Food Sovereignty and the Rights of Nature (2021)
- Development of the Oneida Food Sovereignty Strategic Plan (2021)
- Commitment to Regenerative Agriculture within Tribal Ag Operations (2022)
- Develop Business Plans for Oneida Ag Operations to align with regenerative practices (2023)
- A comprehensive Community Survey with 167 responses guiding priorities on agriculture, land use, and food systems (2024-2025)

## 6.1 Planning Process

The ARMMP follows a structured, holistic approach that integrates Tribal leadership, policy analysis, community input, strategic planning, and interdisciplinary collaboration. The process included:

- **Policy Analysis & Development:** 2020-2021 analysis by Oneida leadership because of the COVID pandemic
- **Business Analysis & Planning:** 2022-2023 to develop new business plans to guide Oneida Ag Enterprises' transition to regenerative practices and clarify their focus and objectives
- **Community Engagement:** A 2024-2025 agricultural survey captured key concerns and priorities, including food production, land leases, and regenerative agriculture.
- **Department & Leadership Consultations:** 2024 – 2026 discussions with tribal leadership and departments ensured alignment with Oneida's strategic goals.
- **Stakeholder Collaboration:** 2024-2026 involvement of agricultural enterprises and external agencies contributed to a comprehensive and practical framework.

## 6.2 Planning Team & Partners

The core planning committee included representatives from:

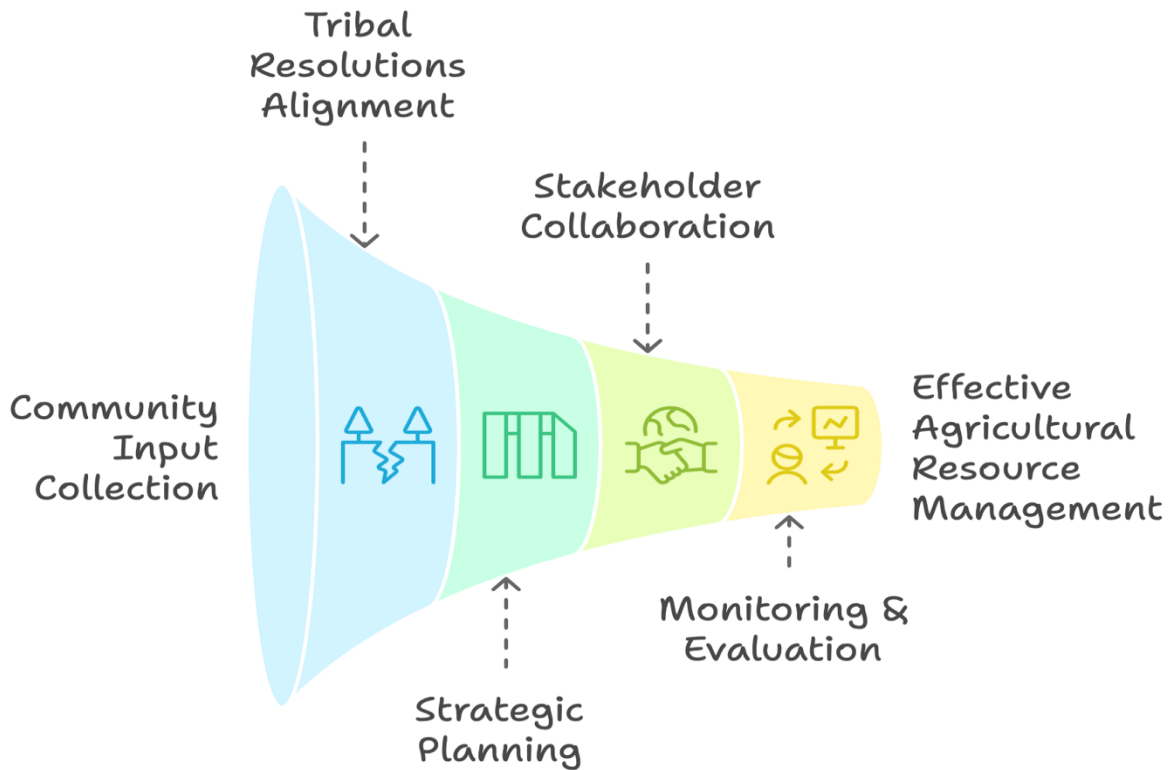
- **Oneida Nation Departments:** Oneida Land, Environmental, Agriculture & Food as Medicine Division (LEAF), Geospatial Information Services (GIS), Land Management, Economic Development, Forestry, Wildlife, Realty, Zoning, and OCIFS.
- **Oneida Agricultural Departments:** Oneida Nation Farm, Oneida Orchard Farm, Oneida Cannery, Oneida Environmental Department.
- **External Partners:** Natural Resources Conservation Service (NRCS), Bureau of Indian Affairs (BIA), U.S. Department of Agriculture (USDA), Wisconsin University Extension Programs, Ohelaku Agricultural Cooperative (White Corn Co-op).

## 6.3 Monitoring & Evaluation

The ARMMP includes **ongoing evaluation** to ensure progress toward its goals. This will be achieved through:

- **Performance tracking** to measure agricultural and land management success.

- **Future community surveys** to reassess priorities.
- Public engagement sessions** to adapt strategies.



**Oneida Nation ARMMP Development Process**

	2021	2022	2023	2024	2025	2026
<b>Planning Process</b>						
Food Sovereignty Strategic Planning						
Proclamation of Rights of Nature						
Commitment to Regenerative Ag						
Ag Enterprise Business Planning						
Stakeholder Input						
Community Survey						
Plan Development						
Plan Adoption						

## 7 Identified Issues

To ensure that the Oneida Nation ARMMP reflects the Nation's priorities, issues were identified through a multi-year process of strategic planning, policy development, business planning, stakeholder engagement, and community member engagement. This effort included the Food Sovereignty Strategic Planning process, the Proclamation of Rights of Nature, and commitments to Regenerative Agriculture and Ag Enterprise Business Planning. A comprehensive community survey further provided direct input from tribal members on key issues related to land management, agriculture, food sovereignty, and natural resource stewardship. Additional insights were gathered through stakeholder engagement, tribal department discussions, and collaboration with agricultural enterprises and external partners to refine the major challenges and opportunities in agricultural development.

Overall, the process highlighted six core issues areas, which form the foundation of this ARMMP:

- Land Management & Stewardship
- Food Sovereignty & Production
- Agricultural & Natural Resource Management
- Cultural & Traditional Agriculture
- Community Health Systems
- Agricultural Economic Development

This ARMMP is structured around these six issue areas, ensuring that the plan directly addresses the concerns and priorities identified by the community. The goals and strategies outlined in this plan are designed to create a balanced approach that honors Oneida values, strengthens local food systems, and promotes long-term sustainability in agricultural resource management.

## 8 Vision Statement

Vision Statement: ***Create a sustainable, self-sufficient food system as a comprehensive approach to enhancing our community's health and wellness.***<sup>1</sup>

The Oneida Nation will strengthen its sovereignty by building a resilient and self-sustaining agricultural system rooted in our cultural traditions, environmental stewardship, and economic independence. We commit to growing and raising food for our people, revitalizing traditional foods and medicines, and ensuring that our lands are managed with respect for future generations. Through regenerative agriculture, food sovereignty, and community-driven solutions, we will protect our natural resources, support local farmers, and create a thriving food system that nourishes our Nation physically, spiritually, and economically.

The development of this vision statement was guided by extensive community engagement to ensure it reflects the priorities, values, and needs of the Oneida Nation. In 2021, the Food Sovereignty Strategic Planning Leadership Team developed the *Oneida Nation Food Sovereignty Strategic Plan*. A community survey was conducted, gathering 167 responses, with participants ranking key

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<sup>1</sup> Oneida Nation Food Sovereignty Strategic Plan, 2021

agricultural priorities such as food sovereignty, regenerative agriculture, and traditional food revitalization. The survey revealed overwhelming support (71%) for expanding traditional foods and medicines, as well as strong backing (63%) for transitioning to regenerative farming. Additionally, discussions in public meetings and ongoing community dialogues emphasized concerns about land use, food accessibility, and economic sustainability for tribal farmers. This vision also aligns with the Oneida Food Sovereignty Resolution (2021) and the Proclamation of the Rights of Nature(2021), reinforcing the Nation’s commitment to environmental stewardship and self-sufficiency. These collective insights have been integrated into the ARMMP, ensuring that the agricultural strategy is community-driven, culturally rooted, and forward-thinking.

## 9 Background & Setting

### 9.1 Tribal Overview and Historical Context

The Oneida Nation of Wisconsin is a federally recognized Indian Nation with a deep cultural and historical connection to the land. Originally part of the Haudenosaunee Confederacy, the Oneida people lived in present-day New York before relocating to Wisconsin in the early 1800s. In 1838, the Nation secured land through a treaty, establishing a 65,400-acre reservation in what is now Brown and Outagamie Counties.

Over time, federal policies such as the General Allotment Act of 1887 led to significant land loss, creating a checkerboard pattern of ownership. Despite these challenges, the Oneida Nation has worked to reclaim and restore its land base, now holding approximately 14,458 acres in trust and 14,432 acres in fee status.

Agriculture has always been central to Oneida identity. Traditional farming practices, including the cultivation of white corn, beans, and squash (Three Sisters), have sustained the community for generations. In 1978, Oneida Nation launched Iroquois Farm with 150 acres and 25 cattle, marking the modern resurgence of tribal agriculture. Today, agriculture plays a critical role in food sovereignty, economic development, and environmental stewardship. In 1994, the Tribe established the Oneida Community Integrated Food Systems (OCIFS) to intentionally develop a comprehensive approach to food security and long-term food sovereignty.

Through strategic land management and sustainable food systems, the Oneida Nation continues to rebuild its agricultural legacy while ensuring a resilient and self-sufficient future for the next generations.

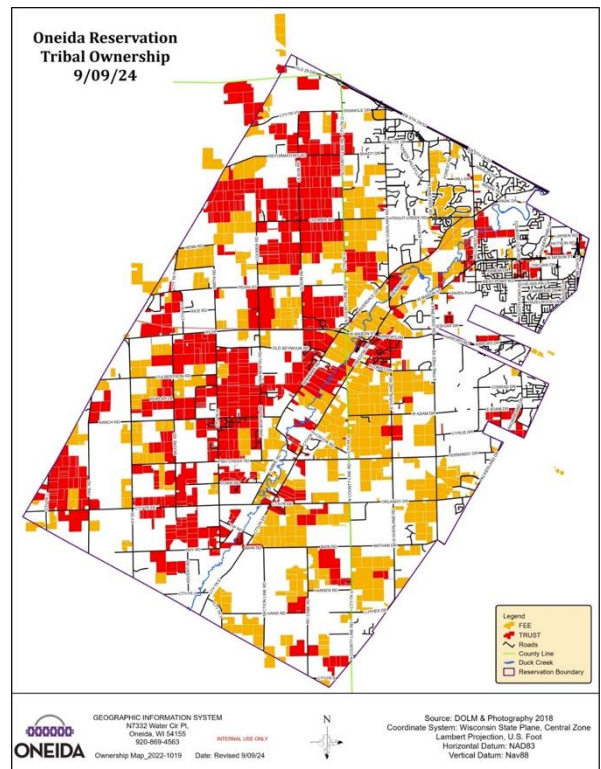


Figure 2 - Tribal Trust Lands vs. Fee Lands

## 9.2 Tribal Membership

The Oneida Nation Tribal Membership Report for 2021 provides a detailed breakdown of the 17,297 enrolled members, categorized by age group, gender, and geographic location. The largest age group is 21-54 years old, making up 51.07% of the total membership, while elders aged 55 and older represent 28.96%. Approximately 26.75% of members live on the reservation, with others residing in Brown/Outagamie Counties (18.94%), the Milwaukee area (12.24%), elsewhere in Wisconsin (13.81%), and out of state or unknown locations (28.26%). The data highlights the Nation's diverse demographic distribution, emphasizing the importance of strategic planning in governance, services, and cultural preservation to meet the needs of members across different locations and age groups.

### TRIBAL MEMBERSHIP 2021

Age Group	On Reservation		Brown/Outagamie Counties		Milwaukee Area		State of Wisconsin		Out of State or Unknown		Total	Percentage of Membership
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male		
0-4	85	82	46	44	13	26	17	14	22	27	376	2.17%
5-9	155	162	91	76	22	37	27	40	101	88	799	4.62%
10-14	165	185	110	117	38	36	42	49	127	138	1007	5.82%
15-17	106	109	54	60	26	33	29	33	80	74	604	3.49%
18-20	117	126	69	79	46	31	39	36	64	61	668	3.86%
Sub-Total	628	664	370	376	145	163	154	172	394	388	3454	19.97%
Combine Male & Female Total:	1292		746		308		326		782		3454	
21-54	1,033	1,060	864	881	606	561	620	672	1,288	1,249	8834	51.07%
Combine Male & Female Total:	2093		1745		1167		1292		2537		8834	
55-61	217	192	164	145	124	110	166	156	324	290	1888	10.92%
62-64	97	80	66	48	57	39	49	46	112	113	707	4.09%
65-69	137	97	66	88	77	55	84	76	148	133	961	5.56%
70-74	99	65	60	36	47	42	47	52	119	93	660	3.82%
75-79	69	42	34	24	26	15	22	26	67	50	375	2.17%
80-84	46	30	20	14	19	6	23	7	48	21	234	1.35%
85-89	36	13	13	3	12	4	9	4	21	15	130	0.75%
90-94	13	5	2	1	7	1	4	0	9	2	44	0.25%
95+	4	0	0	1	0	1	0	0	2	2	10	0.06%
Sub-Total	718	524	425	360	369	273	404	367	850	719	5009	28.96%
Combine Male & Female Total:	1242		785		642		771		1569		5009	
Total	2379	2248	1659	1617	1120	997	1178	1211	2532	2356	17297	100.00%
Combine Male & Female Total:	4627		3276		2117		2389		4888		17297	
Percentage of Membership	26.75%		18.94%		12.24%		13.81%		28.26%			100.00%

Figure 3 - Tribal Population Details

### 9.3 Land Tenure & Use

The Oneida Reservation was originally established as a 65,400-acre land base, but federal policies such as the General Allotment Act of 1887 led to significant land loss. Today, the Nation has successfully reacquired thousands of acres, holding approximately 14,458 acres in trust and 14,432 acres in fee status.

Land ownership on the reservation follows a checkerboard pattern, with a mix of tribally owned, individually owned, and non-tribal lands. This fragmented ownership presents challenges for land management, agriculture, and conservation, requiring strategic planning to maximize land use for tribal priorities.

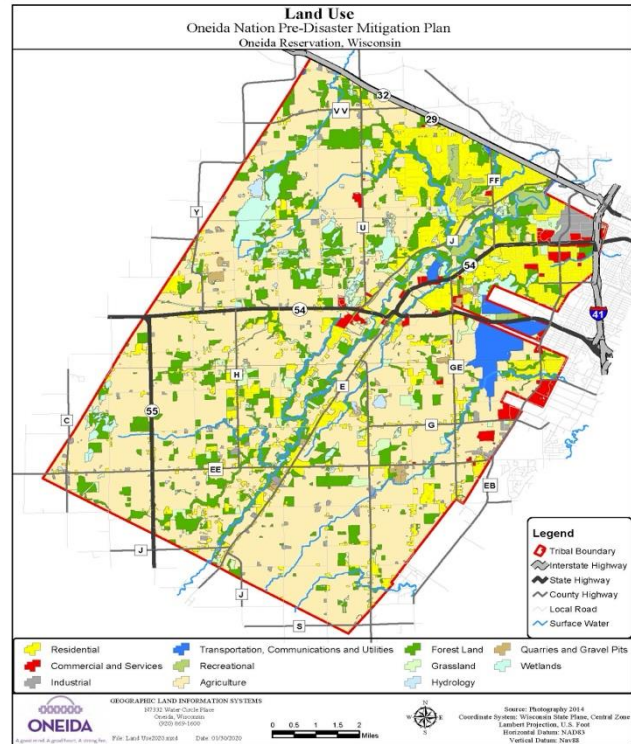


Figure 4 - Land Use Map

### 9.4 Physical Setting & Climate

The Oneida Reservation is located in northeastern Wisconsin, covering portions of Brown and Outagamie Counties. The landscape consists of rolling plains, forests, wetlands, grasslands, and agricultural fields, shaped by glacial activity. These diverse ecosystems provide critical habitat for wildlife, pollinators, and native plants while supporting agriculture and conservation efforts.

The region experiences a humid continental climate, with warm summers and cold, snowy winters. The average annual temperature is 45°F (7°C), with summer highs reaching 80°F (27°C) and winter lows averaging 10°F (-12°C). The area receives approximately 32 inches of rainfall and 40-60 inches of snowfall per year.

Agriculture is influenced by the short growing season (140 frost-free days) and variable precipitation patterns, making soil health, water conservation, and climate adaptation essential to long-term sustainability. Recent climate trends indicate warmer winters, increased precipitation variability, and more

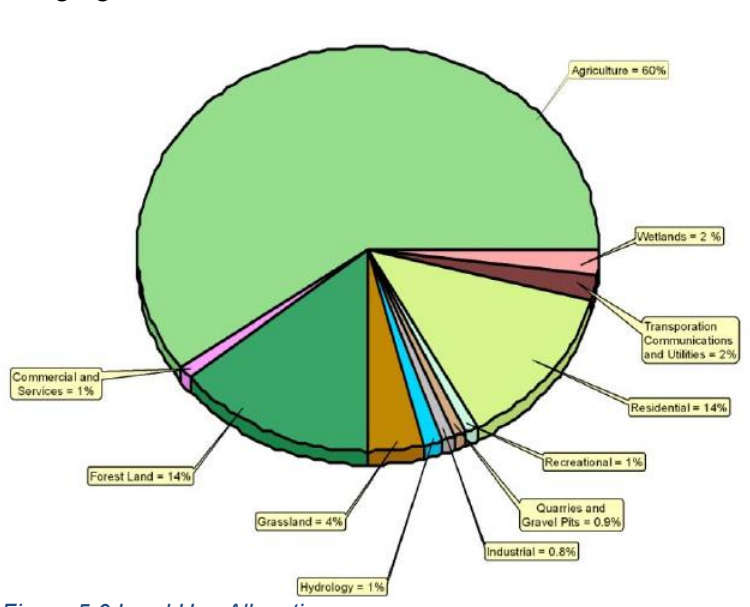


Figure 5 0 Land Use Allocation

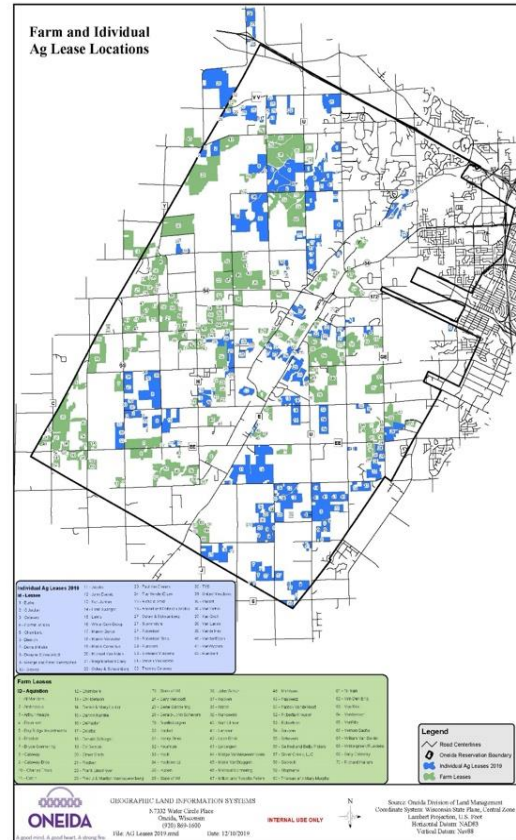
extreme weather events, reinforcing the importance of regenerative farming practices to build resilience in Oneida’s agricultural systems.

## 9.5 Agricultural Development & Current Land Use

Agriculture has long been a foundation of Oneida culture, economy, and food sovereignty. Traditional farming practices, such as cultivating white corn, beans, and squash (Three Sisters), have sustained the community for generations. Today, the Nation actively manages agricultural operations that balance food production, environmental stewardship, and economic sustainability.

Major Agricultural Operations:

- Oneida Nation Farm (5,900 acres) – Produces cash crops (corn, soybeans, oats, wheat) and manages 450 cattle and 165 bison for meat production. Grows 30 acres of Oneida White Corn for the community. The farm is transitioning to regenerative agriculture to improve soil health and reduce reliance on synthetic inputs.
- Oneida Orchard Farm (34 acre orchard, 180 acres pasture, 200 acres of ag fields) – A demonstration farm with 4400 trees and 22 fruit species, hoop house growing of fresh produce and value added products like cider and apple butter. The farm also grows heirloom white corn, supplies grass-fed beef, raises chickens for protein and pest control in the orchard, and provides community education. The Oneida Orchard Farm plays a key role in preserving indigenous food traditions.
- White Corn Cooperative (Ohe-láku) (40 acres) – A community-led initiative to grow and process traditional Tuscarora white corn for cultural and economic purposes.
- Community Gardens – Supports local food access and household food sovereignty through backyard gardening initiatives.



The Nation’s agricultural strategy prioritizes expanding food production, restoring soil health, and aligning land use with community priorities. Efforts are underway to strengthen food processing infrastructure, market access, and regenerative farming practices, ensuring Oneida’s agricultural lands remain productive and sustainable for future generations.

## 9.6 Current Agriculture

### 9.6.1 Grazing/ Rangeland Productivity

The Oneida Nation manages a diverse rangeland and grazing system that supports both bison and beef cattle operations. These lands play a key role in the Tribe’s agricultural strategy, providing high-quality forage while also contributing to soil health and ecosystem resilience.

#### 9.6.1.1 Current Grazing Land & Forage Production

- **Total Grazing Land:** The Oneida Nation Farm includes 1,050 acres grazing acreage, which is actively managed for rotational grazing – 500 acres for beef and 550 acres for bison. Oneida Orchard Farm also includes 180 acres for grazing for their grass-fed and grass-finished beef herd.
- **Forage Quality:** Pastures have good forage stands, though compaction has been observed in certain areas at depths of 5 to 6 inches
- **Soil Health:** Soil biological activity is strong in pastures compared to row crop fields, with efforts focused on increasing microbial activity and improving soil structure.

#### 9.6.1.2 *Grazing Management Practices*

- **Rotational Grazing:** The farms utilize adaptive grazing techniques, ensuring frequent livestock movement to prevent overgrazing and encourage uniform manure distribution.
- **Stocking Rates:** Adjusted based on forage availability, using Brix measurements and other monitoring tools to ensure forage quality.
- **Forage Diversification:** Plans include increasing plant species diversity in pastures to enhance resilience, nutrition, and soil stability.

#### 9.6.1.3 *Regenerative Agriculture & Future Goals*

Working with agriculture expert Understanding Ag, expanded regenerative ag practices and through assessment of the grazing lands, identified key areas for improvement:

1. **Expanding Managed Grazing** – Increasing the number of acres under regenerative grazing to enhance soil health and reduce input costs.
2. **Improving Soil Structure** – Addressing compaction issues through strategic cover cropping and grazing rotations.
3. **Enhancing Forage Productivity** – Introducing multispecies forage systems to strengthen pastures against environmental stress.
4. **Integrating Livestock with Cropland** – Utilizing grazing as a tool for soil regeneration on former row crop fields.
5. **Reducing External Inputs** – Transitioning away from chemical fertilizers and focusing on biologically active soil amendments.

#### 9.6.1.4 *Monitoring & Data Collection*

- **Brix Testing:** Used to measure forage nutrition and track improvements over time.
- **Soil Health Assessments:** Conducted periodically to evaluate microbial activity, compaction levels, and organic matter content.
- **Adaptive Management:** Adjustments made based on seasonal observations and testing results.

By continuing to implement regenerative grazing strategies, the Oneida Nation is strengthening its agricultural resilience, improving rangeland productivity, and fostering long-term sustainability.

### 9.6.2 *Cropland Productivity*

The Oneida Nation manages a diverse agricultural landscape that includes large-scale commodity farming, specialty crops, and traditional food production. Cropland is used for cash crops, orchards, and heirloom varieties, supporting both economic development and food sovereignty initiatives.

#### 9.6.2.1 Oneida Nation Farm

- **Total Cropland:** Approximately 5,900 acres
- **Primary Crops:** Corn, soybeans, alfalfa, and cover crops (rye, clover)
- **Production Focus:** Cash crops are grown using a mix of conventional and regenerative practices. A transition to regenerative agriculture is underway to improve soil health and reduce chemical inputs.
- **Challenges:** Soil compaction, reliance on chemical fertilizers, and increasing costs of inputs are key concerns.

#### 9.6.2.2 Oneida Nation Orchard Farm

- **Total Orchard Land: 4,443 trees** (apples, pears, cherries) on 34 acres
- **Production Goals:** Transitioning to **organic and regenerative practices** to reduce chemical dependence.
- **Challenges:** Pest management and the need for diversified revenue streams to ensure long-term orchard viability.
- **Total Cropland:** 260 acres dedicated to heirloom white corn, medicinal and culturally connected agriculture, and regenerative agriculture.
- **Primary Crops:** white corn, grass-fed livestock forage, and medicinal plants.
- **Production Focus:** Traditional rotational planting methods, hand-harvesting, and **culturally significant crop preservation**.
- **Challenges:** Labor-intensive methods, weather variability, and maintaining a sustainable seed stock.

#### 9.6.2.3 White Corn Cooperative (Ohe·láku)

- **Total Cropland:** 10 acres (of a 50 acre lease)
- **Primary Crop:** Tuscarora white corn
- **Production Focus:** Operated by an intergenerational cooperative, focusing on cultural preservation and sustainable food systems.
- **Challenges:** Limited infrastructure for storage and processing, reliance on volunteer labor.

### 9.6.3 Traditional Foods

#### 9.6.3.1 Ohe·láku

Ohe·láku (Among the Cornstalks) is an agricultural cooperative established in 2016 that grows traditional Tuscarora white corn using Indigenous methods on the Oneida Nation Reservation in Wisconsin. Operating as a 501(c)5 nonprofit, the cooperative has grown from 20 to 45 members and currently farms 10 acres of land. The group has successfully harvested 40,000 pounds of corn, with over 15,000 pounds distributed to the Oneida Nation and Tribal Elder Food Box Program.

The cooperative follows traditional Haudenosaunee practices, maintains chemical-free fields, and requires members to contribute at least 50 volunteer hours each season. New members spend their

first year in an "Under the Wing" mentorship program before becoming full members. Looking ahead, Ohe-láku has received approval to manage 50 acres of land and plans to build a corn processing facility for small-scale growers.

#### *9.6.3.2 Oneida Nation Farm*

Oneida Nation Farm is a department of the Land, Environment, Agriculture, and Food as Medicine Division that grows traditional heirloom white corn for the organization to ensure a reliant supply of the raw good. The farm plants and harvests 10-30 acres of white corn each year, which they then dry, clean, and sort for delivery to the Oneida Cannery for processing.

#### *9.6.3.3 Wild Rice*

Wild rice is a culturally significant food that has long been part of the Oneida Nation's seasonal harvesting traditions. Beyond its role as a winter staple food, wild rice holds cultural importance in ceremonies and represents the traditional practice of "eating the seasons." Ecologically, it serves as crucial wildlife habitat and an indicator of wetland health.

The Oneida Nation is actively involved in wild rice conservation through wetland restoration projects, working to combat challenges from climate change, development, and disease that threaten wild rice populations. Recent support, including proposed state funding in 2023, has helped advance these restoration efforts. Despite modern challenges like altered water levels and increased fungal diseases, the Nation continues to prioritize wild rice preservation for both its cultural and ecological value.

#### *9.6.3.4 Sugar Camps*

The sugar camps of the Oneida Nation are vital cultural spaces where traditional maple syrup production connects community members to ancestral practices and the land. Dozens of camps operate on the reservation, each managed by extended families who typically oversee about 75 maple trees. Production begins with a thanksgiving ceremony and tobacco offering, honoring the Creator and natural resources. Each family produces approximately 10-15 gallons of maple syrup per season, which is used for personal consumption, gifts, ceremonies, and bartering.

The camps serve multiple roles: they are educational spaces where the Oneida Tribal School and Environmental Department help pass traditional knowledge to younger generations, community gathering places that strengthen family bonds, and sites where sustainable practices demonstrate environmental stewardship.

#### *9.6.3.5 Medicinal*

- Plantings: Over the last 20 years the Nation has reestablished 21 plantings of medicinal native plants across the reservation for a total of 1,178 acres.
- Restored prairies of 702 300 acres, the largest 300 acres.
- Restored wetlands total 451 acres.
- Restored rice beds total 25 acres across 3 different sites.

## 9.6.4 Agricultural Economic Development

The Oneida Nation has built a strong agricultural economy through diverse farming operations, including Oneida Nation Farm, Oneida Orchard, Tsyunhehkwa, and community gardens. These operations contribute to food sovereignty, economic sustainability, and environmental stewardship, while also supporting local food systems and regenerative agriculture initiatives.

### 9.6.4.1 Oneida Nation Farm

Originally established as Iroquois Farms in 1978, Oneida Nation Farm has expanded to 5,900 acres, managing 450 cattle, 165 bison, and cash crops such as corn, soybeans, oats, and winter wheat. The farm is transitioning to regenerative agriculture to improve soil health, reduce chemical inputs, and increase sustainability. The farm's goal is to balance profit generation with food sovereignty, providing 125,000 pounds of premium meat while maintaining a 1% net profit margin.

### 9.6.4.2 Oneida Orchard Farm

The 45-acre orchard specializes in apples and berries, serving as a key supplier of fresh fruit for the Oneida community. Since its acquisition in 1995, the orchard has focused on expanding value-added products such as apple cider, apple butter, and apple chips. It is also transitioning to regenerative practices, with a goal of providing 1,000,000 pounds of fresh whole food to the community over the next five years. The Orchard has expanded into a fully operational farm that also grows fresh produce in hoop houses and has absorbed the former Tsyunhehkwa Farm and plays a vital role in preserving indigenous food systems and educating the community on regenerative agriculture. This small-scale demonstration farm focuses on heirloom white corn, fresh produce, and grass-fed beef. The operation aims to balance cultural preservation with economic sustainability, ensuring access to traditional foods while modeling sustainable farming techniques to encourage growers.

The Orchard Farm supports community and backyard gardens, providing seeds, technical assistance, and education to empower tribal members to grow their own food. These gardens strengthen household food security and reinforce Oneida's commitment to food sovereignty. Seeds and plants are provided to 175 households and 50 gardens are tilled each year.

### 9.6.4.3 Oneida Nation Cannery

The Oneida Nation Cannery has been a cornerstone of the Oneida Community Integrated Food Systems (OCIFS) for over four decades, playing a vital role in food sovereignty, local food production, and cultural preservation. The facility supports the processing, preservation, and distribution of traditional foods while serving as a model for sustainable, community-driven food systems.

Under current operations, the cannery processes indigenous crops, such as white corn, and produces value-added products sold to tribal programs and local markets. It also provides certified processing space and equipment rentals for community members, supporting small food businesses and home food preservation efforts.

### Cannery Facility Expansion & Future

The Cannery is moving into a brand new 11,000 sq. ft. production facility, with opening in June of 2026. This major expansion will include:

Increased food processing capacity for dehydrated foods, fresh-pressed juices, and traditional baked goods. A shared commercial kitchen is included for rent to tribal entrepreneurs to develop food-based businesses. An on-site retail outlet to sell Oneida-grown and processed foods, with plans to expand into off-reservation grocers and online sales. Sustainable facility design that incorporates Oneida traditions and minimizes environmental impact.

### Cannery Economic & Community Impact

The cannery's revenue model combines product sales (traditional foods and value-added goods) with services (kitchen rentals and equipment access). Its expansion will strengthen Oneida's local food economy, support small business development, and increase access to healthy, culturally significant foods for the community.

Through this strategic expansion, the Oneida Nation Cannery will continue to be a leader in indigenous food sovereignty and economic development, ensuring that traditional food knowledge and production remain strong for future generations.

## 9.7 Natural Resources & Environmental Considerations

The Oneida Nation is committed to protecting and restoring natural resources that support agriculture, wildlife, and ecological health. The reservation's landscape includes wetlands, forests, grasslands, and agricultural lands, all of which play a critical role in soil conservation, water quality, and biodiversity.

### Key Natural Resources

- **Soils** – The reservation contains a mix of silty loam and sandy loam soils, requiring careful management to prevent erosion and maintain fertility. Regenerative farming practices such as no-till farming, cover cropping, and rotational grazing help rebuild soil health.
- **Water Resources** – The Duck Creek Watershed and smaller tributaries provide essential water for agriculture and habitat for aquatic species. Conservation efforts focus on reducing runoff, improving water retention, and restoring riparian buffers.
- **Forests & Wildlife** – Woodlands provide habitat for white-tailed deer, wild turkey, songbirds, and pollinators. Sustainable forestry management and controlled burns help maintain healthy ecosystems.
- **Wetlands & Conservation Areas** – Over the past decade, the Nation has restored 300+ acres of wetlands and 30 miles of stream buffers, improving water filtration and wildlife habitat.

Oneida integrates traditional ecological knowledge (TEK) with modern conservation practices to protect the land for future generations. Ongoing initiatives include invasive species control, climate resilience planning, and expanding pollinator habitats, ensuring a balanced approach to agriculture and environmental stewardship.

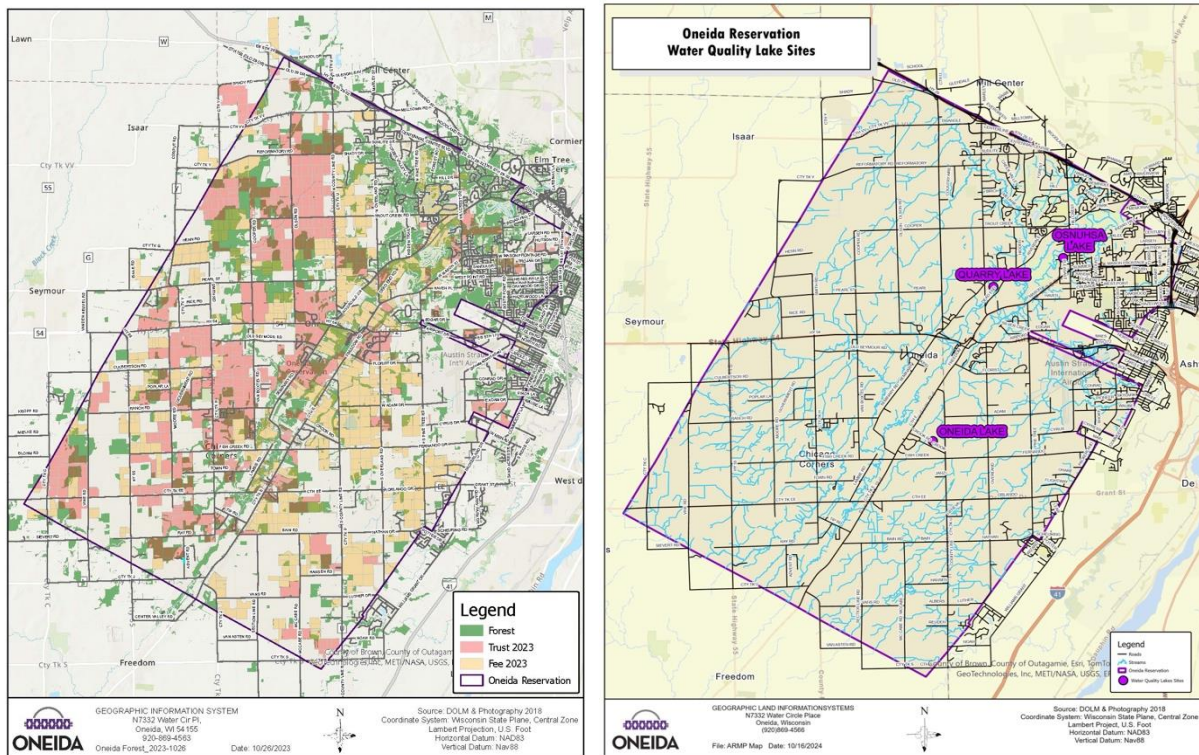


Figure 6 - Forested Lands

### 9.7.1 Water Resources and Management

Over the past two decades, the Oneida Tribe of Wisconsin has implemented a comprehensive ecosystem restoration initiative aimed at revitalizing the natural landscapes within the reservation. This effort, which spans over 20 years, reflects the Tribe's commitment to restoring native ecosystems in harmony with sustainable land stewardship practices. Key restoration projects have focused on stream and wetland rehabilitation, including significant efforts in the Trout Creek and Silver Creek areas, where re-meandering and targeted interventions have restored aquatic habitats and improved water quality. These projects, conducted in partnership with local and federal agencies, have successfully reintroduced native species, such as brook trout, and reduced environmental stressors like runoff pollution.

This restoration aligns closely with the Tribe's adoption of regenerative agriculture, which emphasizes soil health, biodiversity, and natural resource preservation. Together, these efforts work to rebuild the resilience of the land, supporting sustainable food systems and ensuring long-term ecological balance. By fostering partnerships and employing both ecological restoration and regenerative agricultural practices, the Tribe is creating a foundation for sustained environmental health, cultural preservation, and community well-being.

Lake Stocking Summary 2021 - 2023

*Figure 7 - Lake Stocking Summary 2021-2023*

### 9.7.2 Forest Management

In 1994, the Oneida Tribe entered into a Self-Governance Compact with the United States under Title III of the Indian Self Determination Act Amendments of 1987. The Oneida have agreed to take over the management of any or all Federal programs, activities, functions, and services with their associated budgets and to exercise discretionary power over how the budgets are distributed among the "compacted" programs.

In regard to forestry, the Oneida Tribe took over the responsibilities for timber harvest, timber trespass, forest management inventory, planning, and development. In 1996, the Oneida Tribe employed a professional forester to manage both urban and rural forestry resources. In 2000, a comprehensive forest inventory was completed from which management plans are currently being considered.

Today the Oneida Tribe has re-acquired over 29,000 acres of the original 65,400 acres of reservation lands, amounting to ownership of 45% of the reservation. Approximately 4,000 acres are forested and contain a variety of valuable hardwoods. Continued pressure on forestry resources prevail today, not from over harvesting, but from other competing uses such as farming and residential and commercial development. The primary interest today in the Oneida forestry resource is not timber, but its value as a resource for recreation, hunting and gathering, protection of air and water quality, and community comfort and aesthetic quality.

## 9.8 Land Use Policy

The **Oneida Zoning and Shoreland Protection Law (Title 6, Chapter 605)** provides the regulatory framework for land use on the reservation, ensuring that agricultural activities align with sustainable land management and environmental protection. This policy safeguards agricultural lands, maintains rural character, and regulates land use changes to prevent scattered development.

### 9.8.1 Key Provisions

- **Agricultural Zoning (A-1 District):** Supports farming, livestock, orchards, forestry, and conservation.
- **Minimum Lot Size:** 1.5 acres;
- **Maximum Building Height:** 60 feet.
- **Setbacks for Water Protection:**
  - 75 feet from waterways
  - 100 feet for feedlots, waste storage, and barnyards
- **Non-Point Source Pollution Controls:** Requires erosion control, vegetative buffers, and runoff management.
- **Environmental Protections:** Includes shorelands, floodplains, endangered species habitats, and cultural sites.
- **Compliance & Enforcement:** Establishes permit requirements, environmental reviews, and penalties for violations.

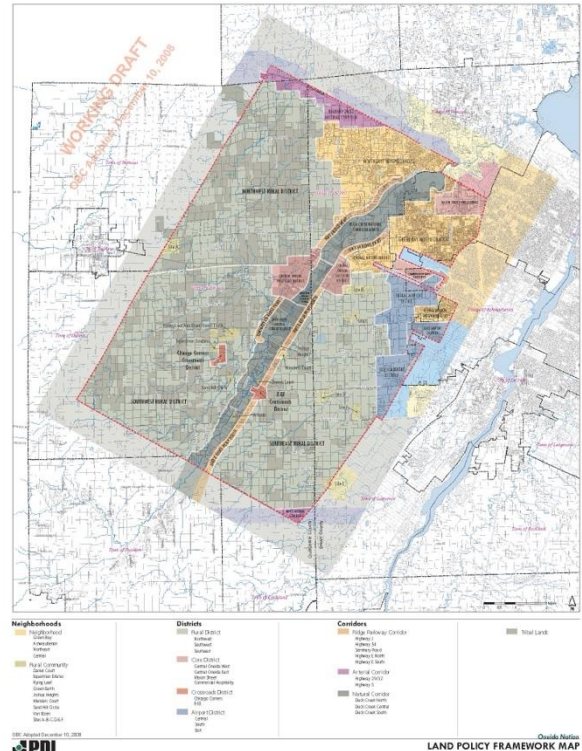


Figure 8 Land Policy Framework Map

This zoning law plays a critical role in shaping the **Oneida Agricultural Resource Management and Monitoring Plan (ARMMP)** by ensuring that agricultural development aligns with conservation priorities, food sovereignty goals, and long-term land stewardship. A full copy is attached in the Appendix.



### 10.3 Intended Impact

The Intended Impact Statement defines the overarching, long-term transformation that the Oneida Nation seeks to achieve through the Agricultural Resource Management & Monitoring Plan (ARMMP). It reflects the cumulative effects of the Nation's strategic efforts in land stewardship, food sovereignty, economic development, cultural preservation, and environmental sustainability.

This statement serves as a guide, ensuring that all agricultural policies, initiatives, and investments contribute to a sovereign, self-sustaining agricultural system that supports the well-being of the Oneida community for generations to come. It embodies the ARMMP's commitment to restoring our lands, revitalizing traditional foodways, strengthening our economy, and protecting our natural and cultural heritage.

By aligning decisions with this impact statement, the Nation ensures that agricultural development remains rooted in Oneida values, responsive to community needs, and adaptable to future challenges.

#### **Intended Impact Statement**

*The Oneida Nation has built a sovereign, self-sustaining agricultural system that nourishes our people, restores our lands, strengthens our economy, preserves our cultural heritage, and ensures the long-term stewardship of our natural resources for future generations.*

## 10.4 Long-Range Outcomes

Focus Areas	Long Range Outcomes
<p><i>The major topics we are addressing, based on identified issues and priorities from the community survey and agricultural resource needs.</i></p>	<p><i>The broad, long-term changes we want to see in our community as a result of implementing the Agricultural Resource Management Plan (ARMMP). These describe the overall vision for each focus area.</i></p>
<p><b>Land Management &amp; Stewardship</b></p>	<p>The Oneida Nation’s agricultural lands are strategically managed and sustainably maintained by LEAF, ensuring that land use aligns with food sovereignty, environmental stewardship, and long-term tribal priorities. The Nation continues to reacquire and restore lands, promoting responsible stewardship and ensuring that land remains productive for future generations.</p>
<p><b>Food Sovereignty &amp; Production</b></p>	<p>The Oneida Nation has built a resilient, self-sustaining food system, where locally grown, culturally significant foods are readily available to the community. Tribal farms, cooperatives, and community gardens work together to strengthen food security and reduce dependence on outside markets, reinforcing Oneida’s commitment to food sovereignty.</p>
<p><b>Agricultural &amp; Natural Resource Management</b></p>	<p>The Oneida Nation’s agricultural lands are thriving ecosystems, where regenerative agriculture and conservation practices ensure healthy soils, clean water, and diverse wildlife habitats. Tribal agriculture and natural resource management efforts work in harmony to restore ecosystems, strengthen climate resilience, and enhance biodiversity.</p>
<p><b>Cultural &amp; Traditional Agriculture</b></p>	<p>Oneida’s traditional foodways and agricultural knowledge are actively practiced, taught, and celebrated across generations. White corn, heirloom crops, and indigenous farming methods remain central to the Nation’s agricultural identity, ensuring that Oneida cultural traditions and ecological values continue to shape food production and land management.</p>
<p><b>Community Health Systems</b></p>	<p>The Nation’s food system is deeply connected to community health and wellness, ensuring that all tribal members have access to fresh, nutritious, and culturally relevant foods. Food production, nutrition education, and public health efforts are fully integrated, helping to reduce diet-related illnesses and strengthen community well-being.</p>
<p><b>Agricultural Economic Development</b></p>	<p>Oneida’s agricultural economy is strong, diverse, and self-sustaining, with thriving tribal farms, agribusinesses, and food enterprises. Agriculture provides meaningful economic opportunities for tribal members, supporting job creation, entrepreneurship, and reinvestment in the Nation’s food system.</p>

<b>Focus Areas</b>	<b>Long Range Outcomes</b>	<b>Goals</b>	<b>Objectives</b>	<b>Policies</b>	<b>Entities</b>
<i>The major topics we are addressing, based on identified issues and priorities from the community survey and agricultural resource needs.</i>	<i>The broad, long-term changes we want to see in our community as a result of implementing the Agricultural Resource Management Plan (ARMMP). These describe the overall vision for each focus area.</i>	<i>The specific achievements that will help us reach the long-range outcomes. Goals should be clear, actionable, and aligned with community priorities.</i>	<i>The measurable steps needed to accomplish each goal. These should be specific, time-bound, and indicate progress toward the goal.</i>	<i>The rules, guidelines, or strategies that will support the implementation of the objectives. These could include existing or new policies that need to be created.</i>	<i>The departments, programs, or organizations responsible for carrying out the objectives and enforcing policies.</i>
<b>Land Management &amp; Stewardship</b>	The Oneida Nation's agricultural lands are strategically managed to align with food sovereignty, environmental stewardship, and long-term tribal priorities. ELA ensures sustainable land use, promoting responsible stewardship, land restoration, and productivity for future generations.	The ARMMP is adhered to by the Secretary of the Interior pursuant to P.L. 103-177, 25USC3701.		ARMMP	LEAF
		An agricultural management system that supports the desired balance between food sovereignty, environmental stewardship, and economic development	Establish land use policies to encourage the adoption of regenerative farming practices on agricultural lands	Ag Lease Rule	LEAF
			Establish land use policies to decrease the use of synthetic pesticides, herbicides, and fungicides on agricultural lands	Ag Lease Rule	LEAF
		An effective land lease enforcement policy ensures regenerative practices are followed, with clear monitoring and accountability measures.	Develop a monitoring system that tracks compliance with regenerative farming lease terms, with enforcement actions for non-compliance.	Ag Lease Rule	LEAF
		Land leasing policies prioritize Oneida-led agricultural projects, reducing reliance on non-Oneida lessees over time.	Develop a phased implementation plan that increases tribal agricultural operations each year while gradually decreasing non-Oneida leases, ensuring a smooth transition to greater tribal land stewardship.	Ag Lease Rule	LEAF
		A GIS system that maintains accurate data to support the planning, implementation, and monitoring of this ARMMP	Develop and maintain a centralized GIS database to map agricultural land use, track changes, and support decision-making.	ARMMP	GIS
		The community is educated and informed about the importance and progress of the transition to regenerative ag practices (based on survey feedback)	Prepare and issue an annual report that shares the progress and results of the transition to regenerative ag	ARMMP	LEAF
			Implement community outreach programs, workshops, and educational materials to increase awareness and support for regenerative agriculture.	ARMMP	LEAF
<b>Cultural &amp; Traditional Agriculture</b>	Oneida's traditional foodways and agricultural knowledge are actively practiced, taught, and celebrated across generations. White corn, heirloom crops, and indigenous farming methods remain central to the Nation's agricultural identity. By integrating traditional ecological knowledge with modern food systems, Oneida ensures that cultural traditions guide food production, land stewardship, and community well-being.	An informed and educated community that actively practices, protects, and passes down traditional food and agricultural knowledge.	Develop educational programs, mentorship, and hands-on learning experiences to preserve and expand indigenous foodways and ecological knowledge across all generations.	ARMMP	OCIFS
			Develop youth-focused workshops and intergenerational knowledge-sharing programs to teach traditional farming, seed saving, and food preservation.	ARMMP	OCIFS Cannery Oneida Orchard Farm
		A natural landscape that provides an abundance of traditional foods and medicines	Restore wetlands and wild rice beds in natural landscapes	Ag Lease Rule	Environmental Department

			Restore medicinal plantings in natural landscapes	Ag Lease Rule	Environmental Department
			Provide access to traditional medicines to the community	Oneida Orchard Business Plan	Oneida Orchard Farm
<b>Food Sovereignty &amp; Production</b>	The Oneida Nation has established a resilient and self-sustaining food system where locally grown, culturally significant foods are abundant and accessible. Through collaboration among tribal farms, cooperatives, and community gardens, food security is strengthened, and reliance on outside markets is reduced, ensuring long-term food sovereignty.	A food system that is adaptable, resilient, and responsive to our community needs <sup>2</sup>	Assess our food systems comprehensively – evaluating the air, soil, and water as a part of the systems as a whole	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
			Use scenario planning that is responsive to the changing environment	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
			Have a food system that is self-sufficient and sustainable, less reliant on external funding resources, and strengthens self-governance	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
		Strengthen and expand the community's food system networks, increasing production and processing capacity and making it more efficient <sup>3</sup>	Facilitate and encourage a community drive, grass rooted community network of individual harvesters, growers, producers, processors, and entrepreneurs	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
			Develop community-led gardening programs and mentorship opportunities to increase engagement in food production.	ARMMP	OCIFS
		Maximize the supply of whole foods to feed the community	Implement new applications of organic treatments based on informed Sap Analysis	Oneida Orchard Business Plan (2023)	Oneida Orchard Farm
			Open high tunnel and begin cultivation of fresh produce	Oneida Orchard Business Plan (2023)	Oneida Orchard Farm
			Complete overhaul on apple grader equipment	Oneida Orchard Business Plan (2023)	Oneida Orchard Farm
			Develop a new retail center	Oneida Orchard Business Plan (2023)	Oneida Orchard Farm
			Soil Health: Plan and implement the soil health improvement plan per Understanding Ag	Oneida Orchard Business Plan (2023)	Oneida Orchard Farm
		Increase production of traditional white corn	Expand the acreage of cultivation each year to reach the maximum allowable of 50-acres	ARMMP	Oneida Nation Farms Oneida Orchard Farm Ohe-láku (co-op)
			Grow a sustainable and traditionally grown crop of white corn each year to consistently supply to the Cannery		
		Increase capacity for value-added processing and distribution of locally grown foods	Develop the new Oneida Cannery facility	Oneida Cannery Business Plan (2021)	Oneida Cannery
Adequate protein supply	Increase beef and bison meat supply	Oneida Nation Farm Business Plan (2023)	Oneida Nation Farm		

<sup>2</sup> Food Sovereignty Strategic Plan (2021), Goal 1, Page 9

<sup>3</sup> Food Sovereignty Strategic Plan (2021), Goal 3, Page 9

<b>Agricultural &amp; Natural Resource Management</b>	The Nation's agricultural lands are thriving ecosystems, where regenerative agriculture and conservation practices maintain healthy soils, clean water, and diverse wildlife habitats. Tribal agriculture and natural resource management efforts are integrated to restore ecosystems, enhance climate resilience, and promote biodiversity for future generations.	Manage forest resources to promote protection of air and water quality	Develop and implement a comprehensive forest management plan	Live, Sustain, Grow Plan (2011)	Forestry
			Manage effective urban and rural vegetative systems and integrate forestry planning with comprehensive urban development planning	Live, Sustain, Grow Plan (2011)	Forestry
			Develop and maintain a high level of community support for forestry activities	Live, Sustain, Grow Plan (2011)	Forestry
		Restore and protect waterways to ensure a healthy, sustainable environment	Restore and protect wetlands, streams, and natural habitats to improve water quality, enhance biodiversity, and increase climate resilience across the Oneida Nation's lands.	Shoreland Protection Ordinance	Water Quality
			Strengthen regulations to prevent runoff from agricultural lands and expand riparian buffer zones to protect waterways.	Land Zoning Policy	Zoning
			Improve and sustain fish populations by restoring stream habitats, removing barriers to fish movement, and ensuring clean, healthy waterways that support native species, such as brook trout.	Shoreland Protection Ordinance	Fisheries
<b>Cultural &amp; Traditional Agriculture</b>	Oneida's traditional foodways and agricultural knowledge are actively practiced, taught, and celebrated across generations. White corn, heirloom crops, and indigenous farming methods remain central to the Nation's agricultural identity. By integrating traditional ecological knowledge with modern food systems, Oneida ensures that cultural traditions guide food production, land stewardship, and community well-being.	An informed and educated community that actively practices, protects, and passes down traditional food and agricultural knowledge.	Develop educational programs, mentorship, and hands-on learning experiences to preserve and expand indigenous foodways and ecological knowledge across all generations.	Oneida Nation Food Sovereignty Strategic Plan	Oneida Orchard Farm Oneida Cannery OCIFS
			Develop youth-focused workshops and intergenerational knowledge-sharing programs to teach traditional farming, seed saving, and food preservation.	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
		A natural landscape that provides an abundance of traditional foods and medicines	Restore wetlands and wild rice beds in natural landscapes	Live, Sustain, Grow Plan	Environmental Department
			Restore medicinal plantings in natural landscapes	Live, Sustain, Grow Plan	Environmental Department
		Access to traditional medicines and		Live, Sustain, Grow Plan (2011)	Environmental Department
	The Nation's food system is deeply connected to community health and		Collaboration to formally utilize participation in our food systems as a	Oneida Nation Food Sovereignty	OCIFS

<b>Community Health Systems</b>	wellness, ensuring that all tribal members have access to fresh, nutritious, and culturally relevant foods. By integrating food production, nutrition education, and public health initiatives, the Nation works to prevent diet-related illnesses and promote long-term community well-being.	Our food systems are recognized as being an integral part of a comprehensive approach to enhancing the overall wellness of our community	means of preventative and prescriptive health care	Strategic Plan (2021)	
			Collaborate with Cultural Wellness area to increase opportunities and education of medical plant harvesting	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
		Locally-grown, whole foods are incorporated into the Tribe's food distribution system	Ensure that traditional and locally grown foods are prioritized in community meal programs and healthcare initiatives.	Oneida Nation Food Sovereignty Strategic Plan	Oneida Cannery
		An informed and educated community capable of utilizing traditional and locally grown foods.	Expand nutrition ed programs by incorporating traditional food preparation, cooking classes, and wellness workshops.	Oneida Nation Food Sovereignty Strategic Plan	OCIFS
<b>Agricultural Economic Development</b>	Oneida's agricultural economy is strong, diverse, and self-sustaining, with thriving tribal farms, agribusinesses, and food enterprises. Agriculture provides meaningful economic opportunities for tribal members, supporting job creation, entrepreneurship, and reinvestment in the Nation's food system.	Oneida Ag Enterprise operations generate a profit and are financially self-sustaining	Decrease our input costs for cash crops	Oneida Nation Farm Business Plan (2023)	Oneida Nation Farm
			Improve overall regenerative ag practices	Oneida Nation Farm Business Plan (2023)	Oneida Nation Farm
			Maintain a break-even profit margin each year	Oneida Nation Farm Business Plan (2023)	Oneida Nation Farm
			Explore new revenue opportunities, such as specialty crops, agritourism, and value-added food production, to increase economic resilience	Oneida Orchard Business Plan (2023)	Oneida Orchard
		Oneida Ag Enterprise operations provide employment opportunities for tribal members	Increase tribal employment in agricultural enterprises by expanding workforce training, apprenticeships, and on-the-job skill development programs.	Ag Lease Rule	OCIFS
		Tribal members are able to earn individual income through agricultural and food business activities	Develop training, funding, and business support programs to help tribal members launch and sustain agricultural and food enterprises.	Ag Lease Rule	OCIFS
			Create pathways for tribal members to access land, equipment, and technical assistance to start and grow their own agricultural or food-based businesses.	Ag Lease Rule	OCIFS LEAF Division

## 11 Implementation & Monitoring Plan

The Oneida Nation Agricultural Resource Management & Monitoring Plan (ARMMP) is a living document designed to adapt to evolving community needs, environmental conditions, and economic opportunities. To ensure that the plan remains relevant, actionable, and aligned with Oneida Nation priorities, a structured implementation and monitoring process will be followed.

### **Three-Year Community-Wide Review & Update (Led by LEAF)**

Every three years, LEAF will conduct a comprehensive review of the ARMMP to assess progress, gather community input, and make necessary updates. This process will include:

- **Community Engagement:** Hosting public meetings, workshops, and surveys to gather feedback from tribal members, agricultural producers, and key stakeholders.
- **Performance Evaluation:** Reviewing key metrics and measurable outcomes related to land stewardship, food sovereignty, economic development, and public health.
- **Policy & Program Adjustments:** Identifying policy gaps, emerging challenges, and opportunities for improvement based on data and community input.
- **Interdepartmental Collaboration:** Coordinating with relevant tribal departments, including OCIFS, GIS, Forestry, and Economic Development, to ensure alignment across sectors.

Following the review, LEAF will present a revised ARMMP to the Tribal Council for approval, ensuring that the plan continues to serve the long-term interests of the Nation.

### **Annual Report & Update to Tribal Council (Led by LEAF)**

Each year, LEAF will prepare and present an Annual ARMMP Update to the Oneida Tribal Council. This report will:

- **Summarize Progress:** Highlight key accomplishments, challenges, and ongoing initiatives.
- **Track Key Performance Metrics:** Provide data-driven insights on land use, food production, economic outcomes, and environmental stewardship.
- **Identify Policy & Funding Needs:** Recommend adjustments to agricultural policies, resource allocations, and funding priorities to support continued implementation.
- **Align with Strategic Goals:** Ensure that the ARMMP remains integrated with the Nation's broader sustainability, economic, and health initiatives.

This annual reporting process will allow the Tribal Council to monitor progress, provide guidance, and ensure accountability in achieving the Nation's agricultural goals.

### **Moving Forward**

By implementing a structured review and reporting process, the Oneida Nation will ensure that the ARMMP remains a dynamic and effective tool for land stewardship, food sovereignty, economic development, and cultural preservation. These regular updates will strengthen community involvement, transparency, and long-term success in achieving the Nation's vision for sustainable agriculture.

## 12 Appendices

12.1 Live, Sustain, Grow Plan (2011)

12.2 Proclamation of the Rights of Nature (2021)

12.3 Food Sovereignty Strategic Plan (2021)

12.4 Oneida Cannery Business Plan (2021)

12.5 Oneida Nation Farm Business Plan (2023)

12.6 Oneida Nation Orchard Business Plan (2023)

12.7 Tsyunhehkwa Business Plan (2023)

12.8 Land Use Policies (?)

12.9 Community Survey Results (2024-2025)