

Oneida Business Committee



Executive Session
8:30 AM Tuesday, August 11, 2026
BC Conference Room, 2nd Floor, Norbert Hill Center

Regular Meeting
8:30 AM Wednesday, August 12, 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

III. ADOPT THE AGENDA

IV. OATH OF OFFICE

- A. Anna John Resident Centered Care Community Board - Patricia Moore**
Sponsor: Lisa Liggins, Secretary
- B. Oneida Public Safety and Security Commission - Beverly Anderson**
Sponsor: Lisa Liggins, Secretary
- C. Oneida Youth Leadership Institute Board - Brian Denny Jr.**
Sponsor: Lisa Liggins, Secretary
- D. Pardon and Forgiveness Screening Committee - Brandon Vande Hei and Alexis Woelfel**
Sponsor: Lisa Liggins, Secretary

V. MINUTES

- A. Approve the July 22, 2026, regular Business Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary

VI. RESOLUTIONS

- A. **Adopt resolution entitled Oneida Nation Pre-Disaster Mitigation Plan 2026-2031**
Sponsor: Kaylynn Biely, Emergency Management Director
- B. **Adopt resolution entitled Extension of the Emergency Adoption of the Safe Neighborhoods Law**
Sponsor: Jameson Wilson, Councilman
- C. **Adopt resolution entitled Amendments to the Code of Ethics Law**
Sponsor: Jameson Wilson, Councilman
- D. **Adopt resolution entitled Amendments to the Boards, Committees, and Commissions Law**
Sponsor: Jameson Wilson, Councilman

VII. APPOINTMENTS

- A. **Enter the e-poll results into the record regarding the approved recommendation from the Chief of Police to appoint Brandon VandeHei and Alexis Woelfel to Pardon and Forgiveness Screening Committee as Oneida Police Department representatives with terms ending August 31, 2029**
Sponsor: Lisa Liggins, Secretary

VIII. STANDING COMMITTEES

- A. **FINANCE COMMITTEE**
 - 1. **Accept the July 9, 2026, regular Finance Committee meeting minutes**
Sponsor: Lawrence Barton, Treasurer
- B. **LEGISLATIVE OPERATING COMMITTEE**
 - 1. **Accept the July 15, 2026, regular Legislative Operating Committee meeting minutes**
Sponsor: Jameson Wilson, Councilman

IX. TRAVEL REQUESTS

- A. **Approve the travel request - Councilwoman Jennifer Webster - 57th Annual National Indian Education Association (NIEA) Convention - Buffalo, NY - October 7-11, 2026**
Sponsor: Jennifer Webster, Councilwoman
- B. **Approve the travel request - Councilwoman Jennifer Webster - Department of Health & Human Services Secretary's Tribal Advisory Committee (STAC) - Jamal, CA - September 21-25, 2026**
Sponsor: Jennifer Webster, Councilwoman

- C. **Approve the travel request - Councilman Jameson Wilson - 83rd National Congress of American Indians Annual (NCAI) Conference & Marketplace - Palm Springs, CA - October 21-23, 2026**
Sponsor: Jameson Wilson, Councilman
- D. **Approve the travel request in accordance with §216.16-2 for seven (7) Oneida Gaming Commission staff - National Tribal Gaming Commissioners & Regulators (NTGCR) - Prior Lake, MN - August 31 - September 4, 2026**
Sponsor: Mark A. Powless Sr., Chair/Oneida Gaming Commission
- E. **Enter the e-poll results into the record regarding the approved travel request - Chairman Tehassi Hill - Prediction Market Roundtable Discussion - Washington, D.C. - August 3-5, 2026**
Sponsor: Lisa Liggins, Secretary
- F. **Enter the e-poll results into the record regarding the approved travel request - Councilwoman Jennifer Webster - Administration for Children & Families and Tribal Advisory Committee - Worley, ID - August 3-6, 2026**
Sponsor: Jennifer Webster, Councilwoman

X. NEW BUSINESS

- A. **Accept the memorandum regarding the progress report on the General Welfare Assistance (GWA) as income for rent calculations**
Sponsor: Mark W. Powless, CEO-Nation Services
- B. **Accept the Nation Building Closeout Report for term 2023-2026**
Sponsor: Lisa Summers, Government Administration Director
- C. **Enter the e-poll results into the record regarding the approved letter of support to the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program**
Sponsor: Lisa Liggins, Secretary

XI. REPORTS

- A. **APPOINTED BOARDS, COMMITTEES, COMMISSIONS (8:30 a.m.)**
 - 1. **Accept the Anna John Resident Centered Care Community Board FY-2026 3rd quarter report**
Sponsor: Lynn Metoxen, Chair/Anna John Resident Centered Care Community Board
 - 2. **Accept the Oneida Community Library Board FY-2026 3rd quarter report**
Sponsor: Stephanie Metoxen, Chair/Oneida Community Library Board
 - 3. **Accept the Oneida Nation Arts Board FY-2026 3rd quarter report**
Sponsor: Harmony Hill, Chair/Oneida Nation Arts Board

4. **Accept the Oneida Nation Veterans Affairs Committee FY-2026 3rd quarter report**
Sponsor: Gerald Cornelius, Chair/Oneida Nation Veterans Committee
5. **Accept the Oneida Public Safety and Security Commission FY-2026 3rd quarter report**
Sponsor: Richard VanBoxtel, Chair/Oneida Public Safety and Security Commission
6. **Accept the Oneida Pardon & Forgiveness Screening Committee FY-2026 3rd quarter report**
Sponsor: Julie King, Vice Chair/Pardon and Forgiveness Screening Committee
7. **Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2026 3rd quarter report**
Sponsor: Diane Hill, Chair/Southeastern Wisconsin Oneida Tribal Services Advisory Board

B. ELECTED BOARDS, COMMITTEES, COMMISSIONS (8:30 a.m.)

1. **Accept the Oneida Election Board FY-2026 3rd quarter report**
Sponsor: Tina Skenandore, Vice Chair/Oneida Election Board
2. **Accept the Oneida Gaming Commission FY-2026 3rd quarter report**
Sponsor: Mark Powless Sr., Chair/Oneida Gaming Commission
3. **Accept the Oneida Land Claims Commission FY-2026 3rd quarter report**
Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission
4. **Accept the Oneida Land Commission FY-2026 3rd quarter report**
Sponsor: Sidney White, Chair/Oneida Land Commission
5. **Accept the Oneida Nation Commission on Aging FY-2026 3rd quarter report**
Sponsor: Winnifred Thomas, Chair/Oneida Nation Commission on Aging
6. **Accept the Oneida Nation School Board FY-2026 3rd quarter report**
Sponsor: Cary Waubanasum Hawpetoss, Chair/Oneida Nation School Board
7. **Accept the Oneida Trust Enrollment Committee FY-2026 3rd quarter report**
Sponsor: Teresa Schuman, Chair/Oneida Trust Enrollment Committee

C. STANDING COMMITTEES (8:30 a.m.)

1. **Accept the Finance Committee FY-2026 3rd quarter report**
Sponsor: Lawrence Barton, Treasurer
2. **Accept the Legislative Operating Committee FY-2026 3rd quarter report**
Sponsor: Jameson Wilson, Councilman
3. **Accept the On?yote?a?ká ni? i Standing Committee FY-2026 3rd quarter report**
Sponsor: Taryn Webster, Chair/On?yote?a?ká ni? i Standing Committee

XII. GENERAL TRIBAL COUNCIL**A. PETITIONER GINA POWLESS-BUENROSTRO - PETITION # 2026-01**

- 1. Accept the statement of effect regarding - Amend Judiciary Law -petition # 2026-01**
Sponsor: Jameson Wilson, Councilman
- 2. Accept the legal review regarding - Amend Judiciary Law - petition # 2026-01**
Sponsor: Jo Anne House, Chief Counsel
- 3. Accept the fiscal impact statement regarding - Amend Judiciary Law - petition # 2026-01**
Sponsor: RaLinda Ninham-Lamberies, Chief Financial Officer

XIII. EXECUTIVE SESSION**A. REPORTS**

- 1. Accept the CEO-Nation Services report (9:00 a.m.)**
Sponsor: Mark W. Powless, CEO-Nation Services
- 2. Accept the Treasurer's June 2026 report**
Sponsor: Lawrence Barton, Treasurer

B. AUDIT COMMITTEE

- 1. Accept the June 22, 2026, regular Audit Committee meeting minutes**
Sponsor: Lisa Liggins, Secretary
- 2. Accept the Audit Committee FY-2026 3rd quarter report**
Sponsor: Lisa Liggins, Secretary
- 3. Accept the Roulette Rules of Play compliance audit and lift the confidentiality requirement**
Sponsor: Lisa Liggins, Secretary

C. NEW BUSINESS

- 1. Approve the 2017-2021 Multi-Year Funding Agreement between the Oneida Nation and the U.S. Department of Interior #11 - file # 2026-0760**
Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director
- 2. Approve Attorney Contract - Legislative Reference Office - file # 2022-0389**
Sponsor: Jameson Wilson, Councilman
- 3. Accept the Personnel Commission Screening/Interview Transition report in accordance with BC Resolution # 07-08-26-G**
Sponsor: Laura Laitinen-Warren, CEO-Human Resources

XIV. 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

Anna John Resident Centered Care Community Board - Patricia Moore

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: August 4, 2026

RE: Oath of Office – Anna John Resident Centered Care Community Board

Background

On July 22, 2026, the Oneida Business Committee appointed Patricia Moore to the Anna John Resident Centered Care Community Board.

Oneida Public Safety and Security Commission - Beverly Anderson

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: August 04, 2026

RE: Oath of Office – Oneida Public Safety and Security Commission

Background

On July 22, 2026, the Oneida Business Committee appointed Beverly Anderson to the Oneida Public Safety and Security Commission.

Oneida Youth Leadership Institute Board - Brian Denny Jr.

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: AVANKIRK



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: August 4, 2026

RE: Oath of Office – Oneida Youth Leadership Institute Board

Background

On June 22, 2026, the Oneida Business Committee appointed Brian Denny Jr. to the Oneida Youth Leadership Institute Board.

Pardon and Forgiveness Screening Committee - Brandon Vande Hei and Alexis Woelfel

Business Committee Agenda Request

1. Meeting Date Requested: 8/12/26

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

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

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

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Amber Van Kirk, Administrative Assistant

Instructions:

- 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) Attach a memo addressed to the Business Committee describing your request
- 4) E-mail this form and all supporting materials in a *.pdf file(s) to:
BC_Agenda_Requests@oneidanation.org
- 5) If you are submitting a resolution for adoption, please send the **Word** version of the resolution along with the Agenda Request file.
- 6) Please email BC_Agenda_Requests@oneidanation.org with any questions regarding this form.



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: August 6, 2026

RE: Oath of Office – Pardon and Forgiveness Screening Committee

Background

On August 4, 2026, the Oneida Business Committee appointed Brandon Vande Hei and Alexis Woelfel to the Pardon and Forgiveness Screening Committee.

Approve the July 22, 2026, regular Business Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

DRAFT**Oneida Business Committee**

Regular Meeting
8:30 AM Wednesday, July 22, 2026
BC Conference Room, 2nd Floor, Norbert Hill Center

Minutes**REGULAR MEETING**

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

Not Present: Councilmen Jonas Hill, Jameson Wilson;

Arrived at: ;

Others present: Jo A. House, RaLinda Ninham-Lamberies, Mark W. Powless, Justin Nishimoto (via Microsoft Teams¹), Melinda J. Danforth (via Microsoft Teams), Kaylynn Biely (via Microsoft Teams), Danelle Wilson (via Microsoft Teams), Sidney White (via Microsoft Teams), Kristine Hill (via Microsoft Teams), Janice Decorah (via Microsoft Teams), Fawn Cottrell (via Microsoft Teams), Fawn Billie (via Microsoft Teams), Kristal Hill (via Microsoft Teams), Ashley Blaker (via Microsoft Teams), Melissa Alvarado (via Microsoft Teams), David P. Jordan (via Microsoft Teams), Rhiannon Metoxen (via Microsoft Teams), Rae Skenandore (via Microsoft Teams), Mary Graves (via Microsoft Teams), Grace Elliott (via Microsoft Teams), Clorissa Leeman (via Microsoft Teams), Loucinda Conway (via Microsoft Teams), Carolyn Salutz (via Microsoft Teams), Crystal Holtz (via Microsoft Teams), Sarah Capelle (via Microsoft Teams), Jason Doxtator (via Microsoft Teams), Patricia King (via Microsoft Teams), Brooke Doxtator (via Microsoft Teams), Martin Prevost (via Microsoft Teams), Amber Vankirk (via Microsoft Teams), Crystal Danforth (via Microsoft Teams), Valerie Webster (via Microsoft Teams), Debbie Melchert (via Microsoft Teams), Michelle Danforth-Anderson (via Microsoft Teams), Katsitsiyo Danforth (via Microsoft Teams), Tina Jorgenson (via Microsoft Teams), Eric Krawczyk (via Microsoft Teams), Eric McLester (via Microsoft Teams), Dana McLester (via Microsoft Teams), Matthew Kuntsman (via Microsoft Teams), Brandon Yellowbird-Stevens (via Microsoft Teams), Lori Hill (via Microsoft Teams), Mae Cornelius (via Microsoft Teams), Michael Troge (via Microsoft Teams), Cheryl-Aliskwet J. Ellis (via Microsoft Teams), Cathy L. Metoxen, Nancy Barton, Mark Powless, Nate Wisneski, Kyah Suttmen, Jamison Quin, Katsi Danforth, Yvonne White, Eric Boulanger, Kelly Skenandore-Holtz, Kimberly Gould, Becky Skenandore, Shawn Skenandore, Amy Hacker, Breanna Phillips, Cletus Ninham, Patty Harms, Rochel Smith, Nate Ness, Bob Brown, Barb Truttmann, Kathy Danforth, Ann Marri john, Cynthia Soto, Stephanie Metoxen, Kathleen Brunette, Eddy Horkman, Reece Cornelius, Cadence Melchert, Riley Aguirre Dennis Johnson, Al Summers, Robert Ninham, Greg Matson, Tawny Danforth, Bridget John, Geraldine Danforth, Clyde Skenandore Jr., Sherry Skenandore, Michelle Tippi, Clyde Skenandore, Debbie Danforth, Ashley Wright, Dakota House, Paul Truttmann, Jamie Willis, Wenona Wolter, Joel Maxim, Brandon Vandehei, David Danforth, Dennis Danforth, Janet Danforth, Jeanette Ninham, Helen Doxtator, Garth Webster, CJ Danforth, Sofia Danforth, Angela Danforth, Mary Cornelissen, Curtis Danforth, Rodney Ehrhardt, Michael Otradovec, Warren Stevens, Robert Smith, Mike Sampo, Nona Danforth, Renee Smith, Laura Laitinen-Warren, Ralinda Ninham-Lamberies, Bonnie Pigman (via Microsoft Teams);

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

DRAFT

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 approved travel attending the Great Lakes Intertribal Food Coalition in Bad River, WI. Councilman Jameson Wilson is on approved travel attending the Capitol Hill Visits Prediction Markets in Washington, D.C.

II. OPENING (00:00:06)

Opening provided by Councilman Kirby Metoxen.

Councilman Kirby Metoxen left at 8:53 a.m.

Councilman Kirby Metoxen returned at 8:58 a.m.

A. Special recognition for years of service (00:00:41)

Sponsor: Laura Laitinen-Warren, CEO-Human Resources

Special recognition by CEO-Human Resource Director, Laura Laitinen-Warren of the following individuals: (45) years of service - Kathleen V. Danforth; (40) years of service - Albert R King; (35) years of service - Timothy A Huff, David W. Danforth Sr.; (30) years of service - Barbara J. Truttman, Michael L. Otradovec, Jill E. Friberg, Jeanette Archiquette-Ninham, Allen S. Lucas, Paul T. Peltier, Christian D. Jordan, Todd J. Mendolla; (25) years of service - Xai Yand, Michael J. Sampo, Robert J. Brien, Magie D. Reed, Curtis E. Nell, Jill A. Vandermuse, Kimberly R. Gould, Joel J. Maxam, Kristen A. John, Bruce W. Schmidt, Anthony P Kuchma, Patricia A. Harms, Richard N. Denn, Kathleen K. Brunette.

III. ADOPT THE AGENDA (00:28:48)

Motion by Lisa Liggins to adopt the agenda with one (1) addition, [under the Executive Session, New Business section, add item entitled Approve addendum # 1 - Common Interest and Joint Confidentiality Agreement - file # 2026-0615], seconded by Lawrence Barton. Motion carried:

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

IV. OATH OF OFFICE

A. Oneida Community Library Board-Bridget John (00:29:30)

Sponsor: Lisa Liggins, Secretary

Oath of office was administered by Secretary Lisa Liggins. Bridget John was present.

DRAFT

V. MINUTES

A. Approve the July 8, 2026, regular Business Committee meeting minutes (00:31:20)

Sponsor: Lisa Liggins, Secretary

Motion by Kirby Metoxen to approve the July 8, 2026, regular Business Committee meeting minutes, seconded by Lisa Liggins. Motion carried:

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

VI. RESOLUTIONS

A. Adopt resolution entitled Alliance for Tribal Clean Energy (ATCE) Indigenous Power & Light Fund Grant Application (00:31:37)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to adopt resolution # 07-22-26-A Alliance for Tribal Clean Energy (ATCE) Indigenous Power & Light Fund Grant Application, seconded by Lisa Liggins. Motion carried:

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

Motion by Lawrence Barton to direct the CEO-Nation Services work with Finance to identify the ancillary financial commitment; to include clear sources and uses which would be helpful to clearly identify the funding needed; and that the CEO-Nation Services report back to a Business Committee work session or Business Committee meeting aside and apart of the grant, seconded by Jennifer Webster. Motion carried:

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

B. Adopt resolution entitled Temporary Moratorium on Development, Construction, and Operation of Data Centers (00:50:34)

Sponsor: Jonas Hill, Councilman

Motion by Jennifer Webster to adopt resolution # 07-22-26-B Temporary Moratorium on Development, Construction, and Operation of Data Centers, seconded by Lisa Liggins. Motion carried:

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

Motion by Lisa Liggins to direct the OBC Liaisons to forward resolution # 7-22-26-B to the Tribally Chartered Entities, seconded by Jennifer Webster. Motion carried:

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

Item VIII.A.1. was addressed next.

DRAFT**VII. APPOINTMENTS****A. Determine next steps regarding two (2) vacancies-Anna John Resident Centered Care Community Board (02:31:37)**

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the selected applicant; to appoint Patricia Moore to the Anna John Resident Centered Care Community Board, with a term ending July 31, 2030; and to direct the Secretary to repost the remaining vacancy, seconded by Jennifer Webster. Motion carried:

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

B. Determine next steps regarding one (1) vacancy-Oneida Public Safety and Security Commission (02:32:41)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept the selected applicant; to appoint Beverly Anderson to the Oneida Public Safety and Security Commission, with a term ending July 31, 2029, seconded by Lawrence Barton. Motion carried:

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

C. Determine next steps regarding three (3) vacancies-Oneida Youth Leadership Institute Board (02:33:14)

Sponsor: Lisa Liggins, Secretary

Motion by Lisa Liggins to accept to selected applicant; to appoint Brian Denny Jr. to the Oneida Youth Leadership Institute Board, with a term ending June 30, 2026; and to request the Secretary to repost the remaining vacancies in accordance with the charter, seconded by Jennifer Webster. Motion carried:

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

Item XIII.A.1. was addressed next.

VIII. STANDING COMMITTEES**A. LEGISLATIVE OPERATING COMMITTEE****1. Accept the July 1, 2026, regular Legislative Operating Committee meeting minutes (00:58:59)**

Sponsor: Jameson Wilson, Councilman

Motion by Jennifer Webster to accept the July 1, 2026, regular Legislative Operating Committee meeting minutes, seconded by Kirby Metoxen. Motion carried:

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

DRAFT**IX. TRAVEL REPORTS**

- A. Approve the travel report - Councilman Jameson Wilson - 2026 NCAI Mid-Year Convention & Marketplace - Memphis, TN - June 13-18, 2026 (00:59:18)**
Sponsor: Jameson Wilson, Councilman

Motion by Lawrence Barton to approve the travel report from Councilman Jameson Wilson for the 2026 NCAI Mid-Year Convention & Marketplace in Memphis, TN on June 13-18, 2026, seconded by Jennifer Webster. Motion carried:

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

Item XII.A.1. was addressed next.

X. TRAVEL REQUESTS

- A. Approve the travel request - Treasurer Lawrence Barton - Native American Finance Officers Association Annual 2026 Fall Conference - Santa Fe, NM - September 21-23, 2026 (01:48:37)**
Sponsor: Lawrence Barton, Treasurer

Motion by Lisa Liggins to approve the travel request for Treasurer Lawrence Barton to attend the Native American Finance Officers Association Annual 2026 Fall Conference in Santa Fe, NM on September 21-23, 2026, seconded by Jennifer Webster. Motion carried:

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

- B. Approve the travel request - Councilwoman Jennifer Webster - 21st Annual Government to Government Violence Against Women Tribal Consultation - Tulalip, WA - September 8-12, 2026 (01:49:07)**
Sponsor: Jennifer Webster, Councilwoman

Motion by Kirby Metoxen to approve the travel request for Councilwoman Jennifer Webster to attend the 21st Annual Government to Government Violence Against Women Tribal Consultation in Tulalip, WA on September 8-12, 2026, seconded by Lisa Liggins. Motion carried:

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

- C. Enter the e-poll results into the record regarding the approved travel request - Councilman Jonas Hill - Great Lakes Intertribal Food Coalition - Bad River, WI - July 20-22, 2026 (01:51:08)**
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 Great Lakes Intertribal Food Coalition in Bad River, WI on July 20-22, 2026, seconded by Lisa Liggins. Motion carried:

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

DRAFT**XI. NEW BUSINESS****A. Accept as information Councilman Jonas Hill's appointment as Tribal Representative of the Council on Offender Re-entry (01:51:34)**

Sponsor: Jonas Hill, Councilman

Motion by Jennifer Webster to accept as information Councilman Jonas Hill's appointment as Tribal Representative of the Council on Offender Re-entry, seconded by Lisa Liggins. Motion carried:

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

B. Approve the Oneida Business Committee Special Projects Budget Expenditure of Funds Standard Operating Procedure (01:51:54)

Sponsor: Jameson Wilson, Councilman

Motion by Lisa Liggins to approve the Oneida Business Committee Special Projects Budget Expenditure of Funds Standard Operating Procedure, seconded by Jennifer Webster. Motion carried:

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

C. Approve the extension of the After Action Report Deadline per Chapter 302: Emergency Management Law (01:56:38)

Sponsor: Kaylynn Biely, Emergency Management Director

Motion by Lisa Liggins to approve the extension of the After Action Report Deadline per Chapter 302: Emergency Management Law, seconded by Jennifer Webster. Motion carried:

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

D. Approve three (3) actions regarding the Oneida Business Committee Political Appointment Staff (01:57:00)

Sponsor: Tehassi Hill, Chairman

Motion by Lisa Liggins to approve the Oneida Business Committee Hiring, Negotiation and Termination Standard Operating Procedure of Political Appointment Staff, to approve the Executive Support Specialist Job description, and to approve the Legislative Support Specialist Job description, seconded by Jennifer Webster. Motion carried:

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

DRAFT**E. Accept the Food Security Assessment report (02:01:48)**

Sponsor: Mark W. Powless, CEO-Nation Services

*Councilman Kirby Metoxen left at 10:51 a.m.**Councilman Kirby Metoxen returned at 10:52 a.m.*

Motion by Lisa Liggins to accept the Food Security Assessment report, seconded by Kirby Metoxen.

Motion carried:

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

*Item XIII. was addressed next.***XII. REPORTS****A. OPERATIONAL****1. Accept the Big Bear Media FY-2026 3rd quarter report (00:59:54)**

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to accept the Big Bear Media FY-2026 3rd quarter report, seconded by Lisa Liggins. Motion carried:

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

2. Accept the Comprehensive Health Division FY-2026 3rd quarter report (01:00:19)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to accept the Comprehensive Health Division FY-2026 3rd quarter report, seconded by Kirby Metoxen. Motion carried:

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

3. Accept the Comprehensive Housing Division FY-2026 3rd quarter report (01:13:33)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to accept the Comprehensive Housing Division FY-2026 3rd quarter report, seconded by Lisa Liggins. Motion carried:

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

Motion by Jennifer Webster to extend the public comment period for Nancy Barton for an additional two (2) minutes, seconded by Lisa Liggins. Motion carried:

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

DRAFT**4. Accept the Digital Technology Services FY-2026 3rd quarter report (01:34:24)**

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the Digital Technology Services FY-2026 3rd quarter report, seconded by Jennifer Webster. Motion carried:

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

5. Accept the Division of Public Works FY-2026 3rd quarter report (01:37:27)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Kirby Metoxen to accept the Division of Public Works FY-2026 3rd quarter report, seconded by Lisa Liggins. Motion carried:

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

6. Accept the Education and Training FY-2026 3rd quarter report (01:38:01)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the Education and Training FY-2026 3rd quarter report, seconded by Jennifer Webster. Motion carried:

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

7. Accept the Grants FY-2026 3rd quarter memorandum (01:38:20)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the Grants FY-2026 3rd quarter memorandum, seconded by Jennifer Webster. Motion carried:

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

8. Accept the Human Services Division FY-2026 3rd quarter report (01:38:38)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Jennifer Webster to accept the Human Services Division FY-2026 3rd quarter report, seconded by Kirby Metoxen. Motion carried:

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

9. Accept the Land, Environmental, Agriculture and Food as Medicine Division FY-2026 3rd quarter report (01:39:02)

Sponsor: Mark W. Powless, CEO-Nation Services

Motion by Lisa Liggins to accept the Land, Environmental, Agriculture and Food as Medicine Division FY-2026 3rd quarter report, seconded by Jennifer Webster. Motion carried:

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

Item X.A. was addressed next.

DRAFT**XIII. EXECUTIVE SESSION (02:30:57)**

Motion by Kirby Metoxen to go into executive session at 11:01 a.m., seconded by Lisa Liggins. Motion carried:

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

Motion by Lawrence Barton to come out of executive session at 12:23 p.m., seconded by Jennifer Webster. Motion carried:

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

Item VII.A. was addressed next.

A. REPORTS**1. Accept the Intergovernmental Affairs and Self-Governance July 2026 report (02:34:03)**

Sponsor: Melinda J. Danforth, Intergovernmental Affairs Director

Motion by Lisa Liggins to accept the Intergovernmental Affairs and Self-Governance July 2026 report and to approve the Memorandum of Agreement with the City of Green Bay - JBS Redevelopment Project – file # 2026-0655, seconded by Jennifer Webster. Motion carried:

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

B. NEW BUSINESS**1. Review and determine next steps regarding the Oneida Tribal Law Consulting proposal (02:34:50)**

Sponsor: John Orie, Tribal Member

Motion by Lisa Liggins to accept the proposal as information only, seconded by Jennifer Webster. Motion carried:

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

2. Accept the July 1, 2026, BC Officer Session notes (02:35:08)

Sponsor: Lisa Summers, Government Administration Director

Motion by Jennifer Webster to accept the July 1, 2026, BC Officer Session notes, seconded by Kirby Metoxen. Motion carried:

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

DRAFT**3. Review application(s) for two (2) vacancies-Anna John Resident Centered Care Community Board (02:35:23)**

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion regarding the application for Anna John Resident Centered Care Community Board vacancies as information, seconded by Lisa Liggins. Motion carried:

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

4. Review application(s) for one (1) vacancy-Oneida Public Safety and Security Commission (02:35:41)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion regarding the application for the Oneida Public Safety and Security Commission vacancy as information, seconded by Lisa Liggins. Motion carried:

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

5. Review application(s) for three (3) vacancies-Oneida Youth Leadership Institute Board (02:35:56)

Sponsor: Lisa Liggins, Secretary

Motion by Jennifer Webster to accept the discussion regarding the applications for the Oneida Youth Leadership Institute Board vacancies as information, seconded by Lisa Liggins. Motion carried:

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

6. Approve addendum #1 - Common Interest and Joint Confidentiality Agreement - file # 2026-0615 (02:36:12)

Sponsor:

Motion by Lisa Liggins to approve addendum #1 - Common Interest and Joint Confidentiality Agreement - file # 2026-0615, seconded by Jennifer Webster. Motion carried:

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

XIV. ADJOURN (02:36:44)

Motion by Kirby Metoxen to adjourn at 12:29 p.m., seconded by Jennifer Webster. Motion carried:

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

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

Lisa Liggins, Secretary
ONEIDA BUSINESS COMMITTEE

Adopt resolution entitled Oneida Nation Pre-Disaster Mitigation Plan 2026-2031

Business Committee Agenda Request

1. Meeting Date Requested: 8/12/26

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☐

Accept as information; OR

Adopt the Pre-Disaster Mitigation Plan 2026-2031

4. Areas potentially impacted or affected by this request:

☐

Finance

☐

Programs/Services

☐

Law Office

☐

DTS

☐

Gaming/Retail

☐

Boards, Committees, or Commissions

☒

Other: This plan pertains to the Na

5. Additional attendees needed for this request:

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

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

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

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Kaylynn Biely, Emergency Management Director

Primary Requestor: (Name, Title/Entity)



Oneida Nation
Office of Emergency Management
2783 Freedom Road, Oneida WI 54155
o-920-869-6650, c-920-366-0411
kbiely@oneindanation.org

TO: Oneida Business Committee Officers

FM: Emergency Management

REF: Pre-Disaster Mitigation Plan

Date: August 4, 2026

The Steering Committee assembled for the update of the Oneida Nation Pre-Disaster Mitigation Plan ("Plan") has completed their revisions and review of the Oneida Nation Pre-Disaster Mitigation Plan for the 2026-2031 Plan. The Plan was sent to FEMA Region 5 for review and has been approved pending formal adoption from the Oneida Business Committee.

FEMA Region 5 Mitigation found the update of the Plan meets all the requirements listed in 44 CFR 201.7, in reference to Tribal Mitigation Plans. Therefore, I am requesting that the Oneida Business Committee approve the submitted plan and adopt the plan via Resolution as required for the plan to become effective for the Oneida Nation.

Kaylynn Biely
Director Emergency Management Oneida Nation

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Leave this line blank Oneida Nation Pre-Disaster Mitigation Plan 2026-2031

- 1
2
3 **WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe
4 recognized by the laws of the United States of America; and
5
6 **WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
7
8 **WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1,
9 of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
10
11 **WHEREAS,** the Oneida Nation strives to be a disaster resilient community by undertaking hazard
12 mitigation planning and activities in an effort to reduce the cost and minimize the impact
13 of disasters on its members and community; and
14
15 **WHEREAS,** the Nation's Emergency Management Department ("Department") is the lead department
16 focusing on the needs of the Nation and the community in preparation for, mitigation
17 from, response to and recovery from emergencies or disasters that can affect the
18 Reservation; and
19
20 **WHEREAS,** the Department conducts hazard mitigation planning according to the Federal Disaster
21 Mitigation Act of 2000 ("Act"), which attempts to stem the losses from disasters, reduce
22 future public/private expenditures, and speed up disaster response, as well as recovery;
23 and
24
25 **WHEREAS,** per section 322 of the Act, tribes are required to have an approved hazard mitigation plan
26 that meets the requirements set by the Federal Emergency Management Agency
27 ("FEMA") under federal regulation, 44 CFR 201.7, entitled, *Tribal Mitigation Plans*, to be
28 eligible to receive federal disaster assistance; and
29
30 **WHEREAS,** the tribal hazard mitigation plan must be updated and re-approved by FEMA every five
31 (5) years to maintain eligibility for the maximum federal disaster assistance available; and
32
33 **WHEREAS,** the Oneida Nation Pre-Disaster Mitigation Plan ("Plan"), originally approved in 2009 and
34 updated in 2014, focused primarily on the mitigation of natural hazards the 2020-2025
35 Plan added human caused hazards; and
36
37 **WHEREAS,** the 2026-2031 updates to the Plan further address the Nation's potential for exposure to
38 natural and human caused hazards and identifies mitigation strategies for reducing their
39 impact by expanding on human caused hazards, such as pandemic, active threat,
40 civil/social unrest and terrorism, and airplane crash, to the risk assessment: building upon
41 the Plan's risk assessment and mitigation strategy sections: and incorporates new
42 information about hazards that impact the Nation, such as internal changes to divisions
43 and department that respond thereto; and

44 **WHEREAS,** the Department submitted the 2026-2031 Plan to FEMA for review and, on August 3,
45 2026, FEMA Region % Mitigation Director sent a letter in response confirming the plan
46 met the criteria under 44CFR 201.7 and stating that formal approval was contingent upon
47 the Plan's adoption by the Nation; and
48
49 **WHEREAS,** the Oneida Business Committee now has to adopt the Plan to complete the approval
50 process and maintain the Nation's eligibility to receive federal disaster assistance the if
51 and when necessary; and
52
53 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the *Oneida*
54 *Nation Pre-Disaster Mitigation Plan 2026-2031.*



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



Statement of Effect
Pre-Disaster Mitigation Plan 2026-2031

Summary

This resolution identifies the Nation is required to have an approved hazard mitigation plan (“Plan”) that meets the requirements established by federal law and reviewed and approved by the Federal Emergency Management Agency (“FEMA”). The Nation submitted a Plan to FEMA on August 3, 2026, and that Plan was conditionally approved; formal approval now depends on the adoption of the Plan by the Nation. This resolution adopts that Plan.

Submitted by: Carolyn A. Salutz, Staff Attorney, Legislative Reference Office

Date: August 6, 2026

Analysis by the Legislative Reference Office

The Oneida Business Committee (“OBC”) adopted the Emergency Management law to provide for the development and execution of plans for the protection of residents, property, and the environment in an emergency or disaster; provide for the direction of emergency management, response, and recovery on the Reservation, as well as coordination with other agencies, victims, businesses, and organizations; establish the use of the National Incident Management System; and designate authority and responsibilities for public health preparedness. [3 O.C. 302.1-1].

The Emergency Management law requires the Director of the Emergency Management Department develop and maintain an Emergency Response Plan (“Plan”). [3 O.C. 302.4-2(f)(1)]. Additionally, the Director is responsible for implementing the Plan approved by the Oneida Business Committee. [3 O.C. 302.4-2(b)].

This resolution identifies that federal law requires the Nation to have an approved Plan pursuant to the requirements it has established. [44 CFR 201.7]. The Nation’s Plan met those requirements and was conditionally approved by FEMA; and now requires formal adoption by the OBC. Additionally, pursuant to the Nation’s Emergency Management law, the Emergency Management Department developed a Plan and is submitting that Plan to the OBC for approval.

Conclusion

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

U.S. Department of Homeland Security
FEMA Region 5
536 S. Clark St. 6th Floor
Chicago, IL 60605



August 3, 2026

Chairman Tehassi Hill
Oneida Nation Business Committee
Oneida Nation
Norbert Hill Center
N7210 Seminary Road
Oneida, WI 54155

Dear Chairman Hill:

The Federal Emergency Management Agency (FEMA) Region 5 office is pleased to inform you that the 2026 Oneida Nation Pre-Disaster Mitigation Plan meets the Tribal Mitigation Plan requirements under the Disaster Mitigation Act of 2000.

To complete the approval process, your tribal council must formally adopt the plan. Please send the adoption documentation to FEMA. Once received, FEMA will issue a letter confirming the plan's approval.

If you have any questions, please contact Meg Burrows at 202-769-6711 or meghan.burrows@fema.dhs.gov.

Sincerely,

Digitally signed by
JULIA G MCCARTHY
Date: 2026.08.03
10:13:03 -05'00'

Julia McCarthy
Mitigation Division Director

Attachment: Tribal Plan Review Tool

Tribal Mitigation Plan Review Tool | 2017

Appendix A: Tribal Mitigation Plan Review Tool

The *Tribal Mitigation Plan Review Tool* records how the tribal mitigation plan meets the regulations in 44 CFR §§ 201.7 and 201.5 (if applicable) and offers FEMA plan reviewers an opportunity to provide feedback to the tribal government.

- **Section 1:** The Regulation Checklist documents FEMA's evaluation of whether the plan has addressed all requirements. If plan requirements are not met, FEMA uses each Required Revisions section to indicate necessary changes.
- **Section 2:** The Strengths and Opportunities for Improvement summary identifies plan's strengths as well as areas for improvement as part of the next plan update.

The FEMA mitigation planner must reference the *Tribal Mitigation Plan Review Guide* when completing the Tribal Mitigation Plan Review Tool.

Tribal Jurisdiction: Oneida Nation	Title of Plan: Oneida Nation Pre-Disaster Mitigation Plan	Date of Plan: 2026-2031
Tribal Point of Contact: Kaylynn Biely	Address: PO Box 365 Oneida, WI 54155	
Title: Director of Emergency Management		
Agency: Oneida Nation		
Phone Number: 920-869-6650		Email: kbiely@oneidanation.org

State Reviewer (if applicable): NA	Title:	Date:
--	---------------	--------------

FEMA Reviewer: Meg Burrows	Title: Mitigation Community Planner	Date: 8/3/2026
Date Received in FEMA Region (insert #) 8/3/2026		
Plan Not Approved		
Plan Approvable Pending Adoption X		
Plan Approved		

Tribal Mitigation Plan Review Tool **2017**

Section 1: REGULATION CHECKLIST

1. Standard Regulation Checklist		Location in Plan (section and/or page number)		Met	Not Met
Regulation (44 CFR § 201.7 Tribal Mitigation Plans)					
ELEMENT A. PLANNING PROCESS					
A1. Does the plan document the planning process, including how it was prepared and who was involved in the process? [44 CFR § 201.7(c)(1)]		A1.a- pg. 1-2, 1-4, 6 to 7, A1.b – pg. 1-2 to 1-4		X	
A2. Does the plan document an opportunity for public comment during the drafting stage and prior to plan approval, including a description of how the tribal government defined “public”? [44 CFR § 201.7©(1)(i)]		A2.a, b, & c. – pg. 1-4, Appendix A		X	
A3. Does the plan document, as appropriate, an opportunity for neighboring communities, tribal and regional agencies involved in hazard mitigation activities, agencies that have the authority to regulate development as well as other interests to be involved in the planning process? [44 CFR § 201.7©(1)(ii)]		A3.a- Steering Committee members A3.b. pg. 1-4.		X	
A4. Does the plan describe the review and incorporation of existing plans, studies, and reports? [44 CFR § 201.7©(1)(iii)]		A4.a & b – pg. 5-2 to 5-3		X	
A5. Does the plan include a discussion on how the planning process was integrated to the extent possible with other ongoing tribal planning efforts as well as other FEMA programs and initiatives? [44 CFR § 201.7©(1)(iv)]		A5.a, b- pg. 5-2		X	
A6. Does the plan include a description of the method and schedule for keeping the plan current (monitoring, evaluating and updating the mitigation plan within the plan update cycle)? [44 CFR § 201.7©(4)(i)]		A6.a, b, c, & d- pg. 5-1		X	
A7. Does the plan include a discussion of how the tribal government will continue public participation in the plan maintenance process? [44 CFR § 201.7©(4)(iv)]		A7.a – pg. 5-1		X	
ELEMENT A: REQUIRED REVISIONS					
ELEMENT B. HAZARD IDENTIFICATION AND RISK ASSESSMENT					

Tribal Mitigation Plan Review Tool 2017

1. Standard Regulation Checklist		Location in Plan (section and/or page number)	Met	Not Met
Regulation (44 CFR § 201.7 Tribal Mitigation Plans)				
B1. Does the plan include a description of the type, location, and extent of all natural hazards that can affect the tribal planning area? [44 CFR § 201.7(2)(i)]	B1.a- pg. 2-1, Location Map, B1.b- pg. 3-2, & hazard profiles B1.c- pg. 3-2 B1.d- Hazard profiles	X		
B2. Does the plan include information on previous occurrences of hazard events and on the probability of future hazard events for the tribal planning area? [44 CFR § 201.7(2)(i)]	B2.a- pg. 3-4, hazard profiles B2.b- hazard profiles	X		
B3. Does the plan include a description of each identified hazard's impact as well as an overall summary of the vulnerability of the tribal planning area? [44 CFR § 201.7(c)(2)(ii)]	B3.a &b- pg. and vulnerability/ impacts in each hazard profile	X		
ELEMENT B: REQUIRED REVISIONS				
ELEMENT C. MITIGATION STRATEGY				
C1. Does the plan include a discussion of the tribal government's pre- and post-disaster hazard management policies, programs, and capabilities to mitigate the hazards in the area, including an evaluation of tribal laws and regulations related to hazard mitigation as well as to development in hazard-prone areas? [44 CFR §§ 201.7©(3) and 201.7©(3)(iv)]	C1.a- pg. 4-3 to 4-11 (Mitigation Strategy Tables) C1.b. 4-2 to 4-3	X		
C2. Does the plan include a discussion of tribal funding sources for hazard mitigation projects and identify current and potential sources of Federal, tribal, or private funding to implement mitigation activities? [44 CFR §§ 201.7(c)(3)(iv) and 201.7(c)(3)(v)]	C2.a. pg. 4-4 to 4-6 C2.b- pg. 4-2	X		
C3. Does the Mitigation Strategy include goals to reduce or avoid long-term vulnerabilities to the identified hazards? [44 CFR § 201.7©(3)(i)]	C3.a & b- pg. 4-1	X		
C4. Does the plan identify and analyze a comprehensive range of specific mitigation actions and projects being considered to reduce the effects of each hazard, with emphasis on new and existing buildings and infrastructure? [44 CFR § 201.7©(3)(ii)]	C4.a & b- pg. 4-3 to 4-16 (Mitigation action tables)	X		
C5. Does the plan contain an action plan that describes how the actions identified will be prioritized, implemented, and administered by the tribal government? [44 CFR § 201.7©(3)(iii)]	C5.a- pg. 4-3 C5.b- pg. 4-3 to 4-16 (Mitigation action tables)	X		

Tribal Mitigation Plan Review Tool **2017**

1. Standard Regulation Checklist		Location in Plan (section and/or page number)	Met	Not Met
Regulation (44 CFR § 201.7 Tribal Mitigation Plans)				
C6. Does the plan describe a process by which the tribal government will incorporate the requirements of the mitigation plan into other planning mechanisms, when appropriate? [44 CFR § 201.7(c)(4)(iii)]	C6.a- pg. 5-2	X		
C7. Does the plan describe a system for reviewing progress on achieving goals as well as activities and projects identified in the mitigation strategy, including monitoring implementation of mitigation measures and project closeouts? [44 CFR §§ 201.7(c)(4)(ii) and 201.7(c)(4)(v)]	C7.a & b- p. 5-1	X		
ELEMENT C: REQUIRED REVISIONS				
ELEMENT D. PLAN UPDATES				
D1. Was the plan revised to reflect changes in development? [44 CFR § 201.7(d)(3)]	D1.- pg. 7, 3-4	X		
D2. Was the plan revised to reflect progress in tribal mitigation efforts? [44 CFR §§ 201.7(d)(3) and 201.7©(4)(iii)]	D2.a- Table A, p. 7 to 10, 4-1 D2.b- pg. 5-2	X		
D3. Was the plan revised to reflect changes in priorities? [44 CFR § 201.7(d)(3)]	D3.- pg. 6 to 7	X		
ELEMENT D: REQUIRED REVISIONS				
ELEMENT E. ASSURANCES AND PLAN ADOPTION				
E1. Does the plan include assurances that the tribal government will comply with all applicable Federal statutes and regulations in effect with respect to the periods for which it receives grant funding, including 2 CFR Parts 200 and 3002, and will amend its plan whenever necessary to reflect changes in tribal or Federal laws and statutes? [44 CFR § 201.7©(6)]	E1.- pg. 1-1 to 1-2	X		
E2. Does the plan include documentation that it has been formally adopted by the governing body of the tribal government requesting approval? [44 CFR § 201.7(c)(5)]	Forthcoming			X

Tribal Mitigation Plan Review Tool 2017

1. Standard Regulation Checklist	Location in Plan (section and/or page number)	Met	Not Met
Regulation (44 CFR § 201.7 Tribal Mitigation Plans)			
<u>ELEMENT E: REQUIRED REVISIONS</u>			

Tribal Mitigation Plan Review Tool | 2017

Section 2: STRENGTHS AND OPPORTUNITIES FOR IMPROVEMENT

INSTRUCTIONS: The purpose of the ***Strengths and Opportunities for Improvement*** section is for FEMA to provide more comprehensive feedback on the tribal mitigation plan to help the tribal government advance mitigation planning. The intended audience is the tribal staff responsible for the mitigation plan update. FEMA will address the following topics:

1. Plan strengths, including specific sections in the plan that are above and beyond the minimum requirements; and
2. Suggestions for future improvements.

FEMA will provide feedback and include examples of best practices, when possible, as part of the *Tribal Mitigation Plan Review Tool*, or, if necessary, as a separate document. The tribal mitigation plan elements are included below in italics for reference. FEMA is not required to provide feedback for each element.

Required revisions from the **Regulation Checklist** are not documented in the **Strengths and Opportunities for Improvement** section. Results from the **Strengths and Opportunities for Improvement** section are not required for Plan Approval.

Describe the mitigation plan strengths areas for future improvements, including areas that may exceed minimum requirements.

- Planning process
 - The plan provides detail of how the document was prepared, who was included in the process and the timeline of planning process.
 - The plan document outlines how the tribe defines public and provides details on stakeholder coordination and community participation in the plan development.
- *Hazard identification and risk assessment*
 - The plan provides thorough detail on the hazards that can impact the reservation, how those hazards were prioritized, and applicable detail on how those hazards pose risk to the tribal community
- *Mitigation strategy (including Mitigation Capabilities)*
- *Plan updates*
- *Adoption and assurances*



◆◆◆

ONEIDA NATION

PRE-DISASTER MITIGATION PLAN

2026-2031



ONEIDA



**ONEIDA NATION
PRE-DISASTER MITIGATION PLAN
2026-2031**

ADOPTED

[INSERT DATE]

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STEERING COMMITTEE

Name	Title
Brandon Noll	GIS
Brenda Mendolla-Buckley	AGM Executive Operations Casino Hotel
Brian Smith	Oneida Retail Enterprise Fuel Specialist
Carol Stiff	Transportation Department
Chad Fuss	Assistant CFO Gaming
Debra Danforth	Comprehensive Health
Debra Powless	Commerce Development Director
Eric Boulanger	Police Chief
Eric McLester	LEAF Division Director
Erik Cornelius	Gaming
Isaiah Skenandore	Risk Manager
James Petitjean	Retail CEO
James Snitgen	LEAF Environmental Quality Manager
Jason Duxtator	DTS (Digital Technology Services)
Jeanne Calhoun	Hotel Administrative Director
Jennifer Berg	Family Services Director
Jennifer Jordan	Sanitarian Environmental
Jessalyn Harvath	Gaming Senior Project Manager
Jessica Vandekamp	Community Resource and Economic Support Director
Jodi Tess	Aging and Disability Services Program Manager
Joel Maxam	Assistant Chief of Police
John Danforth	Director Trust Enrollment
John Nicholas	Manager - Utilities Waste Water
Kanani Nunies	Tribal Historic Preservation Officer
Kathleen King	Retail Assistant Manager
Katsitsiyo Danforth	Security Department Director
Kaylynn Biely	Emergency Management Director
Lisa Duff	Gaming and Hotel, Executive Assistant to CEO
Lisa Rauschenbach	Housing Division Director
Lisa Summers	Government Administration Director
Mae Cornelius	DPW Senior Operations Analyst
Mari Kriescher	Behavioral Health Director
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Shannon Stone	DPW Division Director
Sidney White	Oneida Community Health Center
Stephanie Skenandore	GIS
Tanya Hill	Zoning Administrator
Tina Jorgensen	Human Services Division Director
Troy Parr	Community Development Area Manager
Victoria Flowers	Environmental Compliance Coordinator

ONEIDA RESOLUTION

DRAFT

FEMA APPROVAL LETTER

DRAFT

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FOREWORD

The Oneida Nation strives to be a disaster resilient Tribal community by undertaking hazard mitigation planning and activities to reduce the costs and minimize the impact of disasters on its Tribal members and community.

Oneida Emergency Management is the lead department focusing on the needs of the Oneida Nation and the Oneida community in preparation for, mitigation from, response to, and recovery from emergencies or disaster that can affect the reservation. The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* is an important component in the preparation and mitigation of disaster impacts. The original Pre-Disaster Mitigation Plan was developed to identify Oneida's major hazards, assess the risk and vulnerability of the Oneida Nation to those hazards, and recommend actions to reduce vulnerabilities. In this five-year plan update, all sections of the plan were reviewed and revised, as needed, and where applicable include updated data and demographics, risk assessments, mitigation goals, strategies, and action items.

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* is organized following the planning requirements found in 44 CFR Part 201.7 (*Tribal Mitigation Plans*).

Chapter 1 serves as an introduction to the Plan. It includes the purpose of the plan and identifies the regulations and assurances. It documents the planning process used to develop the plan, including how it was prepared, who was involved in the process, and how the public was involved.

Chapter 2 describes and details background information on the Oneida Nation, including a historical summary, demographic information, land area and use, and critical facilities and infrastructure.

Chapter 3, the Risk Assessment, provides an identification of the type, location, and extent of hazards that can impact the Oneida Nation, and an assessment of the Oneida Nation's vulnerability to each hazard. The hazards were revised in this plan update to include some additional human-caused hazards.

Chapter 4, the Mitigation Strategy, identifies the Oneida Nation's prioritized strategy for reducing the losses identified in the risk assessment. The chapter identifies the Oneida Nation's mitigation goals to guide the selection of activities to mitigate and reduce losses. These goals were reviewed and revised in this plan update to account for additional human-caused hazards in the risk assessment. This chapter also describes the Oneida Nation's capabilities, resources, and available funding to implement the identified mitigation strategies.

Chapter 5 describes the process for plan adoption and maintenance, and includes the method and schedule for monitoring, evaluating, and updating the plan. This chapter also describes the coordination efforts of the plan.

PLAN UPDATE SUMMARY

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* addresses natural and human-caused hazards. This current update added some additional human-caused hazards that were not addressed in the previous update, including pandemic, active threat, civil/social unrest and terrorism, and airplane crash. Other updates include new information about hazards that impact the Oneida Nation as well as internal changes to Tribal divisions and departments that address hazards or elements of hazards. This plan also integrated data from the Public Health Emergency Plan (PHEP) (effective September 3, 2025). Throughout the process of updating this plan, the foundation was laid to develop a Threat and Hazard Identification and Risk Assessment (THIRA) for Oneida Nation.

Additionally, efforts got underway with this plan to develop an Enhanced Pre-disaster Mitigation Plan for Oneida Nation.

The following is a summary of the changes made to each chapter of the previous version of the Oneida Nation Pre-Disaster Mitigation Plan.

- Chapter 1 - Introduction: Updated information on regulations, assurances, the plan development timeframe, planning process participants, and public review information.
- Chapter 2 - Oneida Nation Background Information: Updated demographic information regarding enrollments and member households, land area and use data, and critical facilities and infrastructure data.
- Chapter 3 - Risk Assessment: Hazard occurrences were updated and hazard risk rankings were reassessed by the Steering Committee based on previous hazard occurrences and consensus. Disaster declaration information was updated. Critical facilities and infrastructure were reevaluated and updated. All hazard profiles, occurrences, and probabilities were updated. Hazard occurrences were updated to include all from January 1, 2000 to December 31, 2025. Hazard probabilities were updated based on updated occurrences. Four human-caused hazards – pandemic, active threat, civil/social unrest and terrorism, and airplane crash – were added to the hazard profiles. The vulnerability assessment and calculations of potential losses were updated. A section discussing vulnerabilities associated with health care and public health was added, titled “Healthcare and Public Health Vulnerability.”
- Chapter 4 - Mitigation Strategy: The plan goals were updated to reflect the addition of four new human-caused hazards. The mitigation strategies were updated to account for completed projects, updated timetables, new project additions, and some revisions. Table A (below) lists the updates made to the identified mitigation strategies.
- Chapter 5 - Plan Adoption, Maintenance, and Coordination: Updated the plan maintenance process, the plan update schedule, and coordination information.

Table A: Mitigation Strategy Updates from Previous Plan

Hazard	Description of Update
All Hazards	
Address stormwater management issues.	Addition.
Develop a standard for numbering building doors on occupied buildings.	Addition.
Conduct risk assessment to complete a Continuity Plan.	Addition.
Community Communications Plan for information management.	Addition.
Maintain a list of staging areas and dumpsters to address waste after a disaster.	Addition.
Manage removal of ash trees that create hazardous situations.	Addition.
Maintain a list of buildings to be used for reception centers.	Addition.
Acquire towers to improve range, add computer aided dispatch -- potential for StarLink integration.	Changed from "Acquire stand-alone digital system for communications."
Establish procedures for dealing with the collection and disposal of large volumes of after-storm solid waste debris.	Moved from Tornado and Strong Wind. Made DPW primary Responsible Party.

Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Update
All Hazards (cont'd)	
Develop a community lifeline chart and risk assessment resource list.	Changed from: "Develop real-time dashboard of employed resources, response time, and emergency status."
Evaluate tools and methods to improve interoperability efficiency and effectiveness.	Changed from "Evaluate communication tools and methods to improve interoperability efficiency and effectiveness."
Winter Storm	
Utilize snow fences or "living snow fences" (row of trees or other vegetation) to limit blowing and drifting of snow on critical roadway segments.	Removed, Oneida doesn't do this.
Tornado and Strong Wind	
Ensure that there are emergency/safety plans for each occupied facility.	Made 'High' priority.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Made DPW primary Responsible Party.
Need additional funding to manage downed and hazardous trees.	Addition.
Flood	
Develop a database of trained employees for Damage Assessment.	Addition.
Inventory floodfighting equipment and supplies (equipment, sandbags, sandpits, pumps, etc.) and develop an inventory database.	Changed from "Inventory floodfighting equipment and supplies (equipment, sandbags, sandpits, pumps, etc.)"
Establish list of contractors for floodfighting supplies.	Changed from "Establish MOUs with list of contractors for floodfighting supplies."
Provide community outreach about floodproofing techniques for residents and businesses.	Changed from "Provide community outreach about floodproofing techniques such as elevation, relocation, barrier construction, and wet floodproofing for residents and businesses."
Ensure appropriate future land use decisions align with the currently adopted version of the "Land Use Policy Framework" - as guided by the Oneida Nation Comprehensive Plan.	Changed from "Abide by proper land use policy framework through the Oneida Nation comprehensive plan."
Dense Fog	
Inform the county highway departments and Wisconsin DOT of areas lacking signage, damaged signs, or fading paint on roads.	Change primary Responsible Party to Tribal Transportation Program.
Provide information to area news media in order to broadcast emergency information that addresses safety precautions, including the need to avoid certain corridors or to slow down while traveling during a fog event.	Removed OPD, added RAVE.

Table A (cont'd): Mitigation Strategy Updates from Previous Plan

Hazard	Description of Update
Hail	
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Made DPW primary Responsible Party.
Drought	
Develop a water maintenance or distribution plan.	Addition.
Maintain burn ban communications.	Removed, covered under Wildland Fire.
Wildland Fire	
Continue to provide burn ban communications. Refer public to fire danger map as questions arise on burning restrictions.	Removed LEAF as Resp. Party and added Communications; Brown and Outagamie counties. Changed from "Coordinate with the Wisconsin Department of Natural Resources to disseminate information to the public on preventing fires and providing notification on burning restrictions."
Cybersecurity	
Maintain a plan to address cybersecurity threats.	Addition.
Maintain logging and tracking of all occurrences segregated by internal and external threats.	Addition.
Develop a schedule for auditing digital systems.	Addition.
Assess vehicle cyber threats.	Addition.
Hazardous Spill	
Maintain staff capacity, certification, and training to address issues and maintain awareness of next steps and partners.	Changed from "Maintain staff capacity, certification, and training to address issues."
Manure Spill	
Maintain staff capacity, certification, and training to address issues.	Removed, LEAF does not respond directly to a spill. They are secondary to determine water quality impacts after the fact.
Continue to respond to and manage spills coming through the notification system.	Addition.
Continue water quality monitoring (including pre- and post-monitoring).	Addition.
Inventory all liquid manure storage facilities on Reservation and upstream.	Addition.
Document the spill response collaboration that exists with partners (incl. Brown and Outagamie counties and WDNR).	Addition.

CHAPTER 1 - INTRODUCTION

Disasters are occurring more frequently over time, with the past decade witnessing the highest number on record. These events have a considerable economic and operational impact on Tribal governments, businesses, and individuals. In order to lessen vulnerabilities to hazards and reduce the financial strain of recovery efforts, the Oneida Nation is focusing on minimizing disaster losses through the implementation of mitigation projects and initiatives. Hazard mitigation involves proactive measures aimed at eliminating or reducing long-term risks to human life and property from both natural and human-made hazards.

PURPOSE OF THE PLAN UPDATE

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was developed to update information on the Oneida Nation's potential for exposure to natural and human-caused hazards and to identify mitigation strategies aimed at reducing the impact of hazards. The plan conforms to Federal Emergency Management Agency (FEMA) requirements for hazards mitigation planning consistent with the Code of Federal Regulations (44 CFR Part 201.7) and provides information on risk areas, risk magnitude, and strategies to reduce hazard impacts. In this plan, the Oneida Nation addressed issues related to the protection of lives and property from hazards, the protection of critical facilities, and to reduce costs associated with disaster relief and rescue efforts. Completion and approval of this plan maintains the Oneida Nation's eligibility for certain FEMA assistance, such as Public Assistance and Hazard Mitigation Assistance (HMA) grants. Tribal hazard mitigation plans are approved for 5-year periods and must be updated to maintain grant eligibility. Furthermore, having a hazard mitigation plan better prepares the Oneida Nation before a disaster, and positions them for a quicker recovery after a disaster, because the hazards, capabilities, and mitigation actions are documented and ready to be acted on.

REGULATIONS

Hazard mitigation planning is conducted in accordance with the Disaster Mitigation Act of 2000 (DMA2K). DMA2K was signed into law in October 2000 to attempt to stem the losses from disasters, reduce future public and private expenditures, and speed up response and recovery from disasters. DMA2K encourages mitigation planning to address hazards proactively to avoid and reduce negative impacts. DMA2K requires a Tribal nation to have an approved hazard mitigation plan in order to be eligible to apply for grant funding through the federal hazard mitigation grants programs.

Section 322 of the Disaster Mitigation Act of 2000 requires the development and submittal for approval of a Tribal hazard mitigation plan in order for a Tribe to be eligible for federal mitigation funds and certain other disaster assistance.

This plan meets the requirements for a Tribal Plan under 44 CFR Part 201.7. Meeting the planning requirements of these regulations maintains the Oneida Nation's eligibility for obtaining the maximum federal disaster assistance available including the hazard mitigation grants available through the Robert T. Stafford Disaster Relief and Emergency Assistance Act, also known as the Stafford Act. The Stafford Act is a federal law that allows the president to provide financial and logistical support to local, state, tribal, and territorial governments in response to a disaster or emergency. The Stafford Act also allows the president to declare a national emergency or disaster, and to determine how much federal assistance to provide.

On January 29, 2013, President Obama signed the Sandy Recovery Improvement Act of 2013, which amended the Stafford Act. The 2013 Act included a provision to provide federally recognized American Indian and Alaskan Tribal Governments the option to request a Presidential emergency or

major disaster declaration independent of a state. Tribal governments may still choose to seek assistance under a state declaration request.

ASSURANCES

The Oneida Nation will comply with all applicable Federal statutes and regulations in effect with respect to the periods in which it receives grant funding, including 2 CFR Parts 200 and 3002. The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* will be amended according to the process described in *Chapter 5: Plan Adoption and Maintenance*, whenever necessary, to reflect changes in Tribal or Federal laws and statutes.

ACKNOWLEDGEMENTS

Oneida Emergency Management would like to acknowledge and thank the members of the Oneida Nation Pre-Disaster Mitigation Plan Steering Committee for their commitment to the development of the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031*. The process was a multi-department effort with Oneida Emergency Management serving as the lead agency for the planning process and Community Assistance Planning LLC providing facilitation and plan development assistance.

PLAN DEVELOPMENT TIMEFRAME

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was developed over a 20-month time period beginning in September 2024. The Steering Committee met over winter 2025 to review plan sections and develop mitigation strategies. In spring 2026, the draft plan was shared with the General Tribal Council and with overlapping jurisdictions. **Plan development concluded with the adoption of the plan by the Oneida Nation Business Committee on _____.**

PRE-DISASTER MITIGATION PLAN STEERING COMMITTEE

The Oneida Nation established a Steering Committee to guide the development of the hazard mitigation plan (Table 1.1). The Steering Committee, comprised of Oneida Nation department representatives, provided valuable input to the plan throughout the planning process.

The Steering Committee held 16 meetings from November 2024 to May 2026. The meeting dates were as follows: December 12, 2024; January 17, 2025; February 11, 2025; March 21, 2025; April 21, 2025; May 19, 2025; July 11, 2025; August 19, 2025; September 30, 2025; November 10, 2025; December 19, 2025; February 10, 2026; March 27, 2026; April 14, 2026; May 4, 2026; and May 12, 2026. Copies of meeting notes can be found in Appendix A. Additional plan review occurred outside of these meetings via e-mail.

Table 1.1: Pre-Disaster Mitigation Plan Steering Committee

Name	Title
Brandon Noll	GIS
Brenda Mendolla-Buckley	AGM Executive Operations Casino Hotel
Brian Smith	Oneida Retail Enterprise Fuel Specialist
Carol Stiff	Transportation Department
Chad Fuss	Assistant CFO Gaming
Debra Danforth	Comprehensive Health
Debra Powless	Commerce Development Director
Eric Boulanger	Police Chief
Eric McLester	LEAF Division Director
Erik Cornelius	Gaming
Isaiah Skenandore	Risk Manager
James Petitjean	Retail CEO
James Snitgen	LEAF Environmental Quality Manager
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Jodi Tess	Aging and Disability Services Program Manager
Joel Maxam	Assistant Chief of Police
John Danforth	Director Trust Enrollment
John Nicholas	Manager - Utilities Waste Water
Kanani Nunies	Tribal Historic Preservation Officer
Kathleen King	Retail Assistant Manager
Katsitsiyo Danforth	Security Department Director
Kaylynn Biely	Emergency Management Director
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Mark Powless	Services CEO
Maureen Perkins	Environmental Compliance Specialist
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Paul Witek	Engineering Director
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Sarah White	Purchasing Director
Scott Denny	Housing Area Manager
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Shannon Stone	DPW Division Director
Sidney White	Oneida Community Health Center
Stephanie Skenandore	GIS
Tanya Hill	Zoning Administrator
Tina Jorgensen	Human Services Division Director
Troy Parr	Community Development Area Manager
Victoria Flowers	Environmental Compliance Coordinator

PUBLIC PARTICIPATION

The General Tribal Council (GTC) is the governing body of the Oneida Nation and consists of all enrolled Oneida Tribal members who are 18 years of age or older and present at a duly called GTC meeting. The GTC meets twice annually and may convene special meetings as needed. Since adoption of the Oneida Constitution in 1936, the GTC has delegated many governmental responsibilities to the Oneida Business Committee while retaining its role as the governing body of the Nation.

The Oneida Nation provided an opportunity for public review and input on the draft *Oneida Nation Pre-Disaster Mitigation Plan 2026–2031*. On June 30, 2026, the draft plan was made available to the General Tribal Council through digital access provided by QR code and was posted on the Oneida Nation website. No public comments were received during the review period.

PARTICIPATION BY OVERLAPPING JURISDICTIONS

A draft of the Oneida Nation Pre-Disaster Mitigation Plan 2026–2031 was provided to overlapping jurisdictions, including Brown and Outagamie counties, for review and comment.

Outagamie County confirmed receipt of the draft plan and did not provide additional comments.

Brown County reviewed the draft plan and provided positive feedback, noting that the plan was well done. No revisions to the plan were requested by either county.

CHAPTER 2 - ONEIDA NATION BACKGROUND INFORMATION

The Oneida Nation Reservation is located in northeast Wisconsin (Map 2.1), overlapping the boundaries of eastern Outagamie County and western Brown County. The Oneida Nation has a land area of 65,442 acres (Table 2.1).

The Town of Oneida in Outagamie County and the Village of Hobart in Brown County are entirely within the federal boundaries of the Oneida Nation Reservation. Three other Brown County communities lie partially within the boundaries of the Oneida Nation Reservation including the Village of Ashwaubenon, the City of Green Bay, and a small corner of the Town of Pittsfield in Brown County (Map 2.2).

The following provides information about Oneida's history, demographics, land use, and critical facilities.

HISTORICAL SUMMARY

In 1838, the Oneida Reservation was established by treaty with the United States. The Treaty reserved to the Oneida Nation "a tract of land containing one hundred acres, for each individual, and the lines of which shall be so run as to include all their settlements and improvements in the vicinity of Green Bay." The Treaty called for the United States to survey land for the reservation "as soon as practicable." After taking a census of the Oneida, a reservation of approximately 65,400 acres was surveyed and established in compliance with the Treaty.

This Treaty was the culmination of almost two decades of relocation. The Oneida were members of the Iroquois Federation, with their homeland in New York.¹ Like so many other tribes during the removal period (ca. 1828–1847), some of the Oneida were compelled—after years of encroachment, erosion of their land base, and pressure from both federal and state governments—to move west. This process resulted in the 1838 Treaty, in which the United States agreed to establish a reservation for the Oneida in exchange for the Oneida ceding "all their title and interest" in other land in Wisconsin that had previously been set apart for the Oneida and other New York tribes by earlier treaties.

Toward the end of the nineteenth century, Congress began a nationwide policy of encouraging individual ownership of Indian reservation land. For nearly fifty years, beginning with the General Allotment Act of 1887 (also known as the Dawes Act), and ending with the Indian Reorganization Act of 1934, Congress followed a policy of allotting to individual tribal members reservation lands that had been held in common by the respective tribes. The objectives of allotment were simple and clear cut: to eventually extinguish tribal sovereignty, erase reservation boundaries, and force the assimilation of Indians into the society at large.

The Oneida Reservation in Wisconsin was allotted soon after passage of the Dawes Act in 1887. President Benjamin Harrison approved the allotment of the Oneida Reservation, and an agent of the Office of Indian Affairs was assigned in June 1889 to carry it out. The Reservation was split into 1,530 allotments for tribal members with 80 acres reserved for establishing schools and a small

¹ The Oneida Nation is one of the five original nations of the Haudenosaunee (People of the Longhouse, a.k.a. Iroquois Confederacy). These nations, the Mohawk, Oneida, Seneca, Cayuga, and Onondaga, were joined by the Tuscarora Tribe early in the 1700s to form the Six Nations of the Haudenosaunee (Oneida Nation Brochure, *Purple Book*, 1991).

amount of land set aside for future allotments. Trust patents were issued on June 13, 1892, with fee patents set to issue to allottees twenty-five years later, in 1917.

In 1906, Congress amended the Dawes Act to speed the allotment process. The Burke Act gave the Secretary of the Interior the discretion to issue “a patent in fee simple,” free of all restrictions, to any allottee “competent and capable of managing his or her affairs” before the expiration of the twenty-five-year trust period. The Dawes Act, originally and as amended by the Burke Act, contained no reference to reservation boundaries, to tribal interests in reservation land, or to any particular reservation.

A month after passing the Burke Act, Congress specifically addressed the Oneida Reservation allotments in an appropriations act for the Office of Indian Affairs. Among addressing other matters relevant to Indian affairs and various Indian reservations, the provisions specific to the Oneida authorized the Secretary of the Interior “in his discretion, to issue fee-simple patents”, and reiterated the authority of the Secretary to issue fee-simple patents to Oneida allottees.

Over the next few decades, many of the Oneida Reservation allotments were fee-patented. Most of these parcels were eventually conveyed to non-Indians by sale, foreclosure, or enforcement of tax liens. By 1917, only 106 Oneida allotments remained in trust, and over 50,000 of the 65,000 acres of reservation land were owned by non-Indians. This pattern of land loss was not unusual. Allotment “proved disastrous for the Indians.” By the late 1920s, the policy of allotment was recognized as a failure. Still, the Oneida persisted.

In 1934, federal policy toward Indian lands turned 180 degrees. Congress passed the Indian Reorganization Act of 1934, not only to stem the loss of Indian land holdings brought on by allotment but also to give tribes the opportunity to re-establish their governments and land holdings. “The intent and purpose of the [Act] was ‘to rehabilitate the Indian’s economic life and to give him a chance to develop the initiative destroyed by a century of oppression and paternalism.’” The 1934 Act brought an end to allotment, indefinitely extending the trust period on all remaining trust patents. The Act allowed tribes to organize and adopt constitutions with a congressional sanction of self-government. It also authorized the Secretary of the Interior to acquire lands to be placed into trust for tribes.

The Oneida are proud and productive residents of the greater Green Bay region. They have persisted through periods of both triumph and tragedy to contribute to the economic, cultural, and spiritual well-being of the Fox River Valley. Beginning in the 1960s and continuing through the 1970s, more sources of funding became available for Indian tribes. The Oneida Nation took advantage of as much of this federal funding as possible, securing several key grants, some of which were specifically slated for the support of Indian reservations. From the 1970s and into the 1980s, the Oneida Nation continued developing economically to create a more secure future for their tribal members, as well as exercising jurisdiction over their lands.

In 1988, Congress passed the Indian Gaming Regulatory Act, a law which created a regulatory framework for tribes seeking to build and operate casinos as a means of revenue. Through the expansion of its tribal enterprises, the Nation has been able to re-acquire title to land within the reservation and to offer a wide variety of services to its members and the community. Today, the Oneida Nation’s economic enterprises are numerous and varied across industries, with gaming and hospitality/recreational sector activities being the most widely recognized. Capital projects, educational services, and the delivery of public, and human and health services to Oneida members, while less visible to the public, are noteworthy pursuits that enhance the economic and social vitality of the region. Combined, these Oneida economic activities generate significant output, income, and employment impacts on the local community. The Nation’s overall vision and seven generation focus have been a key to ensuring the Nation’s vitality.

Sources:

Oneida Nation v. Village of Hobart, 19-1981, United States Court of Appeals, Seventh Circuit, July 30, 2020 ("The Oneida Reservation defined by the 1838 Treaty remains intact, so the land within the boundaries of the Reservation is Indian country.")

A History of Relations Between the Oneida Nation and The United States of America, 1776-1934, Frederick E. Hoxie, Ph.D., Nov. 15, 2017

The Oneida Indian Reservation in Wisconsin- Its Land, Its People, And Its Governance, 1838-1938, R. David Edmunds, Ph.D., Nov. 15, 2017

A History of The Oneida Reservation Boundaries, 1934-1984, Douglas M. Kiel, Ph.D., Dec. 15, 2017

The Economic Impact of The Oneida Nation, St. Norbert College- Center for Business & Economic Analysis, 2018

Land Is Life: How the Oneida Nation Is Reclaiming Its Land, And Its Identity, Frank Vaisvilas, Green Bay Press-Gazette, Aug. 24, 2020

DEMOGRAPHIC INFORMATION

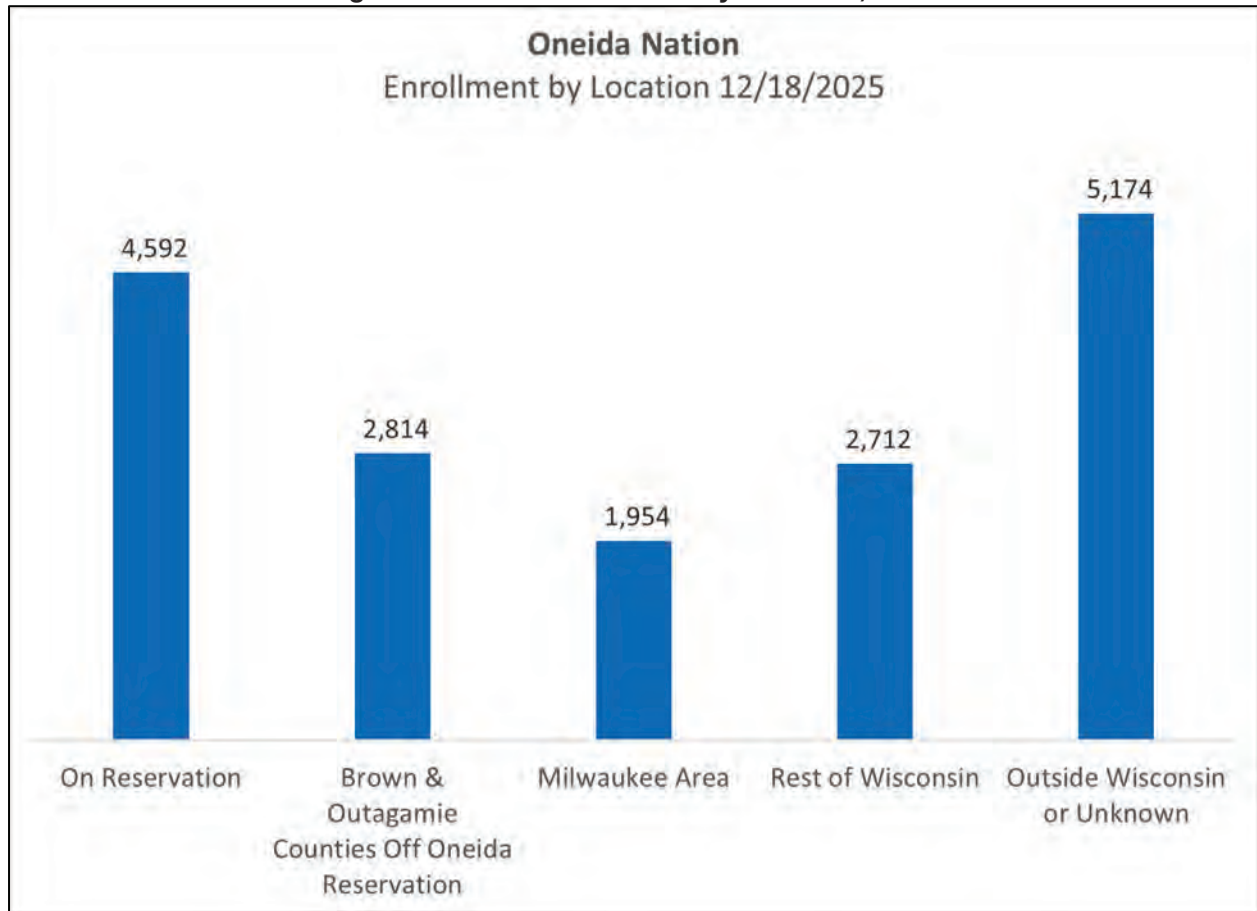
To plan for potential hazards, it is important to gain an understanding of the population and housing characteristics for the Nation. The Enrollments Office of the Oneida Nation is responsible for keeping Oneida enrollment information current and is the best source for demographic information related to Oneida members both within and outside the Reservation boundaries. Other demographic sources, such as U.S. Census Bureau's American Community Survey, provide data on the Reservation population; however, the data is not specific to Oneida members and includes non-members residing within the Tribal boundaries. The demographic information in this section of the plan was developed by the Oneida Nation Self Governance Department with data from the Enrollments Office and the Quality of Life Survey.

ENROLLMENT

As of December 18, 2025, there were 17,246 Oneida enrolled members. Of these enrolled members, 4,592 (27%) live on the Oneida Reservation in Wisconsin, and 2,814 (16%) live in Brown and Outagamie counties in Wisconsin but not within the Oneida Reservation boundaries. The rest of Oneida enrolled members (46%) live elsewhere (Figure 2.1).

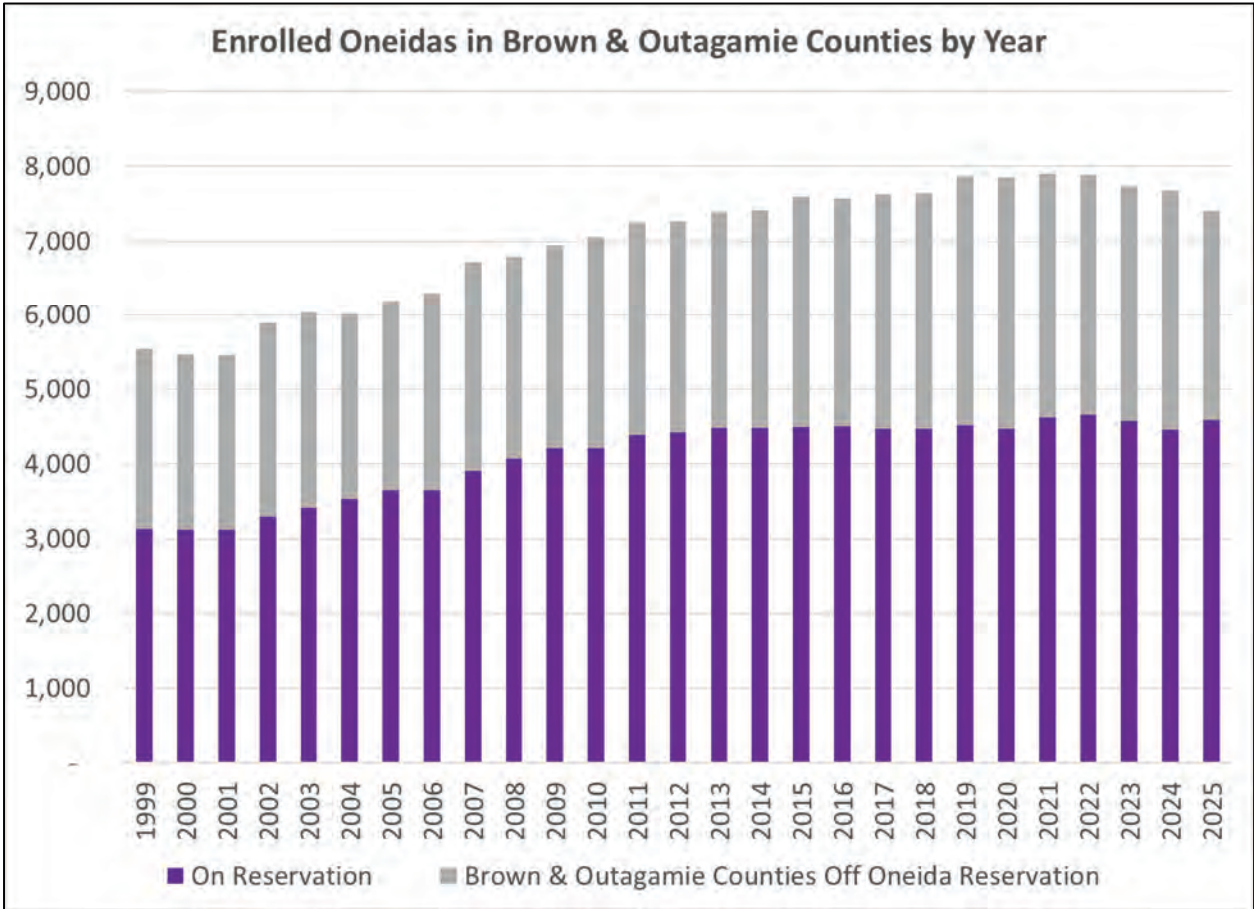
Of the Oneida members who live in Brown and Outagamie counties, 1,516 (20%) are under 18 years old; 4,060 (53%) are aged 18-54; and 2,096 (27%) are 55 and older. Just over half of the Oneida members who live in Brown and Outagamie counties (54%) are female. Figure 2.2 displays the growth of Oneida membership in Brown and Outagamie Counties since 1999.

Figure 2.1: Total Enrollment by Location, 2025



Source: Oneida Nation Self Governance Department, Enrollments Office, and the Quality of Life Survey, 12/18/2025.

Figure 2.2: Total Enrollment by Year, 1999-2025



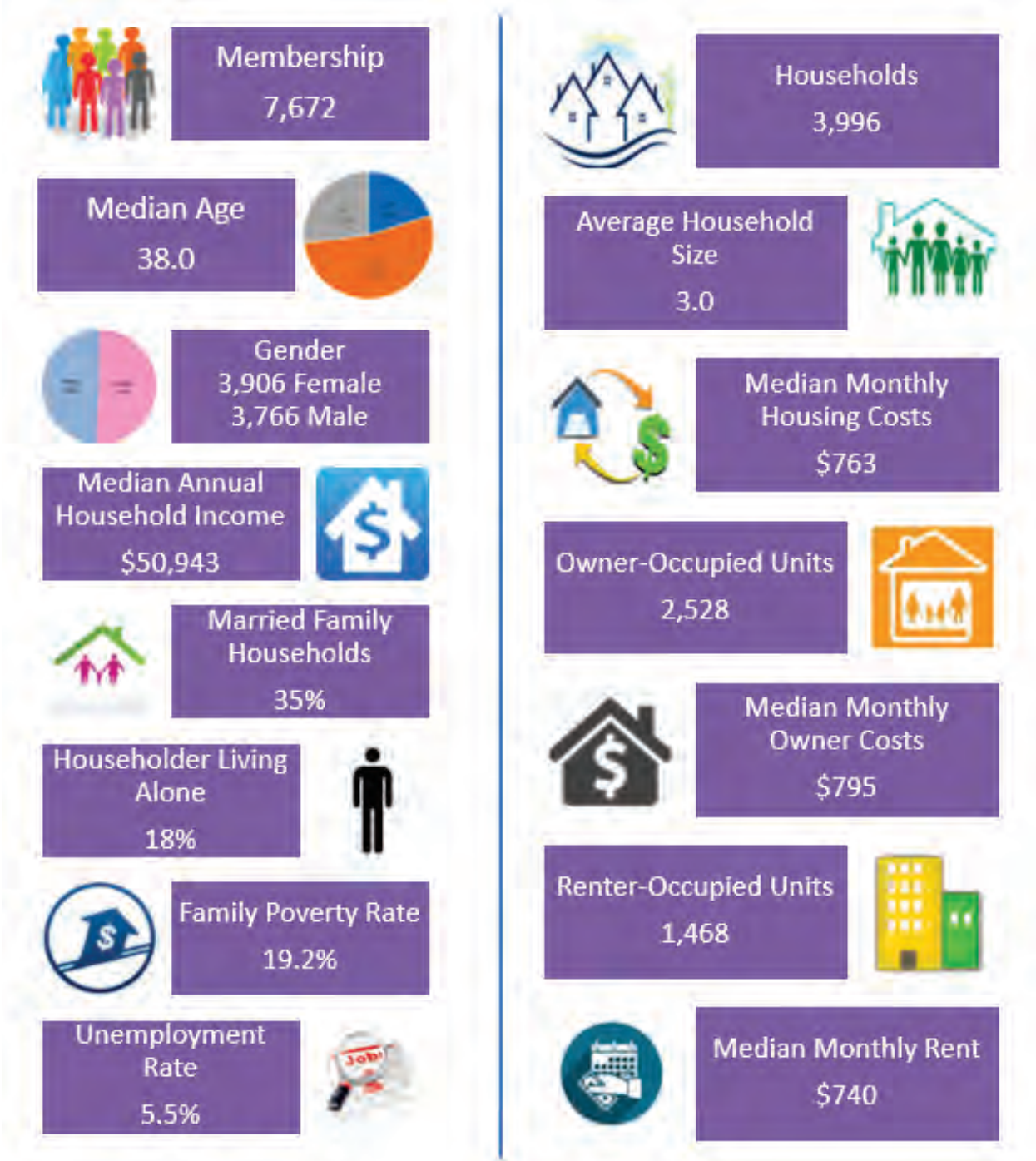
Source: Oneida Nation Self Governance Department, Enrollments Office, and the Quality of Life Survey, 2025.

HOUSING

According to Oneida Enrollment records from 2025, there were 4,506 enrolled Oneida households in Brown and Outagamie counties.

Figure 2.3 details the demographics of Oneida members and their households (including both on-reservation and off-reservation members in Brown and Outagamie counties).

Figure 2.3: Oneida Nation Demographic Infographic, 2025



Source: Oneida Nation Self Governance Department, Enrollments Records, 2025; and 2024 Oneida Quality of Life Survey.

LAND AREA AND USE

The Oneida Reservation has a land area of 65,442 acres (Table 2.1). The predominant land use type is agriculture (57%), followed by residential (14%) and forestry (14%).

Of the total acres, almost 60% is in the Town of Oneida (Outagamie County); about 33% is in the Village of Hobart (Brown County); 6% is in the City of Green Bay (Brown County); and <1% each in the Village of Ashwaubenon (Brown County) and the Town of Pittsfield (Brown County).

Table 2.1: Land Use, 2024

Land Use Type	Acres	% of Total
Agricultural	37,366.34	57%
Residential	9,456.67	14%
Forestry	9,319.67	14%
Grassland	2,399.59	4%
Transportation/Communications/Utilities	1,481.00	2%
Wetlands	1,442.70	2%
Commercial	1,129.56	2%
Industrial	1,058.16	2%
Recreational Acres	744.01	1%
Hydrology	645.46	1%
Quarry & Gravel Pit	398.76	1%
Total	65,441.92	100%

Source: Oneida GIS Department, 2025.

CRITICAL FACILITIES AND INFRASTRUCTURE

Critical facilities and infrastructure are buildings, structures, or systems that are relied upon during a hazard event, and if destroyed would present an immediate threat to life, public health, and/or safety. The Oneida Nation determined the criticality of their facilities and infrastructure based on the relative importance of its various assets for the delivery of vital services, the protection of special populations, and other important functions.

The Oneida Nation’s critical facilities and infrastructure have been categorized to further define their functions, risk, and vulnerability. The designations align with the FEMA Community Lifelines categories, which includes the following plus a few tribal specific designations.

- Safety and Security
 - Food, Hydration, Shelter
 - Health and Medical
 - Energy
 - Communications
 - Transportation
- Hazardous Materials
 - Water Systems
 - Tribal services facilities
 - Tribal housing sites
 - Tribal owned facilities

The critical facilities list is not exhaustive, and a facility will only appear under one category even though some could be listed under more than one category. The definition of each FEMA

category used to classify Oneida Nation’s critical facilities is defined as follows. (Note that these categories are listed in alphabetical order, not in order of priority.)

- **Communications** (Table 2.2): Facilities/infrastructure that are needed to maintain the sharing of critical information before, during, and after a hazard event, including Infrastructure, Responder Communications, Alerts Warnings and Messages, Finance, 911 and Dispatch.
- **Energy** (A table is not included as only Oneida Nation's Natural Gas Line is included under this category.): Facilities/infrastructure that are needed to power the systems that support the safety and welfare for the entire population, including power grid and fuel sources.
- **Food, Hydration, and Shelter** (Table 2.3): Facilities that are critical to the health and welfare of the entire population, including Food, Hydration, Shelter, and Agriculture.
- **Hazardous Materials** (Table 2.4): Facilities that may present or intensify a threat if impacted by hazards, including Facilities, HAZMAT, Pollutants, and Contaminants.
- **Health and Medical** (Table 2.5): Facilities that are critical to care for the health of the entire population including, Medical Care, Public Health, Patient Movement, Medical Supply Chain, and Fatality Management.
- **Safety and Security** (Table 2.6): Facilities that are critical to protect the entire population from harm and are essential following hazard events, including Law Enforcement/Security, Fire Service, Search and Rescue, Government Service, and Community Safety
- **Transportation** (Table 2.7): Facilities/infrastructure that if compromised could impact movement through the Reservation or evacuations, including Highway/Roadway/Motor Vehicle, Mass Transit, Railway, and Aviation.
- **Water Systems** (Table 2.8): Facilities/infrastructure that are needed to ensure the entire population has clean water, including Potable Water Infrastructure, Wastewater Management

ONEIDA NATION CRITICAL FACILITIES AND INFRASTRUCTURE

The Oneida Nation and the Pre-Disaster Mitigation Plan Steering Committee identified structures, significant sites, and infrastructure owned by the Oneida Nation as critical. Because the Oneida Nation provides most of its own services to the people of the Oneida Nation, it was determined that all facilities and infrastructure are vital to that mission. Identified critical facilities and infrastructure for the Oneida Nation includes:

- | | | |
|---------------------------------|-----------------------------------|-----------------------------------|
| • Childcare services facilities | • Cultural heritage sites/museums | • Wastewater treatment facilities |
| • Schools | • Police department | • Food processing sites |
| • Senior service facilities | • Manufacturing facilities | • Commercial sites |
| • Food production sites | • Health care centers | • Dams |
| • Banks | • Community services | • Water supply facilities |
| • Warehouses | • Religious service facilities | • Shelters |
| • Tribal service facilities | | |

Table 2.2: Oneida Nation Communication Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Oneida Printing	00011	Hazardous Materials
Technology Infrastructure	n/a	
Telecommunication Tower - NW Tower	FCC-1327467	
Telecommunication Tower - Public Safety Tower	FCC-1329621	
Telecommunication Tower - Skenandoah Tower	FCC-1329450	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.3: Oneida Nation Food, Hydration, and Shelter Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Apple Orchard - House/Office	00025	
Apple Orchard - Storage	00026	Hazardous Materials
Apple Orchard - Store	00024	
Civic Center (Assembly Area/Shelter)	00001	
Four Paths Tenant Building	00161	
Green Earth Library (Tornado Shelter)	00023	
Human Services (Assembly Area/Shelter) - Cottage #1	00056	
Human Services (Assembly Area/Shelter) - Cottage #2	00057	
Human Services (Assembly Area/Shelter) - Cottage #3	00058	
Human Services (Assembly Area/Shelter) - Cottage #4	00059	
Human Services (Assembly Area/Shelter) - Garage	00060	
Oneida Food Distribution/Oneida Pantry Building	00101	
Oneida Nation Elementary School (Assembly Area/Shelter)	00084	
Oneida Nation Farm - Barn	00159	
Oneida Nation Farm - Office & Shop	00186	
Oneida Nation Farm - Shed	00155	Hazardous Materials
Recreation Center - Cty H (Assembly Area/Shelter)	00104	
Safe Shelter	00096	
Tsyunhehkwa - Barn	00075	Hazardous Materials
Tsyunhehkwa - Greenhouse	00076	
Tsyunhehkwa - Office	00074	
Tsyunhehkwa - Processing Building	00077	Hazardous Materials

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.4: Oneida Nation Hazardous Materials Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Kahnekano-lú Cultural Center	00166	
Oneida Nation Museum (old) (scheduled for demo 2026)	00016	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.5: Oneida Nation Health and Medical Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Employee Health Nursing	00080	
Lee Mclester Complex - Aging & Disability Services, and Elder Apartments	00100	
Lee Mclester Complex - Anna John Resident Centered Care Community	00149	
Oneida Community Health Center	00105	Hazardous Materials

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.6: Oneida Nation Safety and Security Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Airport Road Child Care Center	00063	
Aliskwet Court	N-001	
Archiquette Building (incl. Library, Trust/Enrollments)	00006	
Barbershop on Packerland	00083	
Bay Bank - Mason St.	00152	
Bay Bank - Packerland Dr.	00081	
Bread Creek Village	N-022	
Community Education Center	00005	
Comprehensive Housing Office	00064	
Comprehensive Housing Shop	00184	Hazardous Materials
Comprehensive Housing Warehouse	00065	Hazardous Materials
Conservation - Barn	00146	Hazardous Materials
Conservation - Field Office	00126	
Conservation - Garage	00143	
Conservation - Storage	00144	Hazardous Materials
Conservation - Storage	00145	Hazardous Materials
Cora House Housing	N-002	
Cornelius Circle	N-003	
Cultural Heritage (incl. in SSB Cottage and former Language House)	n/a	
Daniel Court	N-004	
DPW - Fernando Drive - Warehouse A	00128	
DPW - Fernando Drive - Warehouse B	00129	
DPW - Fernando Drive - Warehouse C	00130	
DPW - Groundskeeping - Garage (1237 Flightway)	00108	Hazardous Materials
DPW - Groundskeeping - Office (1239 Flightway)	00107	
DPW - Groundskeeping - Storage	00109	Hazardous Materials
DPW - Main - Administration	00004	
DPW - Main - Automotive	00031	Transportation
DPW - Main - Salt Shed #1	00034	Hazardous Materials
DPW - Main - Salt Shed #2	00136	Hazardous Materials
DPW - Main - Storage (blue)	00033	Hazardous Materials
DPW - Main - Storage (green)	00032	Hazardous Materials
DPW - Ranch Road - Storage	00112	
DPW - Ranch Road - Storage - Electrical	00017	
DPW - Ranch Road - Storage - Plumbing	00111	
Elder Village	N-005	
Employee Services	00154	
Flying Leaf Subdivision (Site II)	N-006	
Former ONE Building - Schneider-leased	n/a	
Gaming - IMAC	00018	
Gaming - Parking Structure	00091	
Gaming - Warehouse (incl. gaming shuttle dept)	00106	Hazardous Materials
Green Earth	N-007	
Green Valley	N-008	
Hillside Housing	N-009	
Joshua Heights	N-010	
Land Management - Garage (blue)	00089	
Land Management - Garage (red)	00088	
Land Management - Maintenance	00087	
Land Management - Office	00086	
Law Enforcement Center	00021	
Legacy Lane	N-011	
Little Bear Development Center	00038	
Log Homes 1-5	00167 thru 00171	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.6 (continued): Oneida Nation Safety and Security Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Log Homes 6	00192	
Macco's Floor Covering Building (Larsen Road)	n/a	
Manders Court	N-012	
Mason Street Casino	00039	
Mason Street Mall (2655 W Mason)	00028	
Norbert Hill Center/High School/BC	00003	Communications
Norbert Hill Garage	00030	Hazardous Materials
One Stop - EE new	00049	Hazardous Materials
One Stop - EE old	00187	Hazardous Materials
One Stop - Hwy 54	00148	Hazardous Materials
One Stop - Packerland	00097	Hazardous Materials
Oneida Car Wash	n/a	
Oneida Casino - Hotel - Main	00176	
Oneida Casino - Hotel - Tower 1	00177	
Oneida Casino - Hotel - Tower 2	00178	
Oneida Casino (Data Center)	00092	Communications
Oneida Judicial Center	00008	
Oneida Lake Beach House	00153	
Oneida Lake Campground Restroom	00180	
Oneida Mall	00013	
Oneida Police Department Evidence Storage	00131	
Oneida Transit Garage	00160	Hazardous Materials
Oneida Utilities Department - Office	00022	
Oneida Utilities Department - Storage	00118	
Parish Hall (aka Episcopal Parish Hall)	00099	
Post Office	00103	
Recreation Centers - Site II	00068	
Recreation Centers - Three Sisters	00069	
Ridgeland Housing	N-013	
Ridgeview Plaza	00042	
Rolling Hills Housing	N-014	
Sand Hill Circle Housing	N-015	
SEOTS Community Center	00151	
Site I	N-016	
Skenandoah Complex (Data Center)	00132	Communications
Standing Stone	N-017	
Tall Feather Way	N-018	
Thornberry Creek at Oneida Golf Course (incl. clubhouse)	00134	
Three Sisters	N-019	
Three Sisters Head Start	00054	
Turtle Where it Ends	N-020	
Unnamed vacant building (431 Hillcrest)	00043	
Uskah Village	N-021	
Veterans of Foreign Wars (VFW) Building	00174	
Veterans Services Building/Office	00007	
West Mason Business Center (2685 W Mason)	00175	
Wingate	n/a	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.7: Oneida Nation Transportation Facilities/Infrastructure

Facility Name	Building Number	Secondary Category
Four Paths Gas Station	00051	Hazardous Materials
One Stop - Larsen Rd	00124	Hazardous Materials
One Stop - Westwind	00120	Hazardous Materials
Oneida Transit Garage	00185	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Table 2.8: Oneida Nation Water Systems Facilities/Infrastructure

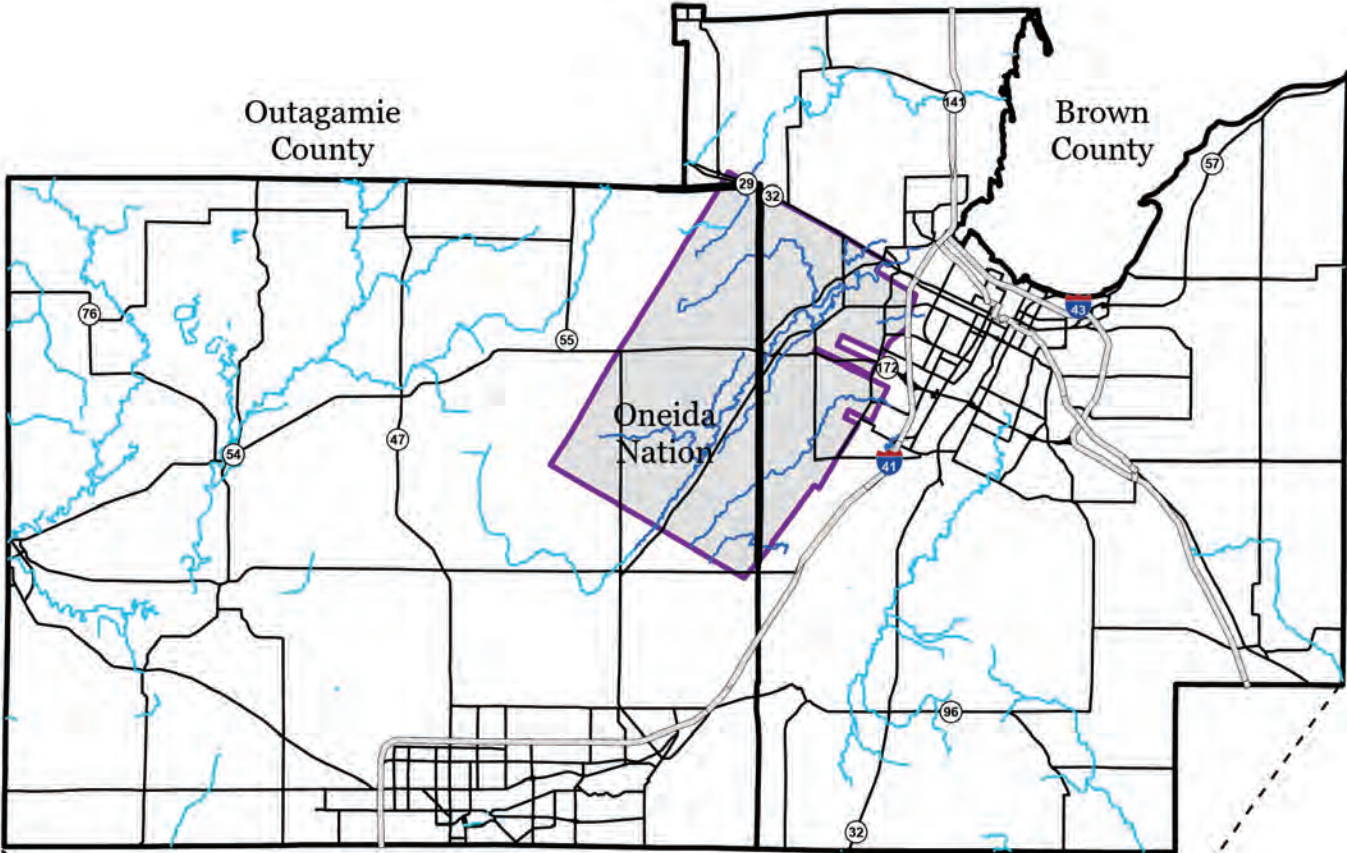
Facility Name	Building Number	Secondary Category
Dam (Finger Lake/Osnuhksa)	n/a	
DTS Radio Building - Water Tower	00037	Communications
Lift Station #1	n/a	
Pump House - Hillside	00189	
Pump House - Ridgeland	00190	
Pump House - Sandhill	00191	
Pump House - Site 1	00188	
Wastewater Treatment Facility - Clarifier	00123	Hazardous Materials
Wastewater Treatment Facility - Headworks	00122	Hazardous Materials
Wastewater Treatment Facility - Main	00121	Hazardous Materials
Water Tower - Hwy 54 Water Tower	n/a	
Water Tower - Rolling Hills Water Tower	n/a	

Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee; 2026.

Oneida Nation critical facilities are displayed on Map 2.2. Additional critical facilities include power substations and backup power (Map 2.3), FCC commercial towers (Map 2.4), broadband coverage (wireline) (Map 2.5) and broadband coverage (wireless) (Map 2.6).

Location Map

Oneida Nation Pre-Disaster Mitigation Plan
Oneida Reservation, Wisconsin

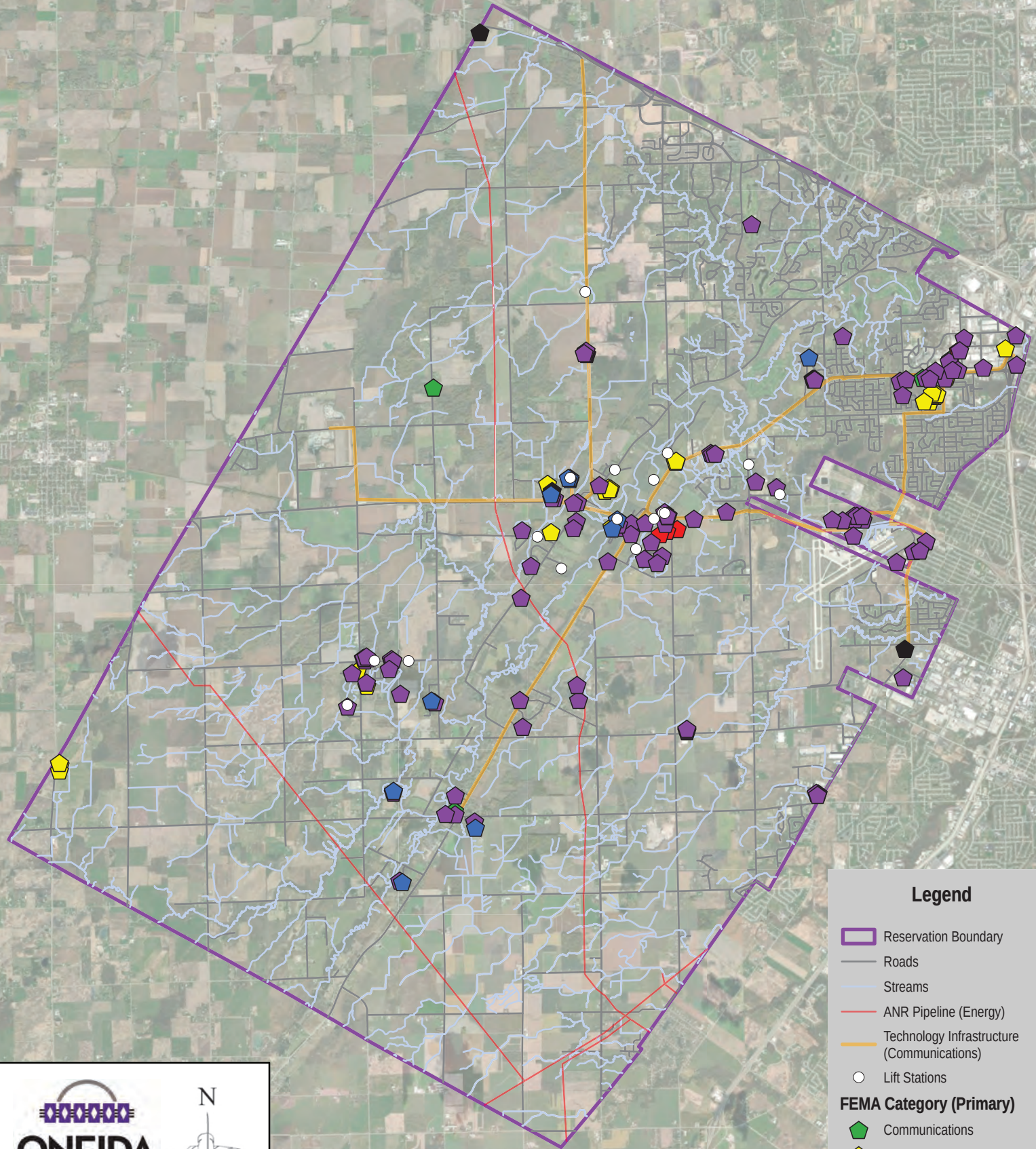


Location Map Pre Disaster Mitigation
Plan_2026-0512
Date: 05/12/2026

Legend

- Roads
- County Line
- Watersheds
- Brown and Outagamie Co
- Reservation Boundaries

Critical Facilities



Legend

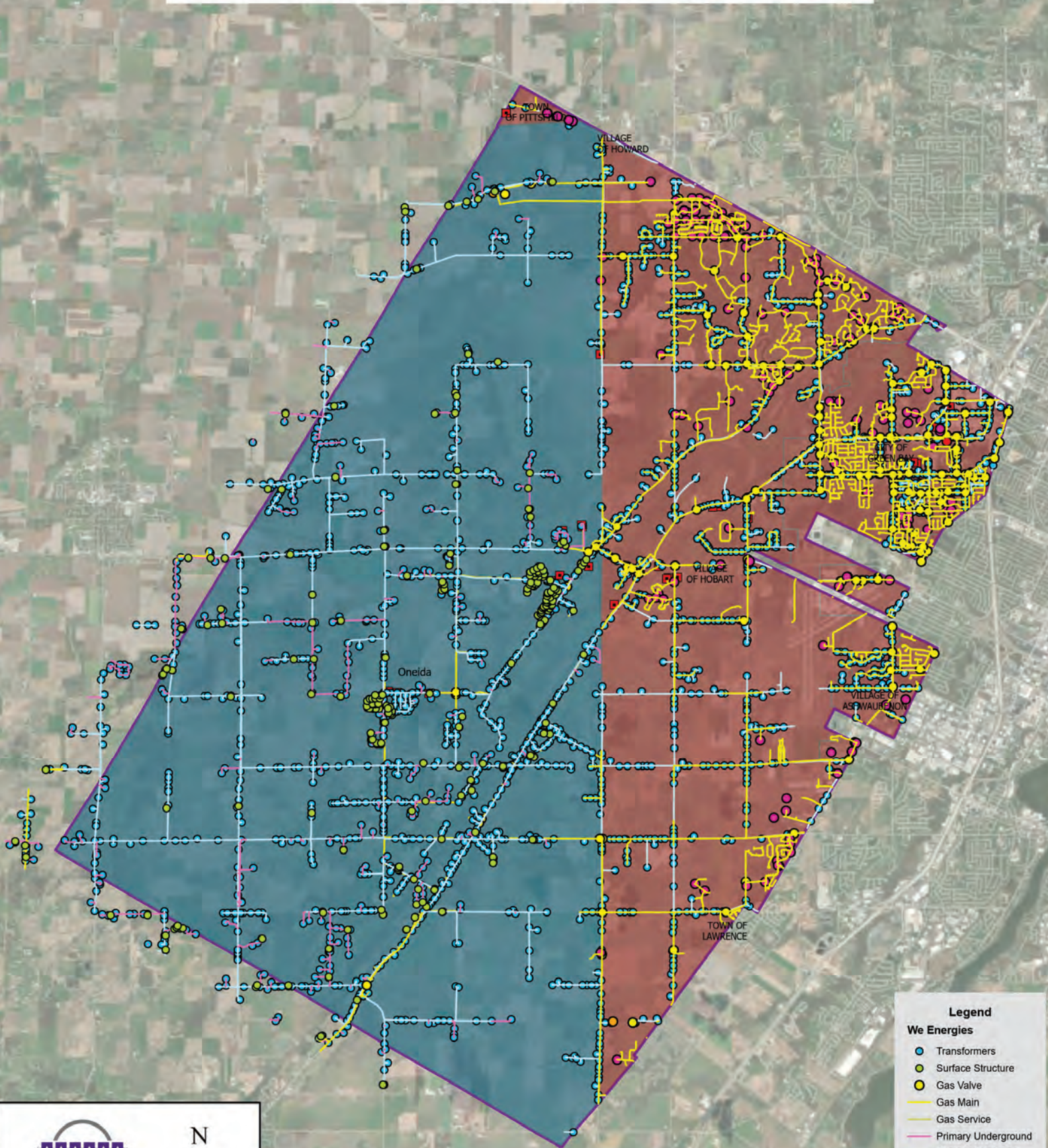
- Reservation Boundary
- Roads
- Streams
- ANR Pipeline (Energy)
- Technology Infrastructure (Communications)
- Lift Stations

FEMA Category (Primary)

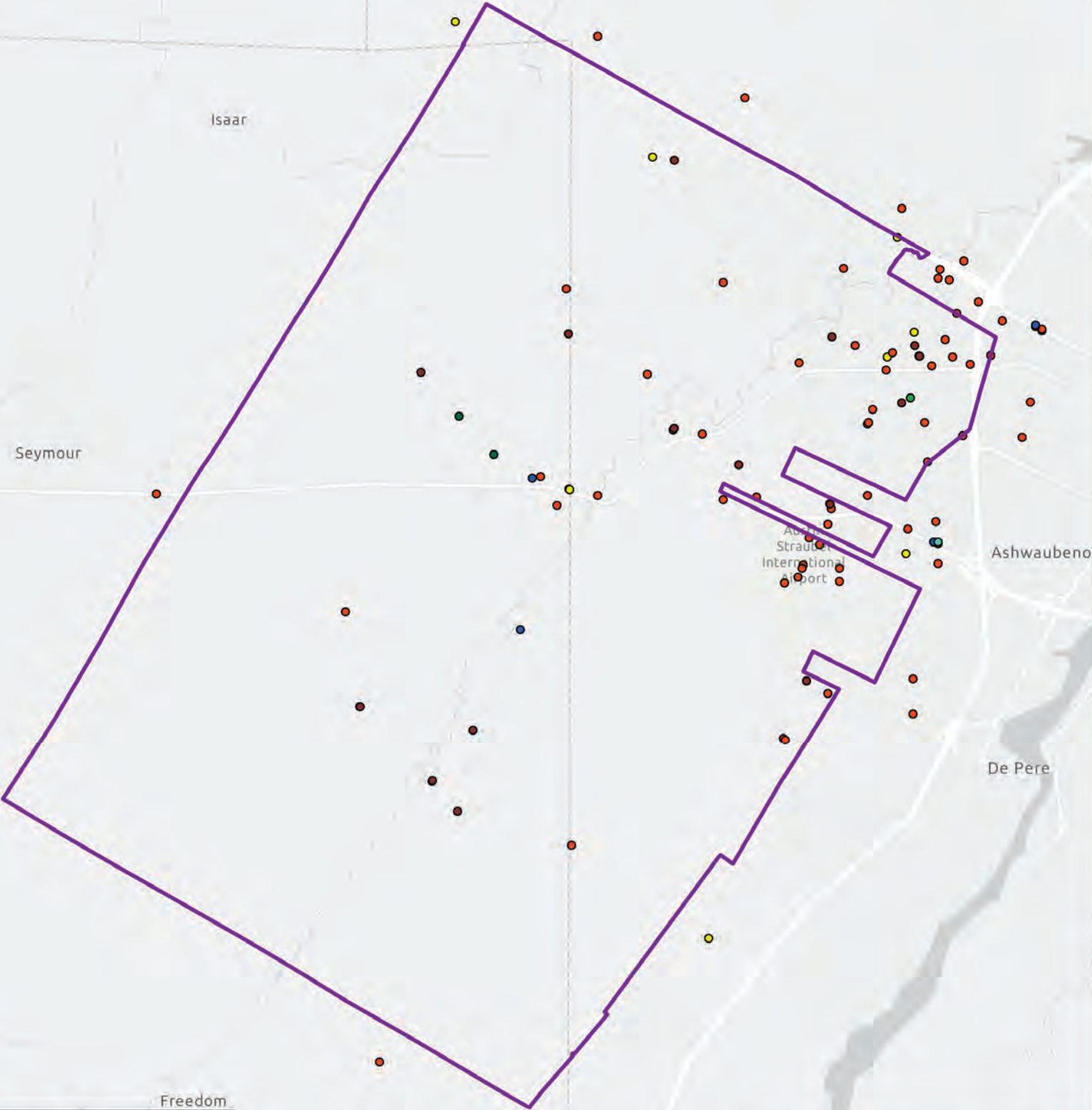
- Communications
- Food, Hydration, Shelter
- Health and Medical
- Safety and Security
- Transportation
- Water Systems



Critical Facilities_26-0430
Date: 05/12/2026



- Legend**
- We Energies**
- Transformers
 - Surface Structure
 - Gas Valve
 - Gas Main
 - Gas Service
 - Primary Underground
 - Primary Overhead
- WPS Oneida**
- Primary Oh
 - Gas Main
 - OH Transformer
 - Gas Valve
 - Substation
 - Station
 - Junction



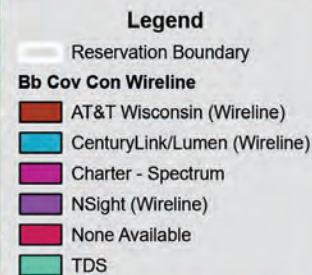
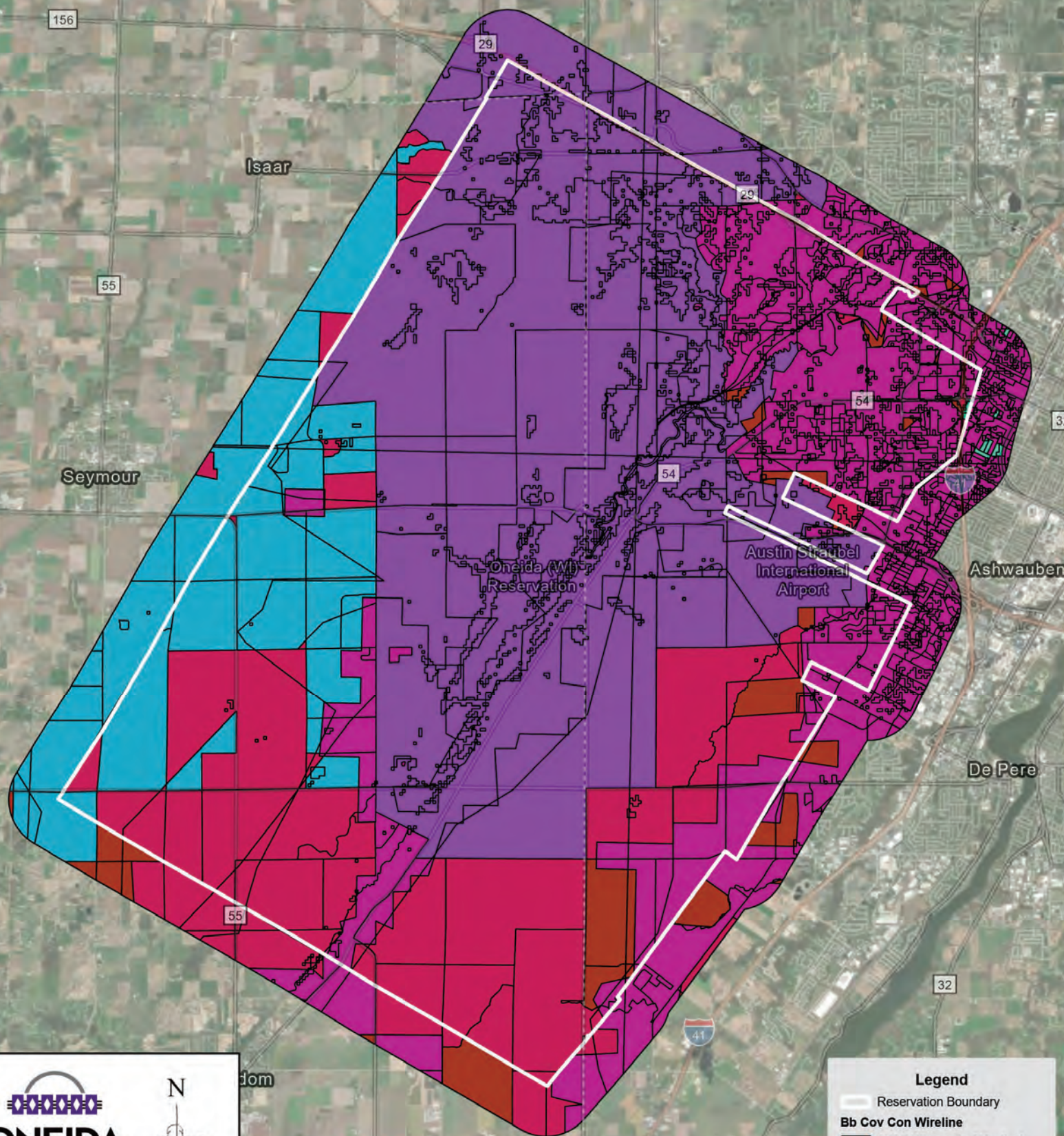


Broadband Information_2025-1219
5/12/2026

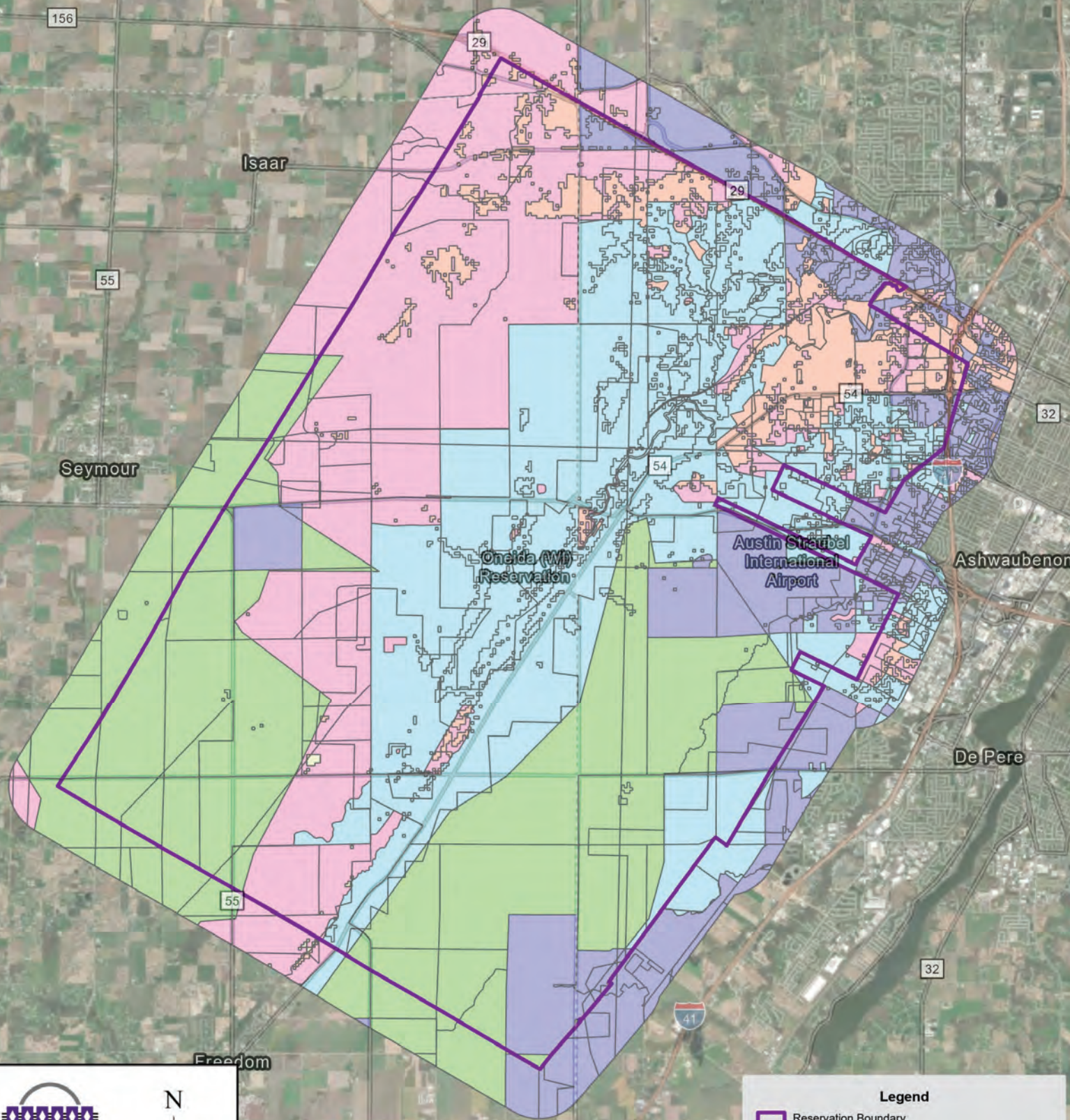
Sources: Esri, TomTom,
contributors, and the GIS User
OpenStreet

- FCC Commercial Towers in Wisconsin: 2016
- Towers
 - Paging
 - Microwave
 - Mds-Multichannel Multipoint Distribution Service TFS
 - Im Private
 - Im bcast
 - Cellular
 - ASR- Antenna Structure Registration
 - Reservation Boundary

Broadband Coverage Connection Wireline



Broadband Coverage Connection Wireless



Legend

- Reservation Boundary
- Bb Cov Con Wireless
- United States Cellular Corporation (Fixed Wireless)
- AT&T Wisconsin (Fixed Wireless)
- Bertram Internet
- Ethoplex LLC
- Star Communications
- T-Mobile (Fixed Wireless)

CHAPTER 3 - RISK ASSESSMENT

To provide a means of effectively evaluating potential hazard risk, a risk assessment has been developed for the Oneida Nation. The risk assessment identifies the hazards that impact the Oneida Nation, profiles the extent and severity of past hazard occurrences, and assesses the Oneida Nation’s vulnerability to each hazard. The risk assessment provides useful information to help the Nation develop strategies to mitigate their identified hazards.

HAZARD IDENTIFICATION

Both natural and human-caused hazards have been identified to be addressed in this plan. The hazards were selected based on past hazard occurrences, as well as hazards identified by the Steering Committee as having the potential for future risks.

HAZARD PRIORITIZATON

Steering Committee consensus on the ranking of identified hazards by risk/threat was derived using an online ranking tool. The Steering Committee decided on the ranking based on the number and frequency of hazard occurrences, the number of recorded injuries and deaths, the estimated reported damage costs, and the perceived impacts to the Oneida Nation based on the experiences of the Steering Committee members. Table 3.1 shows the hazard risk assessment ranking for the natural and human-caused hazards addressed in this plan. Hazard rankings are listed in order from highest perceived risk (first listed) to lowest perceived risk (last listed). Human-caused hazards are defined on page 3-3.

Although earthquakes were identified and addressed in the State of Wisconsin hazard mitigation plan, they have a minimal likelihood of occurring within the Oneida Nation. Therefore, a full risk assessment for earthquakes has not been included.

Table 3.1: Hazard Risk Rankings

Natural Hazards	Human-caused Hazards
Winter storm	Cybersecurity
Tornado/Strong wind	Pandemic
Extreme cold	Active Threat
Flood	Civil/Social Unrest or Terrorism
Excessive heat	Hazardous Spills
Dense fog	Manure Spills
Hail	Airplane Crash
Drought	
Wildland fire	

(Note: Hazards are defined in upcoming sections.)
Source: Oneida Nation Pre-Disaster Mitigation Plan Steering Committee, 2026.

HISTORY OF HAZARD OCCURRENCES

Natural Hazards

The National Oceanic and Atmospheric Administration (NOAA) National Centers for Environmental Information (NCEI) maintains an online database of occurrences of past hazardous weather and the resulting deaths, injuries, and damage associated with each of these events. Event occurrence data can be queried for a local, county, or regional level, depending on the area covered by the hazard event. Data gathering for the Oneida Nation involved a compilation of occurrences for Brown and Outagamie counties, which required a manual removal of duplicate occurrences in cases where single events impacted both counties. A query of historical natural hazard events from January 1, 2000 through December 31, 2025 resulted in 305 events (Table 3.2).

The data from the NCEI shows that of the 305 natural hazard events, the hazards occurring most frequently within the Oneida Nation Reservation from 2000 to 2026 include winter storm (116 events) and tornado/strong wind (99 events).

Some of the recorded hazard events may not have been specific to the Oneida Nation, as they may have been recorded for a larger regional area, or statewide. Additionally, some of the common hazard events, such as dense fog or hail may only get reported to the NCEI if it was an extreme event that caused injury, death, or significant property damage.

There have been 7 deaths and 18 injuries recorded in the last 25 years as a result of natural hazards within the Oneida Nation Reservation. Five deaths resulted from extreme cold and two from winter storm. 12 injuries occurred from winter storm, three from excessive heat, two from tornado/strong wind, and one from extreme cold. The costliest hazards for the Oneida Nation in terms of reported property damage since 2000 have been winter storms (\$669,700), flooding (\$557,000), tornado/strong wind (\$425,100), and extreme cold (\$158,000).

Table 3.2: Natural Hazard Occurrences Data, Oneida Nation 2000-2025

Natural Hazard (Listed in Ranked Order)	# of Events ¹	Probability (Average #/Year)	Deaths ²	Injuries ²	Reported Property Damage ³	Risk ⁴ / Severity
Winter storm	116	5	2	12	\$699,700	High
Tornado/Strong wind	99	4	0	2	\$425,100	High
Extreme cold	24	1	5	1	\$158,000	Moderate
Flood	26	1	0	0	\$557,000	Moderate
Excessive heat	12	0.5	0	3	\$0	Low
Dense fog	4	<1	0	0	\$0	Low
Hail	17	1	0	0	\$0	Low
Drought	7	<1	0	0	\$0	Low
Wildland fire ⁵	ND	ND	ND	ND	ND	Low
Total Events	305		7	18	\$1,839,800	

1. January 1, 2000 to December 31, 2025 (25 years)

2. Includes direct and indirect deaths and injuries

3. Does not include crop damage or private losses as no data was available.

4. Risk based on occurrences: High = >3 events/yr; Moderate = 1-3 events/yr; Low = <1 event/yr.

5. No data available (ND) since the area has a low wildfire risk according to WDNR.

Source: NOAA NCEI Storm Events Database, 2000-2026.

Human-caused Hazards

The human-caused hazards that have been identified by the Steering Committee as those of greatest concern for Oneida Nation include cybersecurity threats (both external and internal), pandemics, active threats, civil/social unrest and terrorism, hazardous spills, manure spills, and airplane crashes. These human-caused hazards were determined to have a significant impact on the Oneida Nation, or the potential to have a significant impact if it were to occur. The event occurrence information displayed in Table 3.3 was provided from local data sources. Cybersecurity information was provided by Oneida Nation Digital Technology Services; pandemic information was provided by Oneida Comprehensive Health Division with deaths provided by Oneida Enrollments; active threat, airplane crash, and civil/social unrest and terrorism information was provided by the Oneida Police Department, and information on spills, both hazardous and manure spills, was provided by the Oneida Nation Land, Environmental, Agriculture, and Food as Medicine Division using data queried from the Wisconsin DNR Bureau for Remediation and Redevelopment Tracking System (BRRTS) online database.

A cybersecurity threat includes malicious attempts to damage or disrupt a computer network or system including the attempt to access files and infiltrate or steal data.

A pandemic is an outbreak of a disease that spreads across multiple countries or continents, affecting many people.

An active threat refers to a situation in which an individual or group is actively causing harm or posing an immediate danger to people, property, or operations.

Civil and social unrest refers to large-scale public disturbances caused by dissatisfaction with political, social, or economic conditions. Terrorism involves the use of violence, threats, or intimidation to achieve political, religious, or ideological objectives.

Hazardous spills include the release of not only hazardous substances, but also non-hazardous substances that in significant quantities may cause damage to land and water resources.

Manure spills occur when manure is released to the environment in a manner that exceeds the rate of nutrient uptake by plants or applied in a manner that is not identified in a nutrient management plan – an agricultural producer's plan for using the manure produced by their animals.

An airplane crash occurs when an airplane strikes the ground, water, or another object during an aviation incident. An airplane crash can lead to significant structural damage, along with deaths, severe injuries, or the aircraft being declared a total loss.

Of the 418 events displayed in Table 3.3, the human-caused hazard occurring most frequently within the Oneida Nation Reservation from 2010 to 2025 was by far hazardous spills (335 events). However, this number reflects all spills in Outagamie and Brown counties, as the dataset does not yet isolate those within Oneida Nation. During the same period, there were 71 manure spill events, seven significant cybersecurity threats, three active threat events, one pandemic event, and one airplane crash. There have been 56 deaths as a result of human-caused events during this period, which was from the COVID-19 pandemic, as reported by Oneida Enrollments from 03/12/2020 to 05/11/2023 based on death certificates. There is no data on injuries or property damages associated with these events.

Table 3.3: Human-caused Hazard Occurrences Data, Oneida Nation 2010-2025

Human-caused Hazards (Listed in Ranked Order)	# of Events ¹	Probability (Average #/Year)	Deaths	Injuries	Risk ² / Severity	2025 Rank
Cybersecurity	7	<1	0	0	High	1
Pandemic	1	<1	56	Unknown	Medium	2
Active Threat	3	<1	3	0	Medium	3
Civil/Social Unrest or Terrorism	0	0	0	0	Low	4
Hazardous Spills ³	770	48	0	0	Low	5
Manure Spills	71	4	0	0	Low	6
Airplane Crash	1	<1	0	0	Low	7
Total Events	853		59	0		

1. January 1, 2010 to January 1, 2026 (16 years)

2. Risk to community as determined from the Steering Committee.

3. The total reflects all spills in Outagamie and Brown counties, as the dataset does not yet isolate those within Oneida Nation.

Note: Pandemic deaths are related to COVID-19 from 03/12/2020-05/11/2023 as reported by Enrollments for Oneida deaths on the Reservation.

Source: Oneida Nation Digital Technology Services (for cybersecurity), Oneida Comprehensive Health Division (for Pandemic), Oneida Police Department (for Active Threat, Civil/Social Unrest and Terrorism, and Airplane Crash), and WDNR BRRS database and Oneida Land, Environment, Agriculture & Food as Medicine Division (for spills); 2010-2026.

DISASTER DECLARATION HISTORY

There have been around 14 major disaster declarations issued for Wisconsin since 2010. The Oneida Nation has been included in five declarations since 2013 when the Sandy Recovery Improvement Act took effect allowing tribal nations to receive direct standalone federal declarations rather than requesting a declaration through the state governor. The major disaster declarations that included the Oneida Nation are as follows:

DR-4459-WI – Severe storms, tornadoes, straight-line winds, and flooding (August 2019).

DR-4477-WI – Severe winter storm and flooding (January 2020).

DR-4520-WI – COVID-19 pandemic. Oneida Nation and Wisconsin declaration (March 2020).

State Declaration only, no Federal designation – destructive straight-line winds and power loss (June 2022).

DR-4892-WI – Severe storms, straight-line winds, flooding, and mudslides (August 2025).

VULNERABILITY ASSESSMENT

The vulnerability assessment describes the frequency, severity, and probability of future occurrences of hazards that could impact the planning area. The hazard profiles describe the characteristics of each hazard and how it has affected the Oneida Nation, and the potential future risk to people and property.

The Oneida Nation has experienced ongoing development; however, no notable changes have occurred that impacted the jurisdiction's vulnerability since the previous Pre-Disaster Mitigation Plan.

HEALTHCARE AND PUBLIC HEALTH VULNERABILITY

As part of a comprehensive vulnerability analysis, the Oneida Nation evaluates its healthcare infrastructure and emergency preparedness through active participation in the Northeast Wisconsin Healthcare Emergency Readiness Coalition (NEW HERC). This regional collaborative network bridges the gap between healthcare facilities, emergency management, and public health agencies to ensure a coordinated response to large-scale emergencies. As a sovereign entity, the Oneida Nation maintains a dual-layered approach to this readiness by operating its own Emergency Management Department while serving as a voting member of the NEW HERC board. Within this framework, the Nation contributes tribal-specific data to the regional Hazard Vulnerability Assessment (HVA), ensuring that the unique clinical and cultural needs of the community are integrated into regional response plans for mass casualty incidents or catastrophic health events.

The current regional HVA findings identify high-priority threats including cyberattacks on healthcare infrastructure, infectious disease outbreaks, and critical resource gaps such as natural gas disruptions and supply chain failures. To address these vulnerabilities, the Oneida Nation utilizes this Pre-Disaster Mitigation Plan to coordinate local mitigation efforts, such as strengthening tribal healthcare facilities and securing critical utility systems, with NEW HERC's regional strategies for patient surge management and cross-jurisdictional equipment sharing.

ASSESSMENT OF POTENTIAL LOSSES

The Oneida Nation's assessment of potential losses is based on the value of the identified critical facilities (i.e. its assets). An assessment of potential losses of assets is ideally calculated for each hazard; however, only the flood hazard has a defined risk area, so it is the only hazard for which an estimation of potential losses can be derived.

Value of Assets/Estimation of Potential Losses

The Oneida Nation has identified 151 critical facilities within the Reservation boundaries. The Oneida Nation owns most of its critical facilities, with some being leased. According to Risk Management, the total structural value of the critical facility assets is \$469,670,810 (including contents). Therefore, the potential dollar loss to assets for the Oneida Nation is nearly \$469.7 million in a "worst case scenario" of total damage of all buildings in the planning area.

An estimation of potential losses was derived specifically for flooding in the upcoming flood hazard profile section since the hazard area can be defined as the 100-year floodplains and properties within the hazard area can be identified. All other hazards can occur anywhere within the Oneida Nation Reservation and have no defined hazard area in which to determine vulnerable properties. Some hazards (such as winter storms and tornadoes) have the potential to impact the entire planning area, and it can be assumed that all assets in the planning area are equally at risk. Therefore, all identified critical facilities are potentially at risk from natural hazards within the Oneida Nation Reservation.

All potential loss information was obtained from the Oneida Nation Risk Management department. The parcel maps and the FEMA 100-year floodplains were merged using GIS to determine at-risk structures in the planning area.

NATURAL HAZARD PROFILES

Each natural hazard that has been identified as impacting the Oneida Nation has been profiled in this section. The hazard profile describes the characteristics of past natural hazards, and their impacts, frequency, and probability of future hazards that could impact the Oneida Nation.

Hazard risk probabilities are represented as high, moderate, and low. High risk probability hazards are defined as hazards that occur an average of more than three times per year; moderate risk probability hazards are those that occur an average of one to three times per year; and low risk probability hazards occur less frequently than one time per year.

The natural hazards profiled in this section include Winter storm, Tornado/Strong wind, Extreme cold, Excessive heat, Flood, Dense fog, Hail, Drought, and Wildland fire.

Note: Human-caused hazards will be assessed later in this plan, following the natural hazards.

Climate Change Impacts

The evaluation and assessment of natural hazards in this plan and the determination of the Oneida Nation's vulnerability to natural hazards is based on the occurrence of past natural hazards. However, climate change may make past trends an unreliable resource for predicting future impacts, frequency, and vulnerabilities. According to a climate change report by Wisconsin scientists (*Wisconsin Initiative on Climate Change Impacts (WICCI)*, 2026²), climate change has and will continue to impact average annual temperatures causing increased frequency in heat waves; increased frequency and intensity of extreme events; shorter, warmer winters with decreased lake ice cover; increased drought frequency, and other impacts.

Based on the WICCI report, the Oneida Nation, along with most of Wisconsin, is likely to become wetter with an increase in total precipitation and the number of intense rainfall events. Climate change impacts vary by season, with winter experiencing the greatest warming and most likely increase in precipitation.

Information about climate change impacts for each natural hazard has been included within the applicable section based on calculated predictions from the WICCI report.

WINTER STORM

Winter storms can vary in size and strength, and can include heavy snowstorms, blizzards, freezing rain, sleet, and ice storms. The aftermath of a winter storm can impact a community or region for weeks, and even months.

Winter storms can occur as a single event or they can occur in combination, which can make an event more severe. A variety of weather phenomena and conditions can occur during winter storms. For purposes of classification, the following are National Weather Service descriptions of winter storm elements:

² Wisconsin's Changing Climate: Envisioning a Climate-Resilient Future, 2026. Wisconsin Initiative on Climate Change Impacts. Nelson Institute for Environmental Studies, University of Wisconsin-Madison, and the Wisconsin Department of Natural Resources, Madison, Wisconsin. <https://wicci.wisc.edu/>

Heavy Snowfall – the accumulation of six or more inches of snow in a 12-hour period, or eight or more inches in a 24-hour period.

Winter Storm – the occurrence of heavy snowfall accompanied by significant blowing snow, low wind chills, sleet or freezing rain.

Blizzard – the occurrence of sustained wind speeds in excess of 35 miles per hour accompanied by heavy snowfall or large amounts of blowing or drifting snow.

Ice Storm – an occurrence where rain falls from warmer upper layers of the atmosphere to the colder ground, freezing upon contact with the ground and exposed objects near the ground.

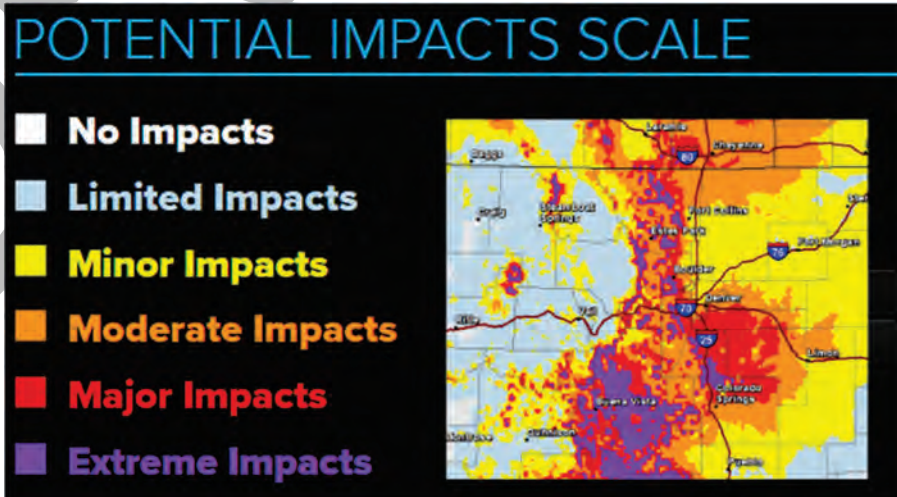


Freezing drizzle/freezing rain – the effect of drizzle or rain freezing upon impact on objects that have a temperature of 32 degrees Fahrenheit or below.

Sleet – solid grains or pellets of ice formed by the freezing of raindrops or the refreezing of largely melted snowflakes. This ice does not cling to surfaces.

Much of the snowfall in Wisconsin occurs in small amounts of between one and three inches per occurrence. Heavy snowfalls (producing at least eight to ten inches of accumulation) happen on average about five times per season. True blizzards are rare in Wisconsin but are more likely to occur in northwestern Wisconsin. All of Wisconsin experiences blizzard-like conditions during heavy snowstorms when gusty winds cause severe blowing and drifting snow.

The National Weather Service (NWS) uses the Winter Storm Severity Index (WSSI) as a decision support tool to assess the expected impacts of winter storms. Expected winter storms are given an 'impact ranking' in 6 categories, ranging from 'No Impacts' to 'Extreme Impacts'. Rather than focusing solely on snowfall amounts, the WSSI evaluates multiple winter weather hazards, including heavy snow, blowing snow, ice accumulation, flash freeze conditions, snow loading, and ground blizzard conditions, to assign impact categories ranging from Minor to Extreme. The index provides a comprehensive measure of winter storm severity and extent by estimating the potential for disruptions to transportation, utilities, infrastructure, commerce, and daily activities. The WSSI can assist emergency managers and the public in understanding the potential severity of an approaching winter storm and preparing for its expected impacts. (National Weather Service Weather Prediction Center, 2025).



Past Occurrences

According to the NCEI, the Oneida Nation has experienced 116 significant winter storm events in the last 25 years from January 1, 2000 to December 31, 2025 (including blizzards and heavy snow). Many of these hazard events may not have been specific to the Oneida Nation and may have been recorded for a larger regional area.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately three significant winter storm events per year.

Climate Change Impacts

The combination of warmer temperatures and changing precipitation patterns suggests that we will see a significant increase in the amount of winter precipitation falling as rain rather than snow and that freezing rain is more likely to occur. Potential winter storm impacts from climate change include an increase in winter precipitation events (from heavy rain or snow) resulting in an increase in flooding, damage from ice breakup and jams on waterways, and transportation impacts from unsafe travel conditions. Additionally, warmer winter low temperatures (especially at night) will enable overwintering of pests leading to crop yield loss, forestry impacts, wildlife impacts, and increased remediation costs. Key trends include winters warming faster than other seasons, nighttime temperatures rising more than daytime, decreasing Great Lakes ice cover during the winter, and declining hours below freezing (32 degrees Fahrenheit). The month of March has effectively shifted from a winter month to a spring month.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **high** probability of experiencing a winter storm event in any given year.

Winter storms tend to be a regional phenomenon in that they affect much of east central Wisconsin on nearly all the occasions in which they affect the Oneida Nation.

Winter storms have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area or the larger regional area.

Impacts

Death and Injury

Two deaths and 12 injuries have been reported from significant winter storm events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025 according to NCEI data.

Critical Facilities

Critical facilities are not greatly impacted by winter storms; however, personnel associated with the critical facilities face greater workload burdens. Street and road crews have an increased burden of snow removal (and salting in the case of ice storms) during and after winter storms. In some cases, winter storms can be so severe that these crews must be called off the road for a period of time.

Hospitals and clinics may see increased patient loads for frostbite, pedestrian and vehicular accident injuries, and heart conditions resulting from the shoveling of heavy snow during and following winter storms. Sometimes, hospitals and clinics have difficulty getting their own staff to report to work because of the storm, which increases the workload for present staff (double shifts, etc.).

Police personnel respond to more accidents during winter storms. Utility and telephone companies respond to downed electrical and telephone lines, especially in the case of ice storms. Rescue services can receive more calls because of accidents or health related circumstances. Schools may

need to have early dismissal or cancel classes altogether. Shelters may take in additional people during winter storms. Airports face flight delays or cancellations.

Economic Impacts

Loss of power during or after winter storms often force businesses and manufacturing facilities to close down until power is restored. Loss of access due to snow- or ice-covered roads can have a similar effect, especially when trucks cannot travel on major thoroughfares to make “just in time” deliveries to business and industry in the planning area. The effects are particularly difficult when the storm is widespread.

Based on previous damages reported by the NCEI, there has been \$669,700 in property damages from winter storms over the past 25 years.

TORNADO/STRONG WIND

Tornadoes are violently rotating columns of air that extend from a thunderstorm to the ground. They look like funnels and can occur any time, bring intense wind, and can happen anywhere. Most tornadoes have wind speeds less than 110 miles per hour, are about 250 feet across, and travel a few miles before dissipating. Tornadoes can destroy buildings, flip cars, and create deadly flying debris. Figure 3.1 shows the Enhanced Fujita Scale (EF Scale), which is recognized as the acceptable tornado magnitude measurement rating.

The United States is divided geographically into four zones for the occurrence and strength of extreme wind. Wisconsin lies along the northern edge of Zone IV, the nation’s maximum frequency zone for tornadoes (commonly known as “tornado alley”), which extends northeastward from Oklahoma into Iowa and then across to Michigan and Ohio. Zone IV includes most of the southern two-thirds of Wisconsin and has experienced the strongest tornado activity that has affected the entire U.S., with wind speeds of up to 250 miles per hour being recorded. This zone includes the Oneida Nation Reservation.

Wisconsin’s tornado season runs from the beginning of April through September, but tornadoes have occurred in Wisconsin in every month except February. The most severe tornadoes statewide typically occur during the months of April, May, and June.

Strong winds, including downburst winds, strong/high winds, and thunderstorms can often be just as damaging as a tornado. Downburst winds are strong, concentrated, straight-line winds created by falling rain and sinking air that can reach speeds of 125 miles per hour. Strong or high winds are high speed winds that can be as damaging as a tornado but remain nearly straight line and are not the rotating column of air that is characteristic of a tornado. A severe thunderstorm has winds that exceed 58 miles per hour, produces a tornado, or drops surface hail at least 0.75 inch in diameter.

Figure 3.1: Tornado Magnitude Measurement, EF Scale

Enhanced Fujita Scale damage and windspeed estimates						
Damage	Little Damage	Minor Damage	Roof Gone	Walls Collapse	Blown Down	Blown Away
EF5	X	X	X	X	X	X
EF4	X	X	X	X	X	
EF3	X	X	X	X		
EF2	X	X	X			
EF1	X	X				
EF0	X					
Estimated windspeed (mph)	65-85	86-110	111-135	136-165	166-200	200+

Source: U.S. Air Force graphic/Senior Airman Thomas Trower.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 99 significant tornado/strong wind events (including thunderstorm wind, high wind, and strong wind) in the last 25 years from January 1, 2000 to December 31, 2025. Just two of the 99 events was classified as a tornado, with the remaining being strong wind events.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately three significant tornado and strong wind events per year.

Climate Change Impacts

A predicted increase in the frequency and intensity of storms increases the risk for deaths, injuries, and property damage from tornado and strong wind events.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **high** probability of experiencing a tornado or strong wind event in any given year.

Tornadoes have no specific defined hazard area within the Oneida Nation Reservation. Past events have been relatively uniform across the planning area; however, manufactured home residents are often most vulnerable to death, injury, and property damage from tornadoes as these homes often lack foundations, tie-downs, and/or basements. Therefore, for the Oneida Nation, the Green Earth manufactured housing community off Highway H is at greatest risk from this hazard.

Impacts

Death and Injury

No deaths, but two injuries have been reported from tornado/strong wind events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Hospitals can see increases in patient load following tornadoes. Schools can sustain damage, and if they do not sustain damage, they often function as temporary shelters in the aftermath of tornadoes.

Police and fire departments often see an increased workload during and after tornadoes. Power lines and communication towers are at risk of being blown down.

Any critical facility in the planning area may be impacted by a tornado; however, schools and manufactured home communities are of particular concern during tornadoes. Schools are a primary concern during tornadoes for three reasons: (1) they have large numbers of people present, either during school or as a storm shelter; (2) they have large span areas, such as gyms and theaters; and (3) they house a vulnerable population during the daytime for most of the year.

The National Weather Service has found that unanchored manufactured homes start to fail due to wind speed and wind stress at lower wind gusts/wind speeds than permanent homes. Therefore, manufactured home communities are a primary concern during tornadoes. The use of anchoring systems and foundations can help reduce damage to manufactured homes caused by tornadoes and strong winds.

Economic Impacts

A tornado can have a significant economic impact on a local economy due to irrecoverable businesses and infrastructure damage. A heavily damaged business often never reopens after the event.

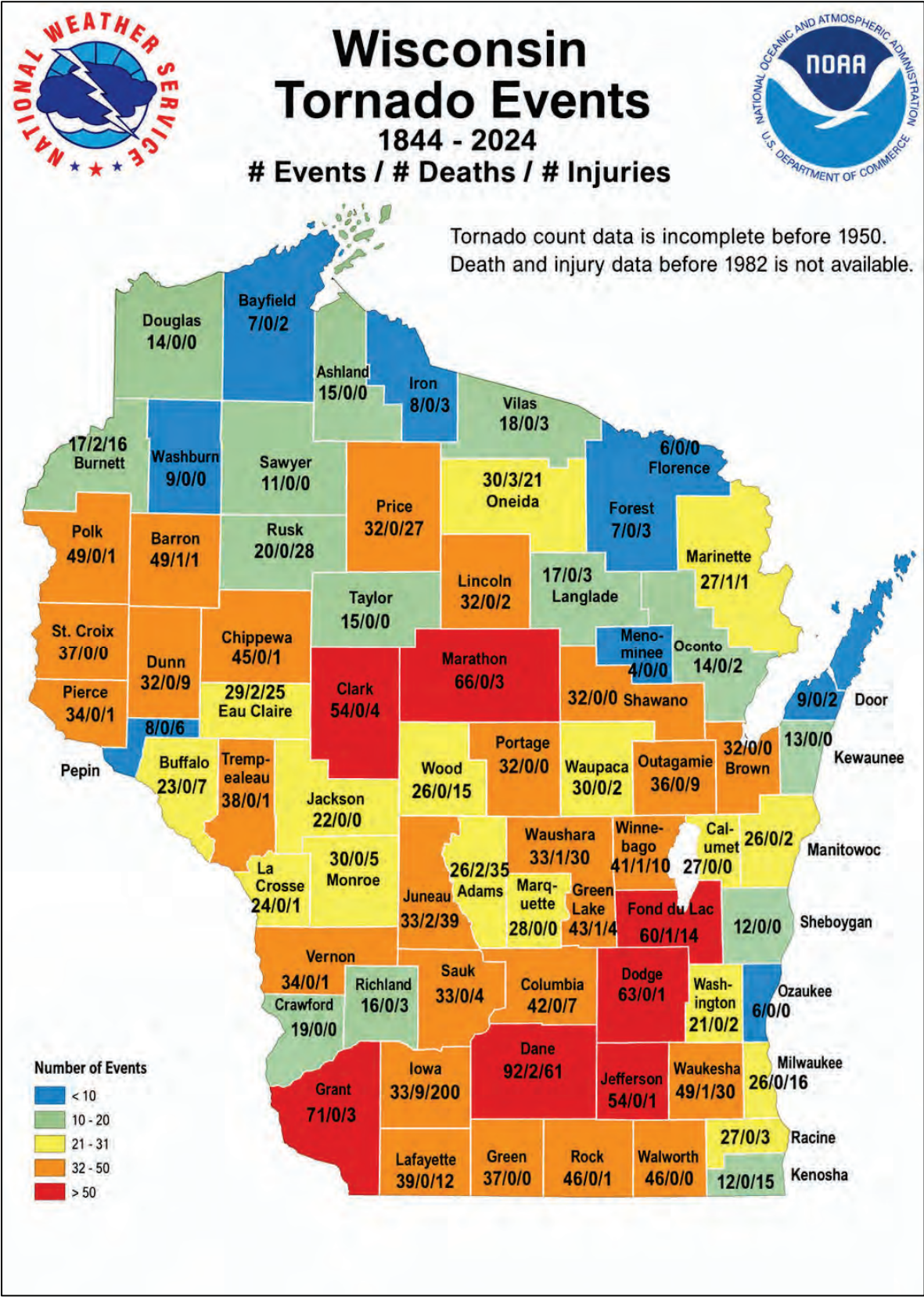
Infrastructure damage is usually limited to above ground utilities, such as power lines. Damage to utility lines can usually be repaired or replaced relatively quickly. Damage to roads and to railroads is also localized; if these facilities cannot be repaired promptly, alternate transportation routes must be established.

Public expenditures include search and rescue, shelters, and emergency protection measures. The greatest public expenditures for a community result from repairs to public facilities, and cleanup and disposal of debris. Cleanup and disposal can be an issue, especially if there is limited landfill capacity near the damage site.

Since manufactured homes are especially vulnerable to tornadoes, a “worst case scenario” for this hazard would involve the total destruction of the manufactured homes within the Oneida Nation Reservation.

Reported property damage from significant tornadoes and strong wind events for the Oneida Nation has totaled \$425,100 over the last 25 years, according to NCEI.

Figure 3.2: Wisconsin Tornado Events, 1844-2024



EXTREME COLD

Exposure to extreme cold can cause frostbite or hypothermia and become life threatening. What constitutes extreme cold varies in different parts of the country. In Wisconsin, extreme cold means temperatures well below zero with wind chill. Wind chill is the term used to describe the rate of heat loss from the human body resulting from the combined effect of low temperature and wind. As winds increase, heat is carried away from the body at a faster rate, driving down both the skin temperature and eventually the internal body temperature.

Extreme cold is a dangerous situation that can cause health emergencies for susceptible people, such as children, the elderly, those without shelter, those who are stranded outdoors or in a disabled car, or those who live in a home that is poorly insulated or without heat.

The extent of an extreme cold event is measured by minimum air temperature and wind chill. In northeast Wisconsin, temperatures below 0°F are common during winter, while temperatures below -20°F and wind chills below -35°F represent severe cold capable of causing frostbite within minutes and posing life-threatening conditions.

WIND CHILL INDEX °F								
TEMP (°F)	WIND SPEED (MPH)							
	5	10	15	20	25	30	35	40
-25	-40	-47	-51	-55	-58	-60	-62	-64
-20	-34	-41	-45	-48	-51	-53	-55	-57
-15	-28	-35	-39	-42	-44	-46	-48	-50
-10	-22	-28	-32	-35	-37	-39	-41	-43
-5	-16	-22	-26	-29	-31	-33	-34	-36
0	-11	-16	-19	-22	-24	-26	-27	-29
5	-5	-10	-13	-15	-17	-19	-21	-22
10	1	-4	-7	-9	-11	-12	-14	-15
15	7	3	0	-2	-4	-5	-7	-8
20	13	9	6	4	3	1	0	-1
25	19	15	13	11	9	8	7	6
30	25	21	19	17	16	15	14	13
35	31	27	25	24	23	22	21	20

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 24 significant extreme cold events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately one significant extreme cold event every year.

Climate Change Impacts

Wisconsin climatologists predict that winters are rapidly warming and will continue to shift toward fewer extreme cold periods (below 0 degrees Fahrenheit). Cold periods have been getting less common, and this trend is predicted to continue.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of experiencing an extreme cold event in any given year.

Extreme cold events have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area.

Impacts from Hazard

Death and Injury

Five deaths and one injury were reported from a significant extreme cold event for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025 according to NCEI data.

Critical Facilities

All heated facilities have greater heating expenses during an extreme cold event, and increased demand will affect electric and natural gas utilities. There is also increased stress on infrastructure during extreme cold events and water line breaks often occur. Hospitals and clinics may experience an increase in patients exposed to extreme cold conditions. Emergency shelters may take in additional individuals during the extreme cold event. Schools may cancel classes or call for early dismissal in extreme cold events. Local fire departments and rescue services may also deal with direct or indirect consequences of the extreme cold event.

Economic Impacts

Municipalities and water utilities may need to repair damaged water mains caused by the extreme cold. If area school districts need to call off school early on extremely cold days, there may be expenses involved with early busing and with paying staff for a full day while only having the benefit of a partial day of instruction.

Historic property damage reported in the NOAA NCEI storms database for flooding within the Oneida Nation Reservation has totaled \$158,000 over the last 25 years.

FLOOD

A flood is a rising and overflowing of a body of water especially onto normally dry land. FEMA defines a flood as a general and temporary condition of partial or complete inundation of two or more acres of normally dry land area or of two or more properties from overflow of inland or tidal waters, unusual and rapid accumulation or runoff of surface waters from any source, or mudflow.

The type of flooding that can impact the Oneida Nation includes riverine, stormwater, and dam failure flooding. An additional flooding concern for Oneida Nation is the threat of overflow of liquid manure in holding pits and lagoons from large-scale farms.

Flood severity varies depending on rainfall intensity, snowmelt, flood depth, flow velocity, duration, and recurrence interval. Flood extent within the Oneida Nation is represented by the FEMA 100-year and 500-year floodplain maps (Map 3.1). Larger recurrence interval floods generally result in greater inundation, road closures, and damage to infrastructure.

Riverine Flood

Riverine flooding occurs when water draining from a watershed, whether from rainfall or melting snow, exceeds the capacity of the river or stream channel to hold it. Water overflows onto the nearby low-lying lands (floodplains). In hilly and mountainous areas flooding is likely to be rapid, deep, and dangerous. In relatively flat floodplains, land may stay covered with shallow, slow moving water for days or even weeks.



Stormwater Flood

Flooding often occurs in urban areas due to stormwater management issues.

Stormwater drainage systems have been designed to manage most storms. However, larger storms that occur in a short period are of such intensity that the drains cannot handle all the stormwater and flooding results. Localized stormwater flooding can also occur if storm drains in the area are blocked. It is important to keep the drainage system clear of litter and debris.

Newly built property developments incorporate stormwater management measures, such as stormwater detention and retention basins, that provide greater flood protection. Detention basins slow the flow of stormwater being carried in the drainage system by storing it for a time, while retention basins (i.e. ponds) hold water during most of the year. Detention basins often double as parks and playing fields.

Dam Failure Flood

Flooding can result from dam failure. A dam is an artificial barrier, together with its appurtenant works, constructed in or across a waterway for the primary purpose of impounding or diverting water. Dam failure can occur for a number of reasons, including overtopping caused by floods that exceed the capacity of the dam, deliberate acts of sabotage, structural failure of materials used in dam construction, movement and/or failure of the foundation supporting the dam, settlement and cracking of concrete or embankment dams, piping and internal erosion of soil in embankment dams, or inadequate maintenance and upkeep.

According to the Land, Environmental, Agriculture, and Food as Medicine Division, there is one dam remaining within the Oneida Nation Reservation, which has been modified to become a very low threat dam.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 26 significant flooding events (including flood, flash flood, heavy rain, and stormwater flooding) in the last 25 years from January 1, 2000 to December 31, 2025. Some of these reported occurrences may not have been specific to the Oneida Nation and may have been recorded for a larger regional area.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately one significant flooding event every year.

Climate Change Impacts

An increase in total precipitation and in the number of intense rainfall events – as predicted by Wisconsin climatologists, will result in an increased risk of flooding. With more intense and frequent

flooding events comes greater risks to public safety, property damage, rising threats to drinking and wastewater systems, more stress on the durability of roads and buildings, an increase in shoreline flooding and erosion, overwhelmed stormwater management infrastructure, dam failures, and crop losses.

Vulnerability

FEMA uses the “base” flood as the basis for its regulatory requirements and flood insurance ratings. The hazards mitigation plan also uses the base flood for planning purposes. The base flood is the one percent chance flood, or the flood that has a one percent (one out of 100) chance of occurring in any given year. The one percent chance flood is commonly referred to as the 100-year flood. A 500-year floodplain is the land area expected to be inundated by a flood event that has a 0.2% chance of occurring or being exceeded in any given year. Officially called the 0.2% annual chance floodplain, it represents a moderate-to-low risk zone that lies outside the higher-risk 100-year floodplain.

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **moderate** probability of sustaining a 100-year flood in any given year.

The areas at greatest risk from flooding include the 100-year floodplain areas of the Oneida Nation Reservation. FEMA Flood Insurance Rate Maps also call this the Special Flood Hazard Area, or “A Zone.” The 100-year and 500-year floodplains for the planning area are shown on Map 3.1. Critical facilities that potentially lie within the floodplain and would be affected by a 100-year flood are shown on Map 3.2.

Repetitive Loss Properties

Repetitive loss structure is a term that is usually associated with the National Flood Insurance Program (NFIP) to describe a structure, covered by a contract of flood insurance under the NFIP, that has suffered flood damage on two or more occasions over a 10-year period ending on the date when a second claim is made, in which the cost to repair the flood damage, on average, equals or exceeds 25 percent of the market-value of the structure at the time of each flood loss event. For the Community Rating System (CRS) of the NFIP, a repetitive loss property is any property, which the NFIP has paid two or more flood claims of \$1,000 or more in any given 10-year period since 1978. A repetitive loss structure is important to the NFIP, since structures that flood frequently put a strain on the flood insurance fund. It should also be important to a community because residents’ lives are disrupted and may be threatened by the continual flooding.

According to FEMA records, there are no repetitive loss properties within the Oneida Nation Reservation.

Impacts

Death and Injury

No deaths or injuries from flooding have been reported for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to the NCEI.

Critical Facilities

Some critical facilities located in or near floodplains could be impacted during flooding, making the facility inaccessible, or the services unavailable. Vulnerable populations could require relocation during flooding events.

Economic Impacts

Flooding can have significant economic impact on a local economy from resulting damage to businesses and infrastructure. During floods, property and belongings may be destroyed and people may become homeless. Public expenditures will include police, fire, and emergency management personnel and shelters, and may also include search and rescue. Great public expenditures result from repairs to public facilities and cleanup. It often takes years for affected communities and businesses to rebuild and return to normalcy.

Loss of road access is a major flood impact that affects all residents and businesses, not just those who own property in the floodplain. Sometimes, the loss is temporary, such as during a flood. However, on some occasions, the loss of transportation lasts well after the disaster. When a flood washes out roads, bridges, or railroads, it can be weeks or months before they are repaired and reusable. A key evacuation and safety concern arises when flood water rises above roads and bridges. Generally, the larger the road, the less likely it is to flood, but this is not always the case.



Vulnerable structures are structures located in the 100-year flood hazard area identified in Map 3.2. Since there is no building height data for buildings in these flood hazard areas, a “worst case scenario” of total structural damage for buildings in all the flood zones of the planning area was assumed in estimating potential dollar losses to vulnerable structures.

According to Oneida Risk Management, it is estimated that \$18,823,780 in losses would occur with a flood resulting in a “worst case scenario” of total structural damage for all buildings within flood zones within the Oneida Nation Reservation.

Property value information was obtained from the Oneida Nation Risk Management department. Since there is no reliable building height data for Oneida Nation buildings within flood hazard areas, a “worst case scenario” of total structural damage for buildings in all the flood zones of the planning area was assumed in estimating potential dollar losses to vulnerable structures. In addition, there may be areas outside the 100-year flood zones that will flood during an event of that magnitude (or even of lesser magnitude).

Through zoning, development in floodplains and shoreland areas is kept to a minimum. The Oneida Nation has shoreland and floodplain zoning. These ordinances are a useful tool in keeping inappropriate development out of flood hazard zones within the Oneida Nation Reservation.

Historic property damage reported in the NOAA NCEI storms database for flooding within the Oneida Nation Reservation has totaled \$557,000 over the last 25 years.

EXCESSIVE HEAT

A combination of high heat and humidity can lead to heat-related illness, including heat cramps, heat exhaustion, and heat stroke. Heat-related illness can occur when the ability of the body to cool itself is challenged, or when there are insufficient levels of fluid or salt in the body due to sweating or dehydration. Heat-related illnesses increase as the combination of temperature and relative humidity increase, but there are other factors involved as well. The elderly, disabled, and other vulnerable populations are especially susceptible to excessive heat. A heat wave occurs during a period of abnormally and uncomfortably hot and unusually humid weather. Typically, a heat wave lasts two or more days.

The severity of an extreme heat event is measured by maximum air temperature, heat index, duration of consecutive hot days, and overnight temperatures. Heat indices exceeding 100°F create dangerous conditions, particularly for vulnerable populations.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 12 significant excessive heat events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences, as reported by the NCEI, the Oneida Nation experiences approximately one significant excessive heat event every two years.

Climate Change Impacts

Wisconsin climatologists predict that by 2050, the frequency of very hot days will likely nearly triple in the north half of the state, which translates to about two more weeks each year with daily high temperatures topping 90° F. Increasing frequency of excessive heat events or heat waves (prolonged periods of stagnant air with temperatures over 90° F) will have direct impacts on human health. A substantial number of deaths and illnesses can occur, especially among the youngest and oldest in the population, when excessive heat conditions continue for several consecutive days with little to no relief. Additionally, excessive heat can negatively impact agriculture from heat stress on livestock and crops. Parks that provide recreational water facilities are likely to experience increased usage during times of excessive heat as well.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing an excessive heat event in any given year. Excessive heat events have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area.

HEAT INDEX °F													
TEMP (°F)	RELATIVE HUMIDITY (%)												
	40	45	50	55	60	65	70	75	80	85	90	95	100
110	136												
108	130	137											
106	124	130	137										
104	119	124	131	137									
102	114	119	124	130	137								
100	109	114	118	124	129	136							
98	105	109	113	117	123	128	134						
96	101	104	108	112	116	121	126	132					
94	97	100	103	106	110	114	119	124	129	135			
92	94	96	99	101	105	108	112	116	121	126	131		
90	91	93	95	97	100	103	106	109	113	117	122	127	132
88	88	89	91	93	95	98	100	103	106	110	113	117	121
86	85	87	88	89	91	93	95	97	100	102	105	108	112
84	83	84	85	86	88	89	90	92	94	96	98	100	103
82	81	82	83	84	84	85	86	88	89	90	91	93	95
80	80	80	81	81	82	82	83	84	84	85	86	86	87

Impacts from Hazard

Death and Injury

No deaths, but three injuries have been reported from significant excessive heat events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Utilities may see peak demand for electricity during excessive heat events. Hospitals and clinics will likely experience an increased demand due to heat-related illnesses during excessive heat. In some cases, rescue services will experience an increased demand due to heat related illnesses. If school is in session during the excessive heat event, area school districts may dismiss classes early in the day, at least in older schools without air conditioning. Emergency shelters will experience higher demand during the excessive heat, with some emergency shelters being set up specifically in response.

Economic Impacts

Economic impacts of excessive heat may include higher electrical consumption and increased demands for medical treatment. Local governments may need to incur expenses when repairing streets and highways in the planning area that have been damaged due to buckling. Excessive heat can also negatively impact agriculture in the surrounding area when combined with drought.

DENSE FOG

Fog is a collection of liquid water droplets or ice crystals suspended in the air at or near the ground. Fog can be considered a type of low-lying cloud, usually resembling stratus, and is heavily influenced by nearby bodies of water, topography, and wind conditions. Dense fog creates a hazardous situation mainly because of reduced visibility. To alert travelers to potentially dangerous conditions, the National Weather Service forecasts fog and issues dense fog advisories when visibility is decreased to less than one quarter of a mile.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced four significant dense fog events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences as reported by the NCEI, the Oneida Nation experiences approximately one significant dense fog event few years.

Climate Change Impacts

A predicted increase in wet weather events will likely increase the occurrence of fog events and the resulting potential for traffic related deaths, injuries, and property damage.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a significant dense fog event in any given year.

Low lying areas along waterways and wetlands are at greatest risk for developing dense fog under certain meteorological conditions. However, no portion of the planning area is free of the possibility of experiencing fog events.

Impacts from Hazard

Death and Injury

No deaths or injuries have been reported from significant fog events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Law enforcement and rescue services may need to respond to an increased number of accidents during dense fog events. Airports can experience flight delays and cancellations during certain fog events.

Economic Impacts

Vehicular accidents from dense fog can result in property damage. Airline delays due to fog have economic impacts for travelers and airlines.

HAIL

Hail is a form of precipitation that occurs when updrafts in thunderstorms carry raindrops upward into extremely cold areas of the atmosphere where they freeze into balls of ice. Hailstone size is a direct function of the severity and size of the storm. Hail severity is measured by hailstone diameter. Hail one inch in diameter or greater is considered severe by the National Weather Service. Larger hailstones can significantly damage crops, vehicles, roofs, windows, and aircraft.

Description	Diameter (inches)
Pea	0.25
Marble or Mothball	0.50
Penny or Dime	0.75
Nickel	0.88
Quarter	1.00
Half Dollar	1.25
Walnut or Ping Pong Ball	1.50
Golfball	1.75
Hen's Egg	2.00
Tennis Ball	2.50
Baseball	2.75
Tea Cup	3.00
Grapefruit	4.00
Softball	4.50

Past Occurrences

According to the NCEI, the Oneida Nation has experienced 17 significant hail events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences, the Oneida Nation experiences approximately one significant hail each year.

Climate Change Impacts

A predicted increase in stronger and more frequent storms than in the past increases the risk from hail events including deaths, injuries, property damage, crop damage, increased runoff, and significant soil erosion.

Vulnerability

Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a significant hail event in any given year.

Hailstorms have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area or the larger regional area.

Impacts from Hazard

Death and Injury

No death or injuries have been reported from hail events within the Oneida Nation Reservation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

Hail can inflict severe damage to roofs, windows, and siding of critical facilities, depending on hailstone size and winds.

Economic Impacts

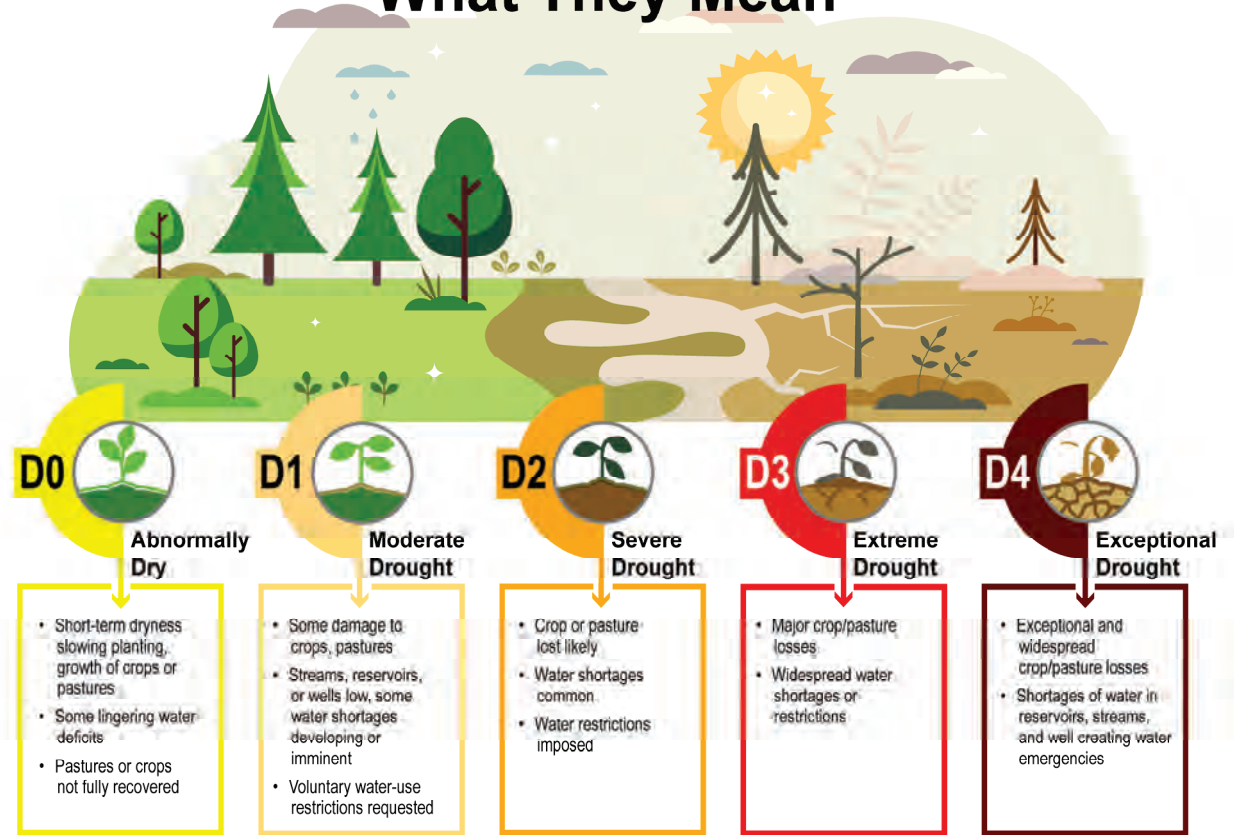
Hail can damage or destroy crops, and cause costly damage to roofs, windows, siding, trees, and vehicles.

DROUGHT

A drought is an extended period of below-average precipitation in a given region resulting in prolonged shortages in the water supply (including surface or groundwater). A drought can last for months or years.

Drought severity is commonly measured using the U.S. Drought Monitor classifications ranging from D0 (Abnormally Dry) through D4 (Exceptional Drought). Increasing drought severity results in greater impacts to agriculture, groundwater supplies, wetlands, and wildfire potential. Droughts in Wisconsin often have the greatest impact on agriculture by reducing crop growth and yields. More substantial drought occurrences can devastate crops resulting in total loss. Droughts can also cause dry conditions, increasing the risk of wildland fires.

U.S. Drought Monitor Categories: What They Mean



Source: NOAA National Center for Environmental Information; June 11, 2026.

Past Occurrences

According to the NCEI, the Oneida Nation has experienced seven significant droughts events in the last 25 years from January 1, 2000 to December 31, 2025.

Based on previous hazard occurrences as reported by the NCEI, the Oneida Nation experiences approximately one significant drought every few years.

Climate Change Impacts

With Wisconsin climatologists predicting more dry days, coupled with higher summer temperatures and increased evapotranspiration, an increase in drought events is likely. Increased droughts could result in further water level declines in lakes and wetlands, wildlife habitat impacts, urban tree and forest stress, agricultural crop losses, increased irrigation demands at times during the growing season, aquifer stress, and a greater likelihood for wildland fire.

Vulnerability

The future incidence of drought is highly unpredictable, as its occurrence is based on weather patterns, making it difficult to determine probability with any accuracy. Based on the hazard frequency and the effects of climate change, the Oneida Nation is considered to have a **low** probability of experiencing a drought event in any given year.

Droughts have no defined hazard area within the planning area. Past events have been relatively uniform across the planning area, as they tend to be a regional phenomenon. However, agricultural croplands are most vulnerable to losses from drought events. According to land use data (Map 2.2), the Oneida Nation Reservation contains 37,366 acres of agricultural land.

Impacts from Hazard

Death and Injury

No deaths or injuries have been reported from significant drought events for the Oneida Nation over the last 25 years from January 1, 2000 to December 31, 2025, according to NCEI data.

Critical Facilities

In extreme, prolonged drought conditions, water shortages may occur and affect the amount of water available for human consumption, and hospitals could see an increase in individuals suffering from dehydration.

Economic Impacts

Drought can significantly reduce crop growth and yields, which adversely affects farm income. Substantial drought events can lead to complete crop loss. Livestock may also be adversely affected by droughts.

As agricultural croplands are most vulnerable to losses from drought events, a “worst case scenario” would involve the total destruction of all 37,366 acres of agricultural lands within the Oneida Nation Reservation resulting in a loss of over \$318.8 million. This calculation is based on data from a 2024 agricultural land values analysis conducted by the Farm Management Division of the University of Wisconsin Extension Service, which calculated the average value of agricultural land in East Central Wisconsin, which includes Oneida Nation, at \$8,532 per acre (Nantel, 2020; <https://farms.extension.wisc.edu/articles/wisconsin-agricultural-land-prices/>).

WILDLAND FIRE

A wildland fire is an unintentional burning in forests, brush, grasslands, or open lands, typically caused by lightning, human carelessness, or arson. According to the current land use on the Oneida Nation Reservation (Table 2.1), 14 percent of the Oneida Nation Reservation is forest and 4 percent is grasslands, which are potentially susceptible to wildland fires. Generally, fires are more likely when vegetation is dry.

The National Wildfire Coordinating Group (NWCG) describes wildfire behavior using measures such as fire size (acres burned), rate of spread, flame length, fireline intensity, and resistance to control. Fire behavior is influenced by fuel type and loading, fuel moisture, weather conditions including wind, temperature and relative humidity, topography, and prolonged drought. Larger, more intense fires have a greater potential to threaten lives, property, critical infrastructure, cultural resources, and natural resources within the Oneida Nation (National Wildfire Coordinating Group. 2025. *NWCG Glossary of Wildland Fire Terminology* (PMS 205)).

Past Occurrences

There have been no significant wildland fires on record for the Oneida Nation, so the hazard frequency cannot be determined.

Climate Change Impacts

With Wisconsin climatologists predicting more dry days, coupled with higher summer temperatures, an increase in wildland fire events is likely.

Vulnerability

According to the U.S. Forest Service Wildland Fire Assessment System, the Oneida Nation Reservation regularly falls within a low to moderate fire danger class. A low rating indicates that fuels do not ignite readily from small firebrands, while a moderate rating means that fires will likely start from most accidental causes.

The Oneida Nation Reservation contains approximately 9,320 acres of forestry lands and 2,400 acres of grasslands (based on current land use data). Of these, few contain timbers that are very susceptible to significant burning.

As the Oneida Nation Reservation is not contiguously forested and does not contain the hazards and risks necessary to warrant intensive or extensive fire protection, the Wisconsin DNR designates Brown and Outagamie counties, which encompass the Oneida Nation Reservation, a “Cooperative Fire Protection Area.” Therefore, no DNR ranger stations or suppression resources are located within the Oneida Nation Reservation or the surrounding areas of Brown and Outagamie counties.

The likelihood that any wildland fire within the Oneida Nation Reservation would be catastrophic is **low** risk, as most susceptible areas lack enough acreage to allow for continuous burning.

Impacts from Hazard

Death and Injury

No data on deaths or injuries is available for significant wildland fire events for the Oneida Nation.

Critical Facilities

All critical facilities located in the path of a wildland fire can be affected structurally and functionally if evacuation is deemed necessary. Fire, emergency response, and police personnel are most affected by wildland fires due to the dangers of helping to save people and extinguish fires, and the increased workloads during and after occurrences. Hospitals can see increases in patient load resulting from burn-related injuries and individuals suffering from the effects of smoke inhalation.

Economic Impacts

Fires can have an impact on the economy of an affected area by causing property damage. Major direct costs associated with wildland fires are incurred to extinguish the fire, to salvage and remove damaged debris, restore the burned area, and reconstruction. Wildland fires can also have a significant impact on local agriculture.

HUMAN-CAUSED HAZARD PROFILES

Each human-caused hazard that has been identified as a significant impact to the Oneida Nation has been profiled in this section. The hazard profile describes the characteristics of past human-caused hazards, and their impacts, frequency, and probability of future hazards that could impact the Oneida Nation.

Hazard risk probabilities are represented as high, moderate, and low. High risk probability hazards are defined as hazards that occur an average of more than three times per year; moderate risk probability hazards are those that occur an average of one to three times per year; and low risk probability hazards occur less frequently than one time per year.

The human-caused hazards profiled in this section include Cybersecurity Threats, Pandemic, Active Threat, Civil/Social Unrest and Terrorism, Hazardous Spills, Manure Spills, and Airplane Crash.

CYBERSECURITY THREATS

Cybersecurity threats are those that present a risk to digital systems, networks, and programs from external and internal attacks. These threats are usually aimed at accessing, changing, or destroying sensitive information; extorting money from users; or interrupting normal business processes.

Implementing effective cybersecurity measures is challenging as there are more devices than people, and attackers continue to develop new tactics.

Past Occurrences

Detailed information on cybersecurity threat occurrences is only shared with the Oneida Nation’s insurance carrier. The Oneida Nation Digital Technology Services (DTS) recalls seven cybersecurity threat incidents since 2017; however, this information is not based on any system security information. Fortunately, the seven incidents were minor and had very little impact on the Oneida Nation.

Based on DTS recollections of previous hazard occurrences, the Oneida Nation experiences one external cybersecurity threat per year.

Vulnerability

As with all organizations, cybersecurity threats are a constant reality for the Oneida Nation. These threats are difficult to plan for, as they can occur in a variety of ways and from numerous sources such as cybercriminals, malicious software, nation-state actors, employee mistakes, mishandling of sensitive information, weak password practices, or unauthorized access to systems and data. The type of incidents we hear about most often involve the exposure of personal identifying information or personal health information, which can have serious consequences for affected individuals and the organization.

TYPES OF CYBERSECURITY THREATS

- ADVANCED PERSISTENT THREATS
- PHISHING
- TROJANS
- BOTNETS
- RANSOMWARE
- DISTRIBUTED DENIAL OF SERVICE (DDOS)
- WIPER ATTACKS
- INTELLECTUAL PROPERTY THEFT
- THEFT OF MONEY
- DATA MANIPULATION
- DATA DESTRUCTION
- SPYWARE/MALWARE
- MAN IN THE MIDDLE (MITM)
- ADVANCED PERSISTENT THREATS
- DRIVE-BY DOWNLOADS
- MALVERTISING
- ROGUE SOFTWARE
- UNPATCHED SOFTWARE

SOURCE: SECUREWORKS.
HTTPS://WWW.SECUREWORKS.COM
/BLOG/CYBER-THREAT-BASICS.
MAY 12, 2017.

Other significant external cybersecurity threats include ransomware attacks where systems are shut down by hackers demanding payment, or diversion of electronic funds through fraudulent means. These examples are not an all-inclusive list, but they illustrate the types of cyber threats faced daily.

The best defense for the Oneida Nation against these threats lies in the vigilance and expertise of the DTS staff. DTS oversees systems designed to detect and stop such threats. The DTS team works to reduce these risks through monitoring, safeguards, and ongoing training.

The risk/severity of a cybersecurity threat to the Oneida Nation is **high** and continued commitment and attentiveness from Information Security is imperative.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for cybersecurity threats for the Oneida Nation, nor is such an impact anticipated from this hazard.

Critical Facilities

All critical facilities that rely on digital data or information systems are at risk from cybersecurity threats. Cybersecurity threats combined with an on-going natural hazard event could have a significant impact on critical facilities and the people that rely on them.

Economic Impacts

The economic impact of cybersecurity threats may include internal and external resources to stop the attack, correct the vulnerability, notify affected individuals, and offer identification or other protection. Additional costs may include interruption of business and loss of revenue for uninsured costs. There can also be the unmeasurable cost of losing the trust of the public, employees, or stakeholders – and the costs in efforts to regain trust.

PANDEMIC

A pandemic is an outbreak of a disease that spreads across multiple countries or continents, affecting many people. It typically involves a new infectious agent to which most of the population has little or no immunity, leading to widespread transmission. Pandemics differ from epidemics, which are more localized outbreaks. Examples include the COVID-19 pandemic, the 1918 influenza pandemic, and the HIV/AIDS pandemic.

Past Occurrences

According to the Oneida Nation Community/Public Health Officer, the Oneida Nation has experienced one pandemic, the COVID-19 pandemic, in the last 16 years from 2010 to 2026.

The COVID-19 pandemic was a global health crisis caused by the SARS-CoV-2 virus, first identified in Wuhan, China, in late 2019. It rapidly spread worldwide, leading the World Health Organization (WHO) to declare a pandemic on March 11, 2020. The Oneida Nation issued a Declaration of Emergency for COVID-19 on March 12, 2020. Governments worldwide implemented lockdowns, travel restrictions, and public health measures to slow the spread. The pandemic caused millions of deaths, overwhelmed healthcare systems, and led to economic and social disruptions. Vaccines were developed at unprecedented speed, helping to curb severe illness and death. While the virus continues to circulate, widespread vaccination and treatments have helped many nations transition to a more manageable phase of living with COVID-19.

Based on previous occurrences, the Oneida Nation experiences approximately one pandemic event every 10 years.

Vulnerability

The Oneida Nation, like many Indigenous communities, faces unique vulnerabilities to pandemics, including COVID-19. Several factors contribute to this heightened risk:

1. **Health Disparities** – Indigenous populations, including the Oneida Nation, experience higher rates of chronic conditions such as diabetes, heart disease, and respiratory issues. These conditions increase the severity of infectious diseases like COVID-19.
2. **Limited Healthcare Access** – While the Oneida Nation has healthcare services, Indigenous communities often have fewer medical facilities, limited specialized care, and underfunded health programs, making it harder to respond effectively to a pandemic.
3. **Multigenerational Households** – Many Oneida families live in multigenerational homes, which can facilitate virus spread and increase the risk of severe outcomes for elders, who hold important cultural and historical knowledge.
4. **Economic Challenges** – Economic disparities, including higher poverty rates and job insecurity, can make it more difficult for individuals to take protective measures, such as staying home from work or accessing medical care.
5. **Cultural and Community Practices** – The Oneida Nation, like many Indigenous groups, places strong emphasis on community gatherings, ceremonies, and traditions. These events are vital for cultural preservation but can also increase the risk of disease transmission during a pandemic.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **medium** risk/severity from pandemics.

Impacts from Hazard

Death and Injury

56 deaths resulting from the COVID-19 pandemic were recorded for the Oneida Nation by Enrollments from 03/12/2020 to 05/11/2023 based on death certificates. No data on injuries was collected or reported.

Critical Facilities

No critical facilities are particularly vulnerable to pandemics. However, additional response will likely be required from a number of the Oneida Nation services during an outbreak, including health department, emergency services, behavioral health services, emergency management, tribal government and leadership, elder services, family and youth services, food distribution and assistance programs, schools, housing, public works, tribal employment and workforce, and business and economic development.

Economic Impacts

The COVID-19 pandemic had significant economic impacts on the Oneida Nation. As a sovereign nation with businesses, government services, and a workforce dependent on both tribal and external economies, the pandemic disrupted multiple sectors and caused loss of revenue from Tribal enterprises, job losses and economic hardship, increased demand for social services, disruptions to government funding and programs, and long-term economic recovery challenges.

To address these challenges, the Oneida Nation leveraged federal relief funds, adapted business strategies, and prioritized community support programs to stabilize and rebuild the economy post-pandemic.

ACTIVE THREAT

An active threat refers to a situation in which an individual or group is actively causing harm or posing an immediate danger to people, property, or operations. This can include incidents such as an active threat, armed intruder, violent attack, or any other scenario where there is an ongoing and immediate risk of harm.

Past Occurrences

The Oneida Nation Police Department recalls three active threat incidents over the past decade. One incident in 2021 at the Oneida Casino Hotel resulted in three deaths – two employees and the threat. The other two incidents were minor and had little impact.

Based on Police Department recollections of previous hazard occurrences, the Oneida Nation experiences less than one active threat per year.

Vulnerability

Oneida Nation has vulnerabilities to an active threat as it operates various public buildings, such as tribal offices, schools, healthcare facilities, and casinos. Additionally, there are vulnerabilities at community gatherings.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **medium** risk/severity from active threats.

Impacts from Hazard

Death and Injury

Three deaths have been reported for active threats for the Oneida Nation over the past decade. All three deaths were a result of one incident in 2021 at the Oneida Casino Hotel.

Critical Facilities

There is no significant risk to critical facilities from an active threat.

Economic Impacts

The economic impact of active threats may include costs associated with mobilizing internal and external resources to stop the attack, correct vulnerabilities, notify affected individuals, and provide identity protection or other support. Additional expenses may arise from business interruptions and revenue losses, especially for costs not covered by insurance. There may also be intangible losses, such as damage to the trust of the public, employees, or stakeholders—and the substantial efforts and resources required to rebuild that trust.

CIVIL/SOCIAL UNREST AND TERRORISM

Civil and social unrest refers to large-scale public disturbances caused by dissatisfaction with political, social, or economic conditions. This can include protests, demonstrations, strikes, riots, or violent clashes between groups. Unrest often arises in response to government policies, social injustices, economic hardships, or other grievances. While some protests remain peaceful, unrest can escalate into looting, vandalism, or violent confrontations with law enforcement or opposing groups.

Terrorism involves the use of violence, threats, or intimidation to achieve political, religious, or ideological objectives. It can be carried out by individuals, groups, or state-sponsored actors. Terrorist acts often target civilians, government institutions, or symbolic locations to instill fear, gain attention, or pressure governments into action.

Both civil/social unrest and terrorism pose risks to public safety and infrastructure, but they differ in motivation and execution—unrest stems from public discontent, whereas terrorism is typically premeditated and ideologically driven. However, Oneida Nation will address the vulnerabilities and identify mitigation strategies the same for both hazards.

Past Occurrences

According to the Oneida Nation Police Department, there have been no reported incidents of civil/social unrest or terrorism within the past decade.

Vulnerability

Civil/social unrest and terrorism expose vulnerabilities in both physical and digital infrastructure, public safety, and social cohesion. These threats can disrupt essential services, damage property, and create widespread fear, especially where there are existing divisions or distrust in authorities. Economic stability may also be at risk, as businesses, transportation, and tourism are often directly affected. The spread of misinformation, cyberattacks, and inadequate emergency responses can further escalate the situation, while weakened legal and political systems may struggle to contain or address the violence. In such environments, public health systems can become overwhelmed, and communities may face long-lasting psychological and economic impacts.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from civil/social unrest or terrorism.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for civil/social unrest or terrorism for the Oneida Nation.

Critical Facilities

There is no significant risk to critical facilities from civil/social unrest or terrorism.

Economic Impacts

Civil or social unrest and terrorism can lead to significant economic impacts, including property damage, emergency response costs, and business disruptions that result in lost revenue and higher insurance premiums. Longer-term effects may include reduced investment, declining property values, job losses, and increased security expenses.

HAZARDOUS SPILLS

A spill is a discharge (i.e. spilling, leaking, pumping, pouring, emitting, emptying, dumping, etc., to land, air, or water) that is typically a one-time event or occurrence, and usually inadvertent. A hazardous spill is a discharge of a substance that can cause harm to human health and safety, or the environment, because of where it is spilled, the amount spilled, its toxicity, or its concentration. Even common products such as milk, butter, corn, etc., may be considered a hazardous substance if discharged to a sensitive area.

Wis. Stat. 292.11(2) and Wis. Admin. NR 706.05 require individuals and entities that possess or control a hazardous substance, or that cause the discharge of a hazardous substance to the environment, to notify the Wisconsin DNR immediately about the discharge. Wis. Stat. 292.99 authorizes penalties up to \$5,000 for each violation of the notification requirement.

Past Occurrences

According to the Wisconsin DNR's online Bureau for Remediation and Redevelopment Tracking System (BRRTS) database, the Oneida Nation has potentially experienced up to 770 hazardous spill events in the last 16 years from 2000 to 2026. The total reflects all spills in Outagamie and Brown counties, as the dataset does not yet isolate those within Oneida Nation. The total also does not include manure spills as they are addressed as a separate human-caused hazard.

Most spills were the result of vehicle accidents and were immediately cleaned up. There were also a few that were the result of accidents involving non-PCB transformers being hit. Hazardous spills include all substance spills as well as reported spills of a negligible quantity or those having minimal impact.

Based on previous hazard occurrences as reported in BRRTS, the Oneida Nation potentially experiences up to about 48 hazardous spill events per year.

Vulnerability

The Oneida Nation is vulnerable to hazardous spills via transportation corridors, particularly highways that traverse the area, and the significant amount of agricultural activity (57% of the land use) within the Oneida Nation Reservation. Risks are present from spills of agricultural products including fertilizers, pesticides and anhydrous ammonia; and any number of other hazardous substances being transported through the Oneida Nation Reservation via highways. Additionally, a review of BRRTS shows that there are incidents in neighboring areas involving large dairy farms and/or other food processing facilities that have the potential to cause damage to Oneida Nation resources. Sanamax, a rendering plant just outside the northeast corner of the Oneida Reservation, frequently reports road spillages from vehicles transporting into and out of the facility.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from hazardous spills.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for hazardous spills for the Oneida Nation.

Critical Facilities

No critical facilities are particularly vulnerable to hazardous spills. However, additional response will likely be required from a number of the Oneida Nation services during an event, including Land, Environmental, Agriculture, and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; and the Communications Dept.; as well as Wisconsin DNR and EPA. Depending on the severity of the spill, hospitals and fire departments could be impacted from response and care of victims.

Economic Impacts

The cost of response and cleanup of a hazardous spill depends heavily on what product is spilled and where it occurs. For example, a few gallons of paint spilled on a flat parking lot would require minimal effort and cost to cleanup, while the cost of cleaning up a tractor trailer that spilled hundreds of gallons of ethylene glycol into a waterway could easily reach over \$100,000. Costs will be incurred for the staff resources for various departments and agencies that need to respond to, document, and report the incident. There will also be costs incurred for staff time, supplies, and equipment needed to protect human health and the environment, and to clean up the substance as efficiently and effectively as possible.

MANURE SPILLS

A manure spill is a subset of a hazardous spill; however, due to the significant impact and frequency of occurrence within the Oneida Nation, it has been added as a separate human-caused hazard.

A manure spill is a discharge of animal waste into the environment in a manner that exceeds the rate of nutrient uptake by plants, or it has been applied in a manner that has not been identified in the "Nutrient Management Plan." Manure spills may occur during manure storage, transportation, and land application.

Past Occurrences

According to the Wisconsin DNR's online Bureau for Remediation and Redevelopment Tracking System (BRRTS) database, the Oneida Nation has experienced 71 manure spill events in the last 16 years from 2010 to 2026.

Most were the result of vehicle accidents and were immediately cleaned up. Two events, the Meadowview Dairy spill and the Robertson spill were significant. The Meadowview dairy spill sent approximately three million gallons of liquid manure into Coyote Run in 2014. The Robertson spill sent 300,000 gallons of liquid manure into Silver Creek in 2018.

Based on previous hazard occurrences as reported in BRRTS, the Oneida Nation experiences approximately four manure spills per year.

Vulnerability

With 37,366 acres of the Oneida Nation Reservation in agriculture (57% of the land use), there is a significant vulnerability to the threat of manure spills during storage, transportation, and land application. Additionally, there are large dairy farms on neighboring lands that present additional risk for manure spills during transportation through the Oneida Nation.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from manure spills.

Impacts from Hazard

Death and Injury

No incidents of death or injuries have been reported for manure spills for the Oneida Nation.

Critical Facilities

No critical facilities are particularly vulnerable to manure spills. However, additional response will likely be required from a number of Oneida Nation services during an event, including Land, Environmental, Agriculture, and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; and the Communications Department; as well as Wisconsin DNR and EPA.

Economic Impacts

The cost of response and cleanup of a manure spill depends heavily on the quantity that is spilled and where it occurs. Costs will be incurred for the staff resources for various departments and agencies that need to respond to, document, and report the incident. There will also be costs incurred for staff time, supplies, and equipment needed to protect the environment, and to clean up the substance as efficiently and effectively as possible.

AIRPLANE CRASH

An airplane crash refers to an event in which an aircraft fails to operate properly and results in a sudden, often catastrophic, impact with the ground, water, or other objects. This can occur due to a variety of factors, including mechanical failure, human error, adverse weather conditions, or external causes, such as a collision. Airplane crashes typically lead to significant damage to the aircraft, and in many cases, loss of life or serious injury to passengers and crew. The severity of the crash can vary from minor incidents to major disasters, depending on the circumstances and the nature of the failure.

Although the Green Bay Austin Straubel International Airport is not owned or managed by the Oneida Nation, it is located within the Reservation boundaries.

Past Occurrences

According to the Oneida Police Department, the Oneida Nation has experienced one airplane crash in the last 16 years from 2010 to 2026. The incident did not result in any deaths or injuries as the aircraft was able to land safely in a field near the airport.

Vulnerability

The Oneida Nation, with an airport located within its boundaries, faces the vulnerability of an airplane crash occurring. While the airport is owned by Brown County, any crash could pose significant risks to the surrounding community, including property damage, loss of life, and environmental hazards such as fuel spills or fires. The proximity of the airport means that the Nation's residents and infrastructure could be directly impacted by such an event, requiring swift emergency response and recovery efforts. Additionally, the psychological and economic toll of a crash could affect the local population, even if the Oneida Nation is not directly responsible for the airport's operations.

Based on the perceived risk to the community as determined by the Steering Committee, the Oneida Nation has a **low** risk/severity from airplane crashes.

Impacts from Hazard**Death and Injury**

No incidents of death or injuries have been reported for airplane crashes for the Oneida Nation.

Critical Facilities

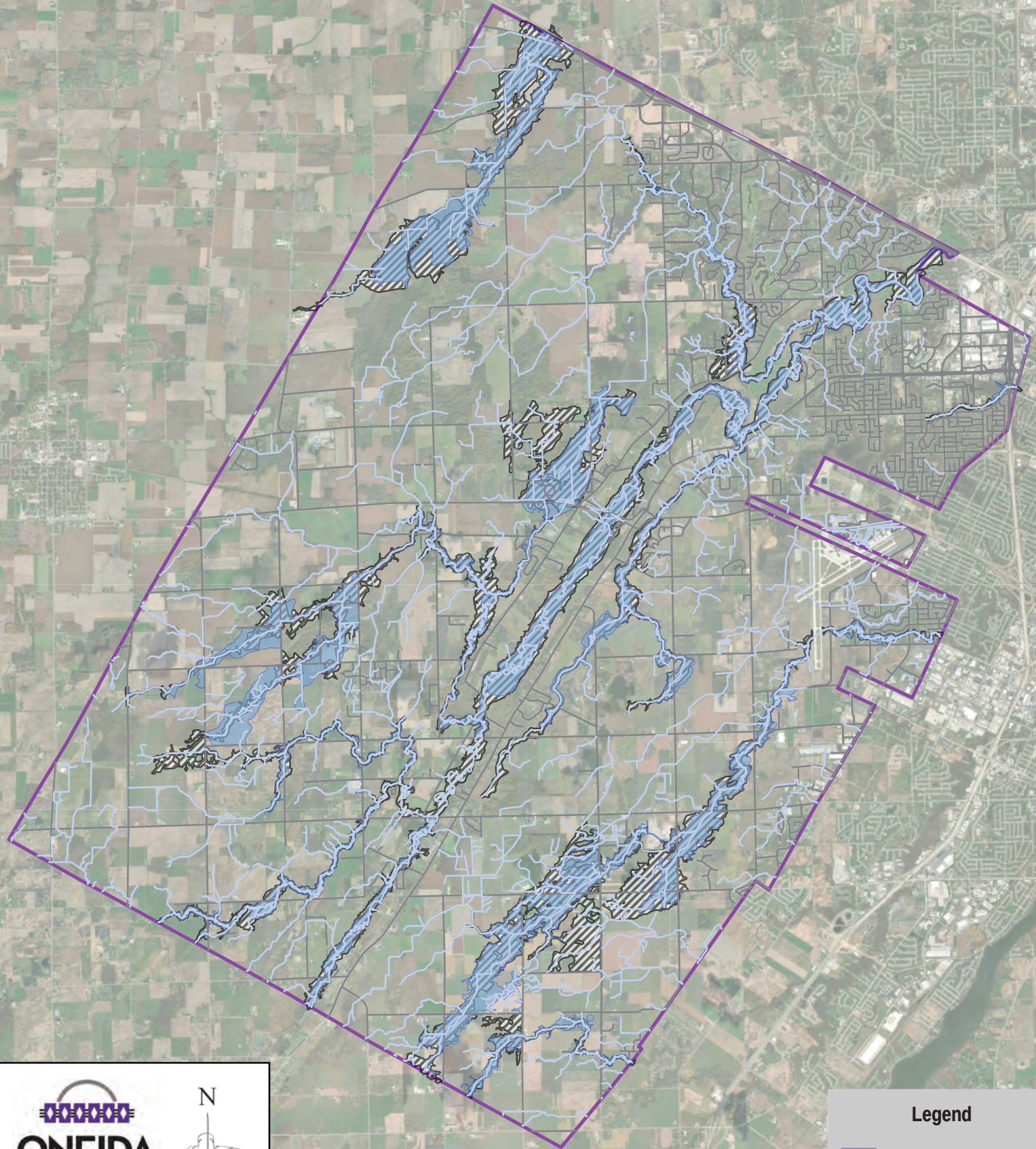
No Oneida Nation owned critical facilities are directly threatened by an airplane crash.

Economic Impacts

Though the airport is not operated by the Oneida Nation, an airplane crash on reservation land could cause economic costs including emergency response, environmental cleanup, damage to infrastructure, and disruption to local businesses. Indirect effects may include reduced tourism, lower property values, and impacts on economic development.

DRAFT

100 & 500 Year Floodplains

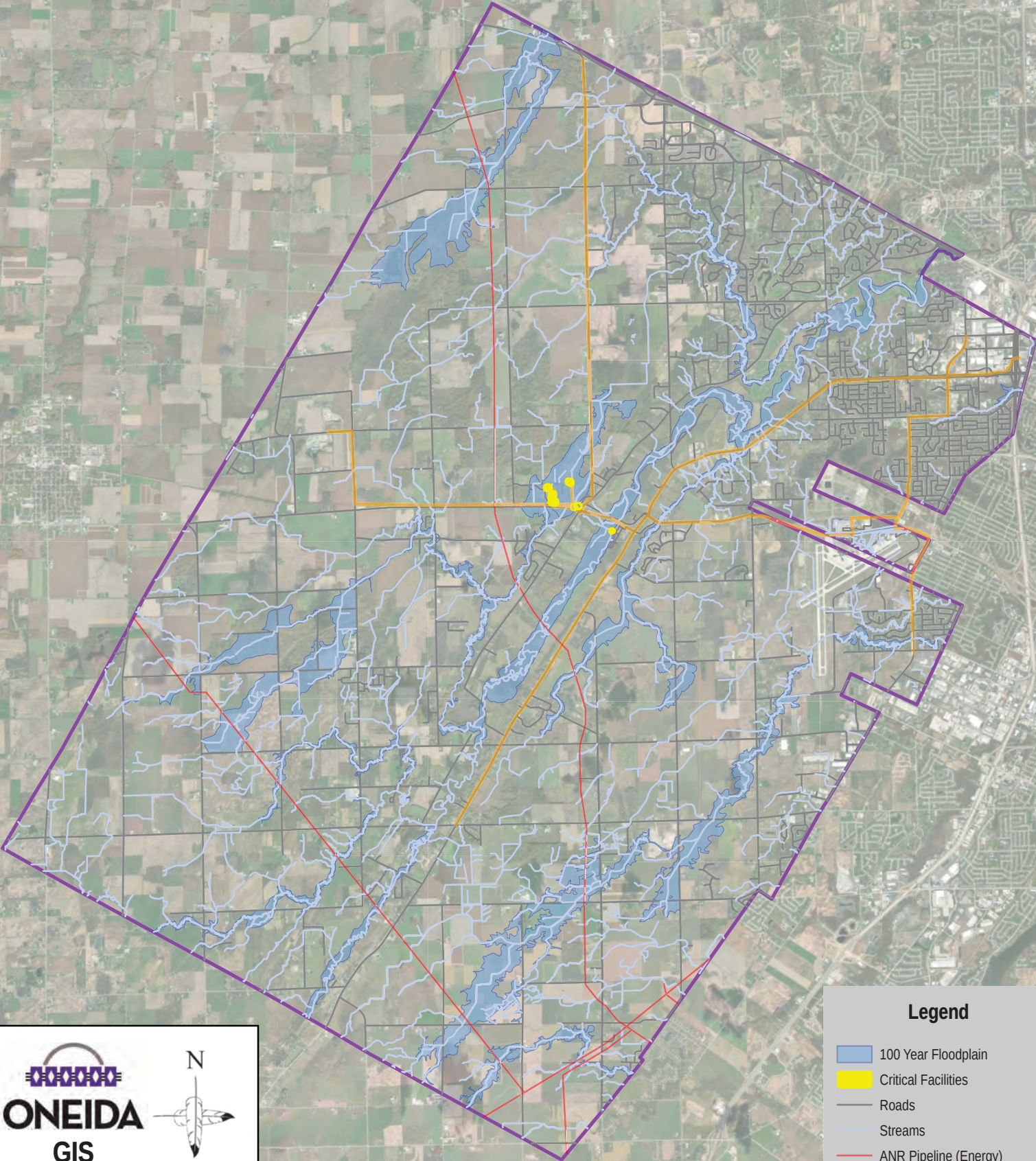


Critical Facilities_26-0430
Date: 05/12/2026

Legend

-  100 Year Floodplain
-  500 Year Floodplain
-  Reservation Boundary
-  Roads
-  Streams

Critical Facilities Within Floodplain





Critical Facilities_26-0430
Date: 05/12/2026

Legend

- 100 Year Floodplain
- Critical Facilities
- Roads
- Streams
- ANR Pipeline (Energy)
- Technology Infrastructure (Communications)
- Reservation Boundary

CHAPTER 4 - MITIGATION STRATEGY

The mitigation strategy outlines the activities that the Oneida Nation would like to implement in order to reduce their risk from hazards. The mitigation strategy is made up of the mitigation goals, mitigation actions, and a strategy for implementation. These components provide a framework to identify, prioritize, and implement actions to reduce risk to people and property from hazards.

This chapter also identifies the mitigation strategies that have been completed for the Oneida Nation and resources available for mitigation.

PLAN GOALS

The following mitigation goals have been developed for the Oneida Nation Pre-Disaster Mitigation Plan. They offer overarching guidance aimed at mitigating hazards within the Oneida Nation Reservation.

Goal 1. Minimize human, economic, and environmental disruption from hazards.

Goal 2. Implement policies and programs designed to reduce or eliminate the impacts of hazards on people and property.

Goal 3. Enhance public education, training, and outreach about disaster resiliency and expand public awareness of hazards and their impact.

Goal 4. Enhance intergovernmental cooperation with surrounding counties and communities in hazard mitigation efforts and response to hazards and disasters.

Goal 5. Promote and enhance the use of natural resource protection measures as a means to reduce the impacts of hazards on people and property.

COMPLETED MITIGATION STRATEGIES

Eight mitigation strategies have been completed since adoption of the previous Oneida Nation Pre-Disaster Mitigation Plan. The completed mitigation strategies included the following:

- Acquired GIS datasets including power substations and areas served, broadband transmitters, and cell towers.
- Completed stormwater improvement project on Finger Lake Dam.
- Assessed capability to provide food during sheltering.
- Developed pandemic/infectious disease plan.
- Provided GIS data access and sharing to Emergency Management.
- Improved access to shelter in Green Earth mobile home park (increased size and provided more reliable access).
- Developed a plan to address cybersecurity threats.
- Regarding pandemics, SOPs were developed to enable employees to work from home when close contact becomes risky. Also, discussions were completed to evaluate the need for safety glass at retail locations to protect employees from exposure.

TRIBAL CAPABILITIES ASSESSMENT

The Oneida Nation maintains a variety of governmental authorities, policies, programs, departments, technical resources, and regulatory tools that support hazard mitigation and implementation of the mitigation strategy. These capabilities provide the organizational, legal, technical, and administrative framework necessary to implement the mitigation actions identified in this plan, reduce hazard risk, guide development, protect natural resources, and improve community resilience. Existing capabilities were evaluated to identify the resources available to implement the mitigation actions identified in this plan, as well as opportunities to strengthen future mitigation efforts.

The following table summarizes the Oneida Nation's existing hazard mitigation capabilities, including applicable laws, regulations, policies, programs, responsible departments, and opportunities for continued enhancement.

Capability Area	Existing Laws, Policies, Programs, and Resources	Contribution to Hazard Mitigation	Opportunities/Challenges
Emergency Management	Emergency Management Department; Oneida Code of Laws, Chapter 302 Emergency Management; Emergency Disaster Communication Plan Standards; EMHS Chapter 35; National Incident Management System (NIMS) Resolution; Oneida Emergency Planning Committee	Coordinates hazard mitigation planning, emergency preparedness, response, recovery, training, exercises, emergency communications, and grant administration.	Continue strengthening intergovernmental coordination, public preparedness, and implementation of mitigation projects identified in this plan.
Community Development	Community Development programs, Engineering Department, and Planning functions	Supports resilient community development through planning, engineering review, and design of public infrastructure projects that reduce hazard vulnerability.	Continue integrating hazard mitigation into long-range planning, infrastructure design, and capital improvement planning.
Code Compliance & Zoning	Code Compliance & Zoning Department; Zoning Administrator/Senior Fire Inspector/Fire Marshal; Electrical, Plumbing, and Building Inspection staff; permitting and inspection programs	Administers permits, inspections, and enforcement of building and zoning requirements to promote safe development and reduce hazard vulnerability.	Continue enforcement of development standards and incorporate hazard information into permitting decisions.
Building Code	Oneida Code of Laws, Chapter 603 Building Code	Establishes minimum construction standards, building permits, inspections, unsafe building procedures, and minimum building elevation requirements that improve resilience of structures and infrastructure.	Continue evaluating code updates and promoting resilient construction practices.
Zoning and Shoreland Protection	Oneida Code of Laws, Chapter 605 Zoning and Shoreland Protection	Regulates land use and development to reduce exposure to hazards and protect environmentally sensitive and flood-prone areas.	Continue integrating hazard mitigation into land use decisions and future development.

Capability Area	Existing Laws, Policies, Programs, and Resources	Contribution to Hazard Mitigation	Opportunities/Challenges
Environmental Review and Natural Resources	Land, Environmental, Agriculture & Food as Medicine Division; Chapter 606 Tribal Environmental Quality Review; Title 4 Environment & Natural Resources, including Tribal Environmental Response, Water Resources Ordinance, Clean Air, Well Abandonment, and related environmental laws	Protects natural resources, supports watershed management, environmental review, stream restoration, flood mitigation, erosion reduction, and resilience of natural systems.	Continue expanding nature-based mitigation projects and integrating environmental restoration with flood mitigation efforts.
Public Works and Infrastructure	Division of Public Works	Maintains and improves roads, drainage systems, public facilities, and other infrastructure that reduce community vulnerability to flooding and other hazards.	Continue prioritizing infrastructure improvements identified through hazard mitigation planning.
Land Management	Division of Land Management; Chapter 601 Real Property; Chapter 602 Leasing; Chapter 607 Local Land Use Regulation Reimbursement	Supports responsible land management, development review, and protection of Tribal lands while considering hazard risks during land use decisions.	Continue coordinating land management decisions with hazard mitigation objectives.

The capabilities identified in previous table provide the foundation for implementing the mitigation actions identified in this plan. The Tribal departments, divisions, and programs identified in the assessment are reflected as the 'responsible parties' in the mitigation strategy tables (Table 4.1). Assigning implementation responsibilities to existing Tribal capabilities helps ensure that mitigation actions are carried out by the departments/divisions with the appropriate authority, expertise, and resources. Continued coordination among Tribal departments and divisions, partner agencies, neighboring jurisdictions, and state and federal agencies will support successful implementation of the mitigation strategy and enhance community resilience.

FUNDING SOURCES FOR HAZARD MITIGATION

Hazard mitigation programs and projects are funded through a combination of Tribal, federal, state, and private funding sources. The Oneida Nation leverages these resources to support activities that reduce risk from hazards, including emergency management capabilities, infrastructure improvements, natural resource protection, planning, and community resilience initiatives.

The Oneida Nation combines Tribal resources, including departmental operating budgets and capital improvement funding, with external grant programs and partnerships to implement mitigation activities. These funding sources support programs and projects that reduce vulnerability to hazards and enhance the Nation's ability to prepare for, respond to, and recover from hazard events.

The Oneida Nation has used these funding sources to implement hazard mitigation projects and programs, including emergency management activities, energy resilience projects, flood mitigation projects, and watershed restoration initiatives.

EXISTING FUNDING SOURCES AND MITIGATION ACTIVITIES

Tribal resources support ongoing governmental functions and programs that contribute to hazard mitigation, including Emergency Management, infrastructure maintenance, planning, environmental protection, public safety, and other programs responsible for implementing mitigation actions identified in this plan. Tribal funds also provide required matches for certain federal and state grant programs, including the Emergency Management Performance Grant (EMPG) Program.

The Oneida Nation participates annually in the EMPG Program. EMPG provides funding assistance to support emergency management capabilities, including planning, coordination, training, and preparedness activities. The Oneida Nation provides the required Tribal match to participate in this program and maintain emergency management capabilities that support hazard mitigation and disaster resilience.

The Oneida Nation is pursuing funding through FEMA's Building Resilient Infrastructure and Communities (BRIC) program to implement a microgrid project. The Nation is seeking approximately \$12 million in federal grant funding, with an anticipated Tribal match of approximately \$6 million. The project will improve energy resilience by supporting the continuity of critical services during power disruptions and other hazard events.

The Oneida Nation received FEMA BRIC funding to support development of this Pre-Disaster Mitigation Plan update. This funding supports hazard identification, risk assessment, mitigation planning, and development of mitigation strategies to reduce future risk.

The Oneida Nation also participates in Wisconsin's Pre-Disaster Flood Resilience Grant (PDFRG) Program, which provides funding support for projects designed to reduce flood risk and improve community resilience. These resources support flood mitigation activities and infrastructure improvements that address vulnerabilities associated with stormwater, drainage, and flooding.

The Oneida Nation has implemented hazard mitigation projects through federal Great Lakes Restoration Initiative (GLRI) funding and other funding sources. These projects support flood reduction, stream restoration, improved watershed function, transportation resilience, and natural resource protection. GLRI-funded projects include:

- **Silver Creek re-meander project (April 2020).** Restoration of natural stream channel patterns improves floodplain function, increases water storage capacity, and provides additional flood mitigation benefits by slowing and storing stormwater flows.
- **Oneida Creek tributary culvert removal at Seminary Road (November 2023).** This project improved stream connectivity, restored natural stream function, and reduced potential flood impacts associated with undersized or failing culvert infrastructure.
- **Silver Creek culvert removal (October 2024).** This project improved stream function and reduced vulnerabilities associated with transportation infrastructure crossings.

Additional hazard mitigation activities that support flood resilience and infrastructure protection include:

- **Fish Creek Road culvert improvements.** Improvements to drainage infrastructure reduce vulnerability to flooding and improve transportation resilience.
- **Pearl Street and Smith Road repairs.** Infrastructure repairs improve transportation system reliability and reduce impacts associated with hazard events.
- **Stream corridor buffering projects.** Stream buffers reduce erosion, improve water quality, increase natural water storage capacity, and provide additional flood mitigation benefits.

These projects demonstrate the Oneida Nation's ability to obtain and manage Tribal, federal, state, and other funding to implement mitigation activities identified through hazard mitigation planning.

Investments in emergency management capabilities, infrastructure improvements, and natural resource protection support the goals of this plan by reducing hazard impacts, protecting community assets, and strengthening long-term community resilience. The following table provides a summary of existing funding sources and completed/current mitigation activities that have supported implementation of the Oneida Nation's hazard mitigation strategy.

Existing Funding Sources and Completed/Current Mitigation Activities

Funding Source	Project/Program	Use of Funding for Hazard Mitigation
Tribal Operating Funds	Emergency Management Program and departmental activities supporting mitigation	Supports emergency management operations, planning, coordination, and implementation of mitigation actions.
Tribal Capital Improvement Funding	Infrastructure improvements and resilience projects	Supports improvements to Tribal facilities and infrastructure that reduce hazard vulnerability.
FEMA BRIC	2026-2031 Pre-Disaster Mitigation Plan Update	Supports hazard identification, risk assessment, mitigation planning, and development of mitigation strategies.
FEMA BRIC	Microgrid Project (approximately \$12 million being pursued)	Improves energy resilience and continuity of critical services during power disruptions and other hazard events.
FEMA EMPG	Emergency Management Program (annual participation)	Supports emergency management capabilities, preparedness, planning, training, and coordination; requires Tribal match.
Wisconsin Pre-Disaster Flood Resilience Grant (PDFRG)	Flood mitigation activities and infrastructure improvements	Reduces flood risk and improves drainage and community resilience.
Great Lakes Restoration Initiative (GLRI)	Silver Creek re-meander project; Oneida Creek tributary culvert removal at Seminary Road; Silver Creek culvert removal	Improves stream function, floodplain capacity, watershed resilience, and reduces flood vulnerability.
Other funding sources	Fish Creek Road culvert improvements; Pearl Street and Smith Road repairs; stream corridor buffering projects	Improves transportation resilience, reduces erosion, improves water storage capacity, and supports flood mitigation.

POTENTIAL FUNDING SOURCES

In addition to existing funding sources, the Oneida Nation will continue to evaluate and pursue available funding opportunities to implement mitigation strategies identified in this plan. Hazard mitigation projects may be supported through a variety of federal, state, Tribal, and private programs, including the following:

Federal Funding Programs:

- EDA Public Works and Development Facilities (<https://www.eda.gov/programs/eda-programs/>)
- FEMA Assistance to Firefighters Grant (<https://www.fema.gov/grants/preparedness/firefighters>)
- FEMA Building Resilient Infrastructure and Communities (BRIC) (<https://www.fema.gov/grants/mitigation/building-resilient-infrastructure-communities>)
- FEMA Flood Mitigation Assistance Program (<https://www.fema.gov/grants/mitigation/floods>)
- FEMA Hazard Mitigation Grant Program (HMGP) (<https://www.fema.gov/grants/mitigation/hazard-mitigation>)
- U.S. DOT Hazardous Materials Emergency Preparedness (<https://www.phmsa.dot.gov/grants/hazmat/hazardous-materials-emergency-preparedness-hmep-grant>)
- U.S. Department of Education Readiness and Emergency Management for Schools (<https://www2.ed.gov/programs/dvpemergencyresponse/index.html>)

State Funding Programs:

- Wisconsin Department of Administration Emergency Solutions Grant, Housing Assistance Program (<https://doa.wi.gov/Pages/LocalGovtsGrants/Emergency-Solutions-Grant-Transitional-Housing-Program-Homelessness-Prevention-Program-ETH.aspx>)
- Wisconsin DNR Forest Fire Protection (FFP) Grant Program (<https://dnr.wisconsin.gov/aid/ForestFireProtection.html>)
- Wisconsin DNR Municipal Flood Control Grant Program (<https://dnr.wisconsin.gov/aid/MunFloodControl.html>)
- Wisconsin DNR Surface Water Grant Program (<https://dnr.wisconsin.gov/aid/SurfaceWater.html>)

HAZARD MITIGATION STRATEGIES

Tables 4.1-4.17 list the mitigation strategies that Oneida Nation has identified to reduce the impact of natural and human-caused hazards. Each table lists mitigation strategies for a specific hazard, the project prioritization, the estimated project timeline, and responsible parties.

The Oneida Nation Emergency Management will monitor the implementation of mitigation actions. Completed or revised projects will be documented in future five-year updates of the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031*.

A cost-benefit analysis was not prepared for any identified mitigation strategy but will be undertaken as needed when the project is pursued.

STRATEGY PRIORITIZATION

As part of the mitigation strategy, each project was prioritized by the Steering Committee. By consensus, the Steering Committee assigning a prioritization rank of “high,” “medium” or “low” to each strategy based on need, potential funding, and anticipated support for the project. The following tables include the identified mitigation strategies for both natural and human-caused hazards for each hazard type.

Table 4.1: All Hazards Mitigation Strategies

All Hazards				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Develop a standard for numbering building doors on occupied buildings.	High	2026	Division of Public Works	
Conduct risk assessment to complete a Continuity Plan.	High	2026	Risk Management ; EM; DTS; Finance	
Add a permanent siren near Oneida Lake area for campers.	High	2026-2028	Division of Public Works ; and Emergency Management	Currently using a portable siren.
Develop Continuity Plan.	High	2026-2029	Emergency Management	Oneida Comprehensive Health Division (OCHD) has hired a consultant to assist in development of division specific Continuity Plan Workshop in May 2025.
Acquire towers to improve range, add computer aided dispatch -- potential for StarLink integration.	High	2026-2031	Police ; Digital Technology Services	Currently relying on Brown County's digital system.
Community Communications Plan for information management.	High	2026-2031	Communications Department and all Nation Departments	Will need to define how notifications work internally and externally. Will need to include a process for people to check into reception centers.

Table 4.1 (cont'd): All Hazards Mitigation Strategies

All Hazards (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Establish procedures for dealing with the collection and disposal of large volumes of after-storm solid waste debris.	High	2026-2031	Division of Public Works; Police Department; Land, Environmental, Agriculture and Food as Medicine Division-Conservation Department	Develop Debris Management and Removal Plan.
Develop a community lifeline chart and risk assessment resource list.	High	2027-2028	Communications Department; Community Development Area	Working on getting community lifeline poster developed.
Develop a mass evacuation plan.	High	2028-2030	Brown and Outagamie Counties; Community Development Area; Emergency Management; Public Health	To be developed after the Continuity Plan.
Maintain public shelter designation in order to provide centers with proper shelter amenities and transportation availability.	High	Review Annually	Emergency Management; American Red Cross; Community Development Area	Shelters are listed in Emergency Response Plan. American Red Cross is a partner with Oneida Nation on this effort.
Promote the use of weather radios in all schools and in all homes, and provide education on use.	High	Ongoing	Emergency Management; Brown and Outagamie counties Emergency Management; local TV stations	
Evaluate tools and methods to improve interoperability efficiency and effectiveness.	High	Ongoing	Police Department	
Address stormwater management issues.	Medium - High	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division, Division of Public Works, Housing	Funding for implementation will be a challenge.
Maintain a list of staging areas and dumpsters to address waste after a disaster.	Medium	Review Annually	Division of Public Works	
Coordinate with support agencies through the implementation of the Oneida Nation Emergency Response Plan.	Medium	Ongoing	Emergency Management; all departments; American Red Cross	Emergency Response Plan updated 2025. Updated annually. Dept Emergency Action Plans are being updated.

Table 4.1 (cont'd): All Hazards Mitigation Strategies

All Hazards (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities	Comments
Continue public education and outreach regarding emergency preparedness.	Medium	Ongoing	Emergency Management; American Red Cross; Police Department; Community Health Services; Land, Environment, Agriculture and Food as Medicine Division; Division of Public Works; Employee Health Nursing	Community Health Services is currently collaborating with Cultural Heritage to develop a culturally appropriate community preparedness initiative - translating some of the organized preparedness slogans into the Oneida Language. Additionally, collaboration with Elder Services to talk about preparedness activities at their events.
Manage removal of ash trees that create hazardous situations.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; Grounds Keeping; Housing	Env. Restorations Project Manager will work with Conservation and outside contractors to remove/plant trees. Yearly contract exists to work with a contractor to prioritize tree removal. Priority will vary based on location and impacts.
Maintain a list of buildings to be used for reception centers.	Low	2026-2031	Human Services & Public Health	Oneida owned buildings where people can check in during disasters to confirm/document that they are safe.
Ensure registration and provide updates under the Brown and Outagamie counties 211 Information System.	Low	Review Annually	Emergency Management	Oneida Nation is a partner with 211.
Review and update the Oneida Emergency Response Plan.	Low	Review Annually	Emergency Management	Completed annually as a deliverable of the EMPG.
Maintain power lines through proper maintenance and efficient response to fallen power lines.	Low	Ongoing	WEC Energy Group; ATC	Utilities has a program to maintain powerlines based on utility-defined needs/priorities.
Continue coordinating with Amateur Radio Emergency Services (ARES)/Radio Amateur Civil Emergency Service (RACES).	Low	Ongoing	Emergency Management; ARES/RACES	Effective process in place using area radio and television stations. EM coordinates with ARES/RACES and is invited to their monthly meetings.
Develop a calendar of upcoming outreach activities.	Low	Ongoing	Emergency Management	EM holds events annually along with the FEMA preparedness calendar for monthly topics.

Table 4.2: Winter Storm Mitigation Strategies

Winter Storm				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Present a parking ordinance to the LOC to not allow parking on Nation's roads during snow emergencies.	Low	2026	DPW	Legislation may take time to develop.
Ensure plowing and salting equipment is operational and available to handle potential emergencies.	Low	Ongoing	Division of Public Works; Aging and Disability Services	
Maintain tree trimming program.	Low	Ongoing	WEC	On tribal roads only and Tribal owned properties.

Table 4.3: Tornado/Strong Wind Mitigation Strategies

Tornado/Strong Wind				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Ensure that there are emergency/safety plans for each occupied facility.	High	Ongoing	Management from each occupied Oneida facility	EAPs are reviewed and updated annually. All facilities are being reviewed to ensure they have KNOX boxes.
Address hazard trees (such as those impacted by EAB).	High	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division, Division of Public Works, Housing	An Env. Restorations Project Manager has been hired and he is working on bidding out a Forest Inventory and when complete will contract to have a Forestry Management Plan developed. Estimate two year for completion of plan.
Need additional funding to manage downed and hazardous trees.	Medium	2026-2028	Comprehensive Housing Division; Division of Public Works; Land, Environmental, Agriculture and Food as Medicine Division-Conservation; Intergovernmental Affairs	
Inventory Oneida-owned homes that do not have basements.	Low	2026-2031	Housing; Community Development Area	Storm shelters are intergrated into new developments.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Division of Public Works; Land, Environmental, Agriculture and Food as Medicine Division; Police Department; Neighboring Fire Depts	Have cooperative agreements with most surrounding municipalities.

Table 4.4: Extreme Cold Mitigation Strategies

Extreme Cold				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain programs to check on the elders and functional needs residents during extreme cold events.	Medium	Ongoing	Aging and Disability Services ; Community Health Services; local hospital programs	
Maintain a list of elders, homebound, and functional needs residences and other populations vulnerable to extreme cold.	Low	Ongoing	Aging and Disability Services ; Community Health Services	Aging and Disability will check in by calling those on the list.

Table 4.5: Flood Mitigation Strategies

Flood				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Develop a database of trained employees for Damage Assessment.	High	2026-2027	Division of Public Works ; Transit	
Evaluate stormwater detention facilities for repairs/upgrades.	High	2026-2031	Division of Public Works ; Land, Environmental, Agriculture and Food as Medicine Division	
Utilize floodplain mapping to update existing flood maps and data sources to better determine areas and facilities susceptible to recurring flooding.	Medium	2026-2031	Community Development Area; GIS	Land, Environmental, Agriculture and Food as Medicine Division and Emergency Management are in the process of securing a grant from WEM to address flood mapping.
Maintain a stormwater management plan that includes such remediation techniques as surface detention basins, in-street detention units, and rain gardens.	Medium	Ongoing	Division of Public Works; Land, Environmental, Agriculture and Food as Medicine Division	
Continue reviewing physical engineering inspection and verification of Fort Howard Sludge Facility impoundment.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division ; Wisconsin DNR	Land, Environmental, Agriculture and Food as Medicine Division coordinates with WDNR. Currently discussing a potential MOU with DNR for waste facilities coordination.
Develop a storm drain maintenance program.	Low	2026-2031	Division of Public Works	In development

Table 4.5 (cont'd): Flood Mitigation Strategies

Flood (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Inventory floodfighting equipment and supplies (equipment, sandbags, sandpits, pumps, etc.) and develop an inventory database.	Low	2026-2031	Division of Public Works; Comprehensive Housing Division; Land Management; Utilities	Sand pits are available at Oneida Lake to fill bags. Groundskeeping will inventory flood response equipment and supplies.
Establish list of contractors for floodfighting supplies.	Low	2026-2031	Division of Public Work - Groundskeeping	Vendor license could be exempted by Purchasing to expedite response.
Provide community outreach about floodproofing techniques for residents and businesses.	Low	Ongoing	Communications; Division of Public Works; Emergency Management, Comprehensive Housing	
Ensure appropriate future land use decisions align with the currently adopted version of the "Land Use Policy Framework" - as guided by the Oneida Nation Comprehensive Plan.	Low	Ongoing	All departments	The Oneida Nation Comprehensive Plan is currently in the process of being updated. Any modifications to the "Land Use Policy Framework" as a result of the Comprehensive Plan update (if any) would be minor.
Implement rural drainage improvements and maintenance for ditches, bridges, and culverts.	Low	Ongoing	Community Development Area; Land, Environmental, Agriculture and Food as Medicine Division	A flooding study was developed for upper Oneida Creek with ACOE to assist with future planning.
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Grounds Keeping; Police Department; Division of Public Works; Land, Environment, Agriculture and Food as Medicine Division; Community Development; Comprehensive Housing Division	OPD takes calls about locations and informs Conservation who decides priority for trees.

Table 4.6: Excessive Heat Mitigation Strategies

Excessive Heat				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain programs to check on the elders and functional needs residents during excessive heat events.	Medium	Ongoing	Aging and Disability Services ; Community Health Services	
Maintain a list of elders, homebound, and functional needs residences and other populations vulnerable to extreme cold.	Low	Ongoing	Aging and Disability Services ; Community Health Services	Aging and Disability will check in by calling those on the list.

Table 4.7: Dense Fog Mitigation Strategies

Dense Fog				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Inform the county highway departments and Wisconsin DOT of areas lacking signage, damaged signs, or fading paint on roads.	Low	Ongoing	Tribal Transportation ; Community Development Area	Annual roadway checks by camera are conducted on physical condition of roads including determining signage and road paint condition.
Provide information to area news media in order to broadcast emergency information that addresses safety precautions, including the need to avoid certain corridors or to slow down while traveling during a fog event.	Low	Ongoing	NWS ; media; RAVE	

Table 4.8: Hail Mitigation Strategies

Hail				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain a process to check for downed trees and other necessary clean-up after a storm.	Low	Ongoing	Division of Public Works ; Police Department; Conservation Department	DPW only manages trees on the Nation's roads and DPW properties. Housing covers their area and Conservation takes care of trees in wooded areas (ongoing discussion).

Table 4.9: Drought Mitigation Strategies

Drought				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Develop a water maintenance or distribution plan.	Low	2025-2030	Utilities	
Review water sample results in private wells and recommend filtration, as needed	Low	Ongoing	Division of Public Works (community wells and septic program)	Conducted on wells on a 3-year rotation.
Enact water restrictions and monitor water quality, when needed.	Low	Ongoing	Utilities	Oneida Nation is covered by four water districts: Oneida Nation, Village of Hobart Water Utility; Ashwaubenon Water and Sewer, and Green Bay Water.

Table 4.10: Wildland Fire Mitigation Strategies

Wildland Fire				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Ensure mutual aid fire protection agreements are in place and they include provisions for wildfires.	Medium	Ongoing	Intergovernmental Affairs; Village of Hobart Fire; Town of Oneida Fire; Tri-County Fire; Ashwaubenon Fire; Green Bay Fire; Emergency Management; Land, Environmental, Agriculture and Food as Medicine Division	MABAS agreement is reviewed annually and Service Agreements with Brown and Outagamie Counties are on Oneida Nation website. Env. Restorations Project Manager working on Forest Management Plan(2 year completion planned).
Maintain and upgrade roads to allow for adequate access by emergency vehicles and fire equipment.	Low	Ongoing	Division of Public Works; Brown and Outagamie counties; municipalities	Oneida Nation maintains a fire management plan. Oneida Nation roads are maintained by Oneida Division of Public Works, Groundskeeping Department. Transportation Program develops safety plans for roads and works with WI DOT. Driveway costs are the responsibility of the property owner.

Table 4.10 (cont'd): Wildland Fire Mitigation Strategies

Wildland Fire (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Continue outreach efforts regarding open burning and fireworks laws.	Low	Ongoing	Government Administration (Communications) ; Village of Hobart Fire; Town of Oneida Fire; Green Bay Fire; Ashwaubenon Fire; Tri-County Fire, Land, Environmental, Agriculture and Food as Medicine Division; Emergency Management	
Continue to provide burn ban communications. Refer public to fire danger map as questions arise on burning restrictions.	Low	Ongoing	Wisconsin DNR ; Communications; Brown and Outagamie counties	Oneida Nation maintains a fire management plan.

Table 4.11: Cybersecurity Threat Mitigation Strategies

Cybersecurity Threats				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Conduct periodic tests of system security by third-party specialist contractor to address vulnerabilities and take steps to mitigate risk.	High	Ongoing	Internal Audit ; Risk Management; Digital Technology Services	Third-party contractors are used to conduct annual penetration tests and also have Continuous Attack Surface Monitoring to address vulnerabilities.
Maintain a plan to address cybersecurity threats.	High	Ongoing	Risk Management ; Digital Technology Services	Oneida Nation Cyber Incident Response Plan is under development. DigiSec is updating with current capabilities.
Maintain logging and tracking of all occurrences segregated by internal and external threats.	High	Ongoing	Digital Technology Services	Currently all incidents are logged and labeled as internal or external.
Develop a schedule for auditing digital systems.	Medium	2025-2026	Risk Management; Digital Technology Services ; Internal Audit	Plan to maintain annually.
Assess vehicle cyber threats.	Low	2025-2026	DPW Automotive ; DTS	Starting discussions to assess what threats may exist due to vehicles having more technology as standard equipment including wireless access to the internet.

Table 4.12: Pandemic Mitigation Strategies

Pandemic				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Ensure availability of PPE, ventilators, and medical supplies.	Medium	Completed	OCHD ; Oneida Emergency Management; Purchasing; DPW	Mass coordination to obtain needed supplies for response activities.
Strengthening healthcare systems to handle surges in cases.	Medium	Ongoing	OCHD	OCHD organized into an ICS to organize response efforts from the division.
Maintain vaccination programs.	Medium	Ongoing	OCHD	Expanded upon existing point of dispensing plans to include staff from the broader OCHD.
Develop standardized treatments and hospital care guidelines.	Medium	Ongoing	OCHD	Collaborates with local, state, and federal partners.
Provide clear public messaging during a pandemic.	Medium	Ongoing	OCHD ; Oneida Communications Dept	Developed a public messaging branch in the OCHD ICS. Provided routine community updates on Facebook Live.
Continuity Plan is being developed.	Medium	Ongoing	Emergency Management ; OCHD	Community Health Services developed a department specific Continuity Plan. OCHD is now in the process to develop a divisionwide Continuity Plan, most recently engaging in a Continuity Plan workshop.
Ensure there are vendors available for speciality items.	Low	2025-2030	Purchasing	Vendor management project underway that will include an evaluation. Noncompetitive procurement policies are also being developed to help with purchasing during disaster declaration.
Develop process for centralized procurement of supplies.	Low	2025-2030	DPW ; Purchasing	Purchasing will gather input from vendors as they work through their vendor management project. Could be a purchasing team, rather than just DPW.
Develop process for disposal of PPE materials.	Low	2025-2030	DPW	Infection Preventionist worked with DPW for the entire Division to assure proper disposal of PPE. Disposal plan should be in place at time of purchase. An agreement or contract is needed with a vendor to get assistance with disposal.

Table 4.13: Active Threat Mitigation Strategies

Active Threat				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Establish teams in workplaces, schools, and public spaces to identify, assess, and manage potential threats.	High	Ongoing	Risk Management ; Human Services; DTS; DPW; Emergency Management	Areas should assess physical access. Policies shall determine response.
Continue to limit entry points to buildings through the use of keycards and monitor visitor access with buzzer system.	High	Ongoing	DPW ; Gaming Commission - Surveillance	Gaming Surveillance is being transitioned to manage all.
Assess building entry points and educate employees about the need to ensure doors remain secure.	High	Ongoing	Gaming Commission - Surveillance ; Safety; Risk Management; DPW; relevant divisions/depts	The Safety Coordinator and insurance representative completed a walkthrough at most buildings. Gaming Commission - Surveillance (Jason King) will eventually manage cameras and door access to all buildings.
Increase the presence of trained security professionals at necessary buildings and ensure they understand how to respond to threats.	High	Ongoing	Internal Security ; Risk Management	Comprehensive Health pays for security (Internal Security), but doesn't have the funding/personnel to have all buildings monitored and have had to close some buildings at certain times
Create a standard for where and when security should be provided.	High	Ongoing	Internal Security ; Risk Management	
Improve coordination between schools, workplaces, and law enforcement for better response planning.	Medium - High	Ongoing	OPD ; School Admin; Dispatch	OPD works with school safety coordinators to establish active threat training. OPD and Dispatch is working to improve communication sharing.
Continue to coordinate community notifications for active threat situations.	Medium - High	Ongoing	OPD ; Emergency Management; Communications	Dispatch is notified of a situation, they notify OPD, which notifies EM. EM issues a RAVE Alert.
Train employees, students, and community members to identify signs of distress, aggression, or potential violence (e.g., social withdrawal, threats, fascination with weapons, history of violence).	Medium	Ongoing	OPD, Human Resources Dept (HRD) and external training entities	OPD does conduct active threat training in our schools, and as requested. HRD brings in a trainer periodically for tribal wide training.
Evaluate the use of cameras, AI threat detection, and monitoring systems to identify suspicious activity.	Medium	Ongoing	Gaming Commission - Surveillance ; Internal Security; DTS	Need to be continually mindful of privacy issues and consult with relevant departments before cameras are installed. Camera installations are being discussed along with whether to include AI threat detection.

Table 4.13 (cont'd): Active Threat Mitigation Strategies

Active Threat (cont'd)				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain mental health resources, conflict resolution programs, and de-escalation training.	Medium	Ongoing	Behavioral Health ; HRD; EAP; OPD; School Admin	Behavioral Health works with EAP on these programs. The schools also provide programs.
Continue to educate staff and students on emergency protocols, such as ALICE training.	Medium	Ongoing	OPD ; School Admin	OPD conducts annual trainings at both schools and as requested to other entities.
Provide ongoing annual training/drill to all employees for active threat situations.	Medium	Ongoing	Emergency Management ; OPD; Health Division	Know how to activate a RAVE Alert.
Enforce strict policies on violence, bullying, and harassment.	Low	Ongoing	HRD ; Executive Management; School Superintendent/Admin; all departments	Have workplace violence SOP. HRD does investigations and enforcement of policies in the workplace, but all departments have responsibilities.

Table 4.14: Civil/Social Unrest and Terrorism Mitigation Strategies

Civil/Social Unrest and Terrorism				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Participate in tabletop exercises to walk through how such a hazard would be handled.	Medium	Ongoing	Brown and Outagamie Counties EM	Conducted annually.
Maintain trained professionals ready to de-escalate protests and respond to emerging threats nonviolently.	Low	Ongoing	OPD ; Internal Security; Brown County	OPD has procured a mobile command unit, which contains crowd control equipment. Our personnel are trained in crowd control.

Table 4.15: Hazardous Spill Mitigation Strategies

Hazardous Spill				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain staff capacity, certification, and training to address issues and maintain awareness of next steps and partners.	High	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division	Environmental does annual training of Retail staff and would have an active role in a large scale spill. Spills hotline is used and DNR has a contractor for response.
Provide all departments with a quick desktop reference of contact information for Wisconsin DNR and County Hazmat team.	Medium	2026	Emergency Management; Land, Environmental, Agriculture and Food as Medicine Division	
Conduct annual training with GB Hazmat for situational awareness.	Medium	Ongoing	Emergency Management; GB Hazmat; Land, Environmental, Agriculture and Food as Medicine Division; other departments depending on exercise.	Last exercise was completed December 2025.
Continue to monitor reported spills and where necessary coordinate with WDNR coming through the notification system.	Low	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; Communications Dept.; Wisconsin DNR; EPA	Spills greater than 25 gallons are reported to Spills Hotline. Road spills are managed by WDNR. LEAF Division has a supporting role if waters are impacted on Oneida owned land.

Table 4.16: Manure Spill Mitigation Strategies

Manure Spill				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Continue to respond to and manage spills coming through the notification system.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; Emergency Management; Risk Management; Division of Public Works; Communications Dept.; Wisconsin DNR; EPA	Property owners or lease holder and/or their manure transport service would be responsible for all cleanup and restoration. Spills greater than 25 gallons are reported to Spills Hotline. Road spills are WDNR. LEAF has a supporting role if waters are impacted or Oneida owned land.
Continue water quality monitoring (including pre- and post-monitoring).	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; NEW Water; WDNR	Site visits are being conducted and lease holders nutrient management plans are being reviewed and enforced.
Inventory all liquid manure storage facilities on Reservation and upstream.	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; counties; WDNR	Windshield survey. Brown and Outagamie counties LWCD or NRCS Nutrient Management Plans may have this data.
Continue to document the spill response collaboration that exists with partners (incl. Brown and Outagamie counties and WDNR).	Medium	Ongoing	Land, Environmental, Agriculture and Food as Medicine Division; NEW Water; counties; WDNR	A number of staff are signed up to Spill Emergency Response Tracking System (SERTS) and have certification.

Table 4.17: Airplane Crash Mitigation Strategies

Airplane Crash				
Mitigation Measures	Priority	Timeline	Responsible Dept/Entities (Bold text indicates Lead Entity, others are supporting)	Comments
Maintain comprehensive emergency action plan with airport, first responders, law enforcement, and hospitals.	Low	Ongoing	Brown County EM; National Transportation Safety Board; Outagamie County EM; Airport Public Safety; OPD; Sheriff's Dept	Brown County EM maintains the emergency action plan for the airport and conducts an annual exercise.
Participate in mass casualty incident training.	Low	Ongoing	Brown County EM; Brown County Sheriff's Dept; Airport Public Safety	Oneida EM participates with BC on Functional Exercises for Mass Casualty.

CHAPTER 5 - PLAN ADOPTION, MAINTENANCE, AND COORDINATION

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was developed and adopted in accordance with the Federal Disaster Mitigation Act of 2000 and applicable FEMA requirements for Tribal hazard mitigation plans. This chapter describes the process for plan adoption, maintenance, evaluation, and coordination.

PLAN ADOPTION

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* was adopted by resolution by the Oneida Nation Business Committee on **Month XX, 2026**. FEMA reviewed the final draft of the Oneida Nation's hazard mitigation plan prior to adoption by the Oneida Nation Business Committee. Comments received from FEMA were reviewed by Emergency Management, and necessary revisions were incorporated into the plan.

Following adoption by the Oneida Nation Business Committee, the plan was submitted to FEMA for final approval. The adopting resolution and FEMA approval documentation can be found at the front of this plan.

PLAN MAINTENANCE

The *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* will be evaluated and updated at least every five years. The five-year plan maintenance schedule meets the requirements of the Federal Disaster Mitigation Act of 2000 and maintains the Oneida Nation's eligibility for disaster assistance. Plan updates will include revisions to hazard data, risk assessments, mitigation strategies, and implementation information as needed. Updates will incorporate opportunities for public and stakeholder involvement consistent with the requirements of 44 CFR Part 201.7 and any applicable future FEMA requirements.

The Oneida Nation Emergency Management Director will coordinate the five-year plan update with relevant Tribal departments, partner organizations, and stakeholders. The updated plan will be reviewed and adopted by the Oneida Nation Business Committee.

The plan will also be evaluated and monitored by the Oneida Nation Emergency Management Director on an annual basis or following a significant hazard event, as determined appropriate by the Oneida Nation Emergency Management Director. During these evaluations, the Emergency Management Director will track the implementation of mitigation actions and assess the effectiveness of the hazard mitigation plan in achieving its goals and objectives. The monitoring process will ensure that identified mitigation actions are being implemented, provide an opportunity to review and revise project timelines, and support proper closeout of completed mitigation projects.

Continued stakeholder involvement will be encouraged through periodic review of the plan. Members of the Steering Committee, as well as potential new members, will be invited to participate in plan evaluations and updates. Partnership efforts will continue through future training, information sharing, and cooperative disaster assistance activities.

A special post-disaster review will be conducted following significant disaster events and will involve Emergency Management, law enforcement, fire departments, disaster response personnel, Wisconsin Emergency Management staff, FEMA staff, affected community members, and other appropriate entities. Public meetings will be included as part of the post-disaster review process when appropriate.

Oneida Emergency Management will document progress on all mitigation projects and incorporate this information into future plan updates. Newly identified mitigation needs will be addressed through the development of additional goals, objectives, and mitigation strategies. Future plan evaluations and updates will also consider changes to Tribal capabilities, funding sources, completed mitigation projects, and other factors that may affect implementation of the mitigation strategy.

PLAN COORDINATION

To maximize coordination among related Oneida Nation plans, programs, and policies, mitigation strategies identified in this plan should continue to be considered during the development and update of capital improvement plans, stormwater management plans, flood mitigation plans, emergency response plans, and other planning efforts. Integrating hazard mitigation into existing planning processes helps ensure that risk reduction considerations are incorporated into Tribal decision-making, infrastructure investments, and community development activities.

A number of plans, reports, and technical data sources were reviewed and incorporated into the development of the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031*. The following sources provided information used to support hazard identification, risk assessment, mitigation strategy development, and plan implementation:

- Assessed valuation data from the Oneida Nation
- FEMA Flood Insurance Studies and FEMA Flood Insurance Rate Maps (FIRMs) used to identify and map flood hazard areas
- FEMA Tribal Mitigation Review Guide (2017) and Planning Handbook (2019)
- Land use inventory data (2010, Bay-Lake and East Central Wisconsin Regional Planning Commissions)
- Oneida Nation of Wisconsin 2020-2025 Pre-Disaster Mitigation Plan (2021)
- Oneida Nation Emergency Response Plan (2020–2025)
- Parcel data from the Oneida Nation GIS program
- Past natural hazard occurrence data from the National Oceanic and Atmospheric Administration (NOAA) National Climatic Data Center, including severe weather events from January 2000 through December 2023
- Population, housing, and employment data from the U.S. Census Bureau (2020)
- Public Health Emergency Plan (2025)
- State of Wisconsin Hazard Mitigation Enhanced Plan (2021)

The mitigation strategies identified in Chapter 4 are intended to support and complement related Tribal plans, policies, programs, and capital investments. The Oneida Nation Emergency Management Department will encourage continued incorporation of this plan into future planning efforts and updates to related programs and documents.

The goals, objectives, and mitigation strategies identified in the *Oneida Nation Pre-Disaster Mitigation Plan 2026-2031* have been, or will be, incorporated into other planning mechanisms where opportunities exist for complementary work. The following plans share supporting information with this plan or have been identified as opportunities for continued integration. Plans listed below with an asterisk (*) are in development:

- Oneida Business Continuity Program (BCP)

- Oneida Capital Improvements Plan
- Oneida department plans and budgets
- Oneida Emergency Response Plan
- Oneida Nation Comprehensive Plan Update
- Public Health Emergency Plan (2025)
- Enhanced Pre-Disaster Mitigation Plan*
- Threat and Hazard Identification and Risk Assessment (THIRA)*

Oneida Emergency Management will continue to coordinate with the Oneida Business Committee and Tribal departments to integrate the Pre-Disaster Mitigation Plan into existing and future planning processes, including capital improvement planning, zoning and building code updates, subdivision regulations, site review, permitting processes, staff training, and other appropriate planning mechanisms.

APPENDIX A- STEERING COMMITTEE MEETING NOTES

DRAFT

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

December 12, 2024

Microsoft Teams

1:00 p.m. – 2:00 p.m.

Steering Committee Members Present:

Kaylynn Gresham, Emergency Management

Others on Microsoft Teams

- A recap of the previous meeting was provided with a brief overview of the plan update process.
- The PDM plan goals were reviewed. No changes were proposed at this time.
- The hazards (natural and human-caused) that were addressed in the previous plan were reviewed and discussed. A ranking survey will be sent via email to a gather consensus on ranking.
 - o The following hazards were requested for addition to the human-caused hazards: Cybersecurity (insider threat), Civil/Social Unrest/Terrorism, Active Shooter, Airplane crash, Pandemic
- The critical facilities identified in the previous plan were reviewed and discussed. The FEMA Community Lifelines were discussed and will be reviewed to ensure consistently with terminology. A number edits were made. These will continue to be worked on in the next meeting.
- Mitigation strategies will be reviewed at the next meeting.
- The next meeting will be held on January 17, 2025 at 1PM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

January 17, 2025

Microsoft Teams

1:00 p.m. – 2:00 p.m.

Steering Committee Members Present:

Kaylynn Gresham, Emergency Management
Others on Microsoft Teams

- A recap of the previous meeting was provided.
- The hazards (natural and human-caused) risk ranking surveys results were reviewed and discussed. Cybersecurity will be split as Cybersecurity (External Threat) and Cybersecurity (Internal Threat). The following are the resulting ranking.

Natural Hazards

Rank	Hazard
1	Winter storm
2	Tornado/Strong wind
3	Extreme cold
4	Excessive heat
5	Flood
6	Dense fog
7	Hail
8	Drought
9	Wildland fire

Human-caused Hazards

Rank	Hazard
1	Cybersecurity (External Threat)
2	Pandemic
3	Cybersecurity (Internal Threat)
4	Active Shooter
5	Civil/Social Unrest/terrorism
6	Hazardous Spills
7	Manure Spills
8	Airplane Crash

- The critical facilities identified in the previous plan were reviewed and update were made.
 - o GLIS is significantly updating GIS to make it more functional for all. (Troy)
 - o There should be an effort to validate and unify building numbering/naming sequence for better facility management. The common name should be included to help with searching. (Troy)
 - A building number should be added to the pump houses and cell towers.
 - The listings should lead with the building number and then name.

- Neighborhoods should have a 3-letter identifier (ex. AAA)
- Review started on mitigation strategies, but will be further reviewed individually by the steering committee members and at the next meeting.
- The next meeting will be held on February 11, 2025 at 1PM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

February 11, 2025

Microsoft Teams

1:00 p.m. – 2:00 p.m.

Steering Committee Members Present:

Kaylynn Gresham, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- Chapter 1 was reviewed and it was discussed how to present the steering committee members and the title and dept, area, or division they work in. It was decided that titles would be provided that indicate the dept/division/area the person covers. The list will be shared in the Teams folder so edits can be made.
- The critical facilities identified in the previous plan were reviewed and some updates were made. The list will be shared in the Teams folder so further edits can be made.
- After a discussion on mitigation strategies, it was decided that the responsible parties would identify one lead dept/division that is responsible to move the action forward and the other depts/divisions listed will assist. The list will be shared in the Teams folder so edits can be made by relevant depts/divisions.
- The next meeting will be held on March 21, 2025 at 2PM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

March 21, 2025

Microsoft Teams

2:00 p.m. – 3:00 p.m.

Steering Committee Members Present:

Kaylynn Gresham, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- Chapter 1 and 2 were reviewed. The Steering Committee list was reviewed for accuracy in representation by all participants and to ensure titles were accurate.
- The critical facilities and mitigation strategies lists are both on Teams and people have been making edits. The edits were reviewed and some additional updates were made. Both lists will continue to be available on Teams folder so further edits can be made and reviewed during meetings.
 - o <https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Chapter 3 is being drafted. As this chapter is a larger one, with a lot of information on hazards that impact Oneida Nation, it will not be available for review in April, but likely in May as additional info is gathered on human-caused hazards.
- The next meeting will be held on April 21, 2025 at 11-12 PM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

April 21, 2025

Microsoft Teams

11:00 a.m. – 12:00 p.m.

Steering Committee Members Present:

Kaylynn Gresham, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams and people have been making edits. The edits were reviewed and some additional updates were made. Both lists will continue to be available on Teams folder so further edits can be made and reviewed during meetings.
 - o <https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Chapter 3 is being drafted and Angela is working on getting occurrence information on human-caused hazards.
- The next meeting will be held on May 19, 2025 at 11-12 PM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

May 19, 2025

Microsoft Teams

11:00 a.m. – 12:00 p.m.

Steering Committee Members Present:

Kaylynn Gresham, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams and people have been making edits. The edits were reviewed and some additional updates were made. Both lists will continue to be available on Teams folder so further edits can be made and reviewed during meetings.
 - o <https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Chapter 3 is being drafted and Angela is working on getting occurrence information on human-caused hazards.
- The next meeting will be held on July 11, 2025 at 10:30AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

July 11, 2025

Microsoft Teams

10:30 a.m. – 12:00 p.m.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams and people have been making edits. The edits were reviewed and some additional updates were made. Both lists will continue to be available on Teams folder so further edits can be made and reviewed during meetings.
 - o <https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Mitigation strategies were reviewed with most the time being spent working through the human-caused hazards.
 - o Cybersecurity threats were combined per Shane Hill, Manager, Digital Security, as the data is not available individually.
- Chapter 3 is still being drafted as Angela is working on getting occurrence information on human-caused hazards.
- The next meeting will be held on August 19, 2025 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

August 19, 2025

Microsoft Teams

9:00 a.m. – 10:00 A.m.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams and people have been making edits. The edits were reviewed and some additional updates were made. Both lists will continue to be available on Teams folder so further edits can be made and reviewed during meetings.
 - o <https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
 - o It was decided by the steering committee that cybersecurity (internal) and cybersecurity (external) will be combined as it was in the previous update as data on the two incident categories is newly being tracked. The data will be available separately for the next update.
- Chapter 3 is being drafted and Angela is working on getting occurrence information on human-caused hazards.
- The next meeting will be held on September 30, 2025 at 10:30AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

September 30, 2025

Microsoft Teams

10:30 a.m. – 11:30 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams and people have been making edits. The edits were reviewed and some additional updates were made. Both lists will continue to be available on Teams folder so further edits can be made and reviewed during meetings.
 - o <https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
 - o It was decided by the steering committee that cybersecurity (internal) and cybersecurity (external) will be combined as it was in the previous update as data on the two incident categories is newly being tracked. The data will be available separately for the next update.
- Chapter 3 is being drafted and Angela is working on getting occurrence information on human-caused hazards.
- The next meeting will be held on November 10, 2025 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

November 10, 2025

Microsoft Teams

9:00 a.m. – 10:00 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams for the steering committee members to make edits.
<https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Critical facilities need to be updated to remove buildings on the demo list.
- Eric McLester will provide Angela the building numbers to be removed.
- Chapter 3 draft has been provided to the steering committee for their review.
- Edits were made to the mitigation strategies.
- The next meeting will be held on December 19, 2025 at 10:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

December 19, 2025

Microsoft Teams

10:00 a.m. – 11:00 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams for the steering committee members to make edits.
<https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Critical facilities need to be updated to remove buildings on the demo list.
 - o Eric McLester will provide Angela the building numbers to be removed.
- GIS will add gas lines, broadband transmitters, and cell towers if they are not already mapped on critical facilities and they can get the dataset.
- Discussed social vulnerability mapping and how that might be incorporated in the plan and GIS mapping.
- Edits were made to the mitigation strategies.
 - o Left off on cybersecurity and will continue working on mitigation strategies for other human-cause incidents at the next meeting.
- Chapter 3 draft was reviewed with the steering committee. Additional comments and edits are encouraged via email.
- The next meeting will be held on February 10, 2026 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

February 10, 2026

Microsoft Teams

9:00 a.m. – 10:00 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams for the steering committee members to make edits.
<https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Critical facilities need to be updated to remove buildings on the demo list.
- GIS will create maps once we have an updated critical facilities list. They also may be able to add gas lines, broadband transmitters, and cell towers if they are not already mapped on critical facilities and they can get the dataset.
- Discussed social vulnerability mapping and how that might be incorporated in the plan and GIS mapping. There are data sources, but need to make sure acceptable terminology is used for social vulnerability and climate change.
- Edits were made to the mitigation strategies.
 - o Left off on active shooter and will continue working on mitigation strategies for other human-cause incidents at the next meeting.
- Chapter 3 draft was reviewed with the steering committee. Additional comments and edits are encouraged via email.
 - o Will be revisiting the human-caused occurrences table to discuss risk level.
 - o Will also discuss if hazardous spill occurrences should only include real health and safety risk spills and not all environmental spills.
- The next meeting will be held on March 27, 2026 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

March 27, 2026

Microsoft Teams

9:00 a.m. – 10:00 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams for the steering committee members to make edits.
<https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Critical facilities are being updated to remove buildings on the demo list.
- GIS will create maps once we have an updated critical facilities list. They have added a broadband dataset and power substations. They may also be able to include gas lines and cell towers if they are not already mapped on critical facilities and they can get the dataset.
- Edits were made to the mitigation strategies.
 - o Left off on Civil and Social Unrest/Terrorism and will continue working on mitigation strategies for human-cause incidents at the next meeting.
- Edits were made to the table of human-caused hazard occurrences.
 - o A new column was added to assess community risk based on consensus.
 - o It was determined that (if possible) hazardous spill occurrences that do not include a real health and safety risk will be removed (Victoria is looking into it.)
- Chapter 3 draft will continue to be reviewed and edited.
- The next meeting will be held on April 14, 2026 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

April 14, 2026

Microsoft Teams

9:00 a.m. – 10:30 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams for the steering committee members to make edits.
<https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Critical facilities are updated and finalized. Inform Angela of any needed changes that you notice.
 - o Angela will send list to GIS so that maps can be created.
- Edits were made to the mitigation strategies.
 - o All mitigation strategies have been reviewed. There are just a few items that need further input before finalizing. Emails were sent out and Angela is awaiting responses.
- Edits were made to the table of human-caused hazard occurrences.
 - o Victoria is waiting to hear from the DNR if we will be able to get occurrences data as a GIS dataset so that number of events can be refined to included only those that occurred within Oneida boundaries instead of all those that occurred within Brown and Outagamie counties.
- Chapter 3 draft was reviewed. Final edits are underway.
 - o Chapters 4-5 are being drafted for review soon.
- The next meeting will be held on May 4, 2026 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

May 4, 2026

Microsoft Teams

9:00 a.m. – 10:30 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The critical facilities and mitigation strategies lists are both on Teams for the steering committee members to make edits.
<https://oneida.sharepoint.com/:f:/r/sites/PreDisaterMitigationPlan2025/Shared%20Documents/General/Documents%20to%20Review%20and%20Update?csf=1&web=1&e=FV3c0g>
- Final review of mitigation strategies.
 - o All mitigation strategies have been reviewed and are ready to be finalized.
- Chapters 3-5 were reviewed. Final edits will be completed.
 - o Maps are being drafted.
 - o Committee reviewed some plan cover options. New pictures will be sent to Angela and a more cover options will be created.
- The GTC meeting will be at the end of June and the plan will be presented there.
- The plan will also be sent to Brown and Outagamie counties for their feedback.
- The next meeting will be held on May 12, 2026 at 9:00AM.

Oneida Nation Pre-Disaster Mitigation Plan - Steering Committee Meeting

May 12, 2026

Microsoft Teams

9:00 a.m. – 10:30 A.M.

Steering Committee Members Present:

Kaylynn Biely, Emergency Management

Others on Microsoft Teams (meeting was recorded)

- A recap of the previous meeting was provided.
- The Steering Committee completed a review of the complete draft of the plan along with maps.
- Next steps were discussed including sending the plan to Brown and Outagamie counties Emergency Management departments for their feedback, providing the plan to the GTC for review, and submission to FEMA.
- An additional meeting was not scheduled but will be if any feedback necessitates it.

Adopt resolution entitled Extension of the Emergency Adoption of the Safe Neighborhoods Law

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: Personnel Related

3. Requested Motion:

☐ Accept as information; OR

Adopt the resolution entitled, Extension of the Emergency Adoption of the Safe Neighborhoods 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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
FROM: Jameson Wilson, Legislative Operating Committee Chairperson
DATE: August 5, 2026
RE: Extension of the Emergency Adoption of the Safe Neighborhoods Law

Please find the following attached backup documentation for your consideration of the extension of the emergency adoption of the Safe Neighborhoods law:

1. Resolution: Extension of the Emergency Adoption of the Safe Neighborhoods Law
2. Statement of Effect: Extension of the Emergency Adoption of the Safe Neighborhoods Law
3. Safe Neighborhoods Law

Overview

The Safe Neighborhoods law (the “Law”) was adopted by the Oneida Business Committee on an emergency basis on February 25, 2026, through the adoption of resolution BC-02-25-26-C. The purpose of the Law is not to impose a criminal penalty but rather to serve the Nation’s compelling interest to promote, protect, and improve the health, safety, and welfare of the reservation population by prohibiting sex offenders from loitering or residing in specified areas around locations where vulnerable populations, including children, regularly congregate. [3 O.C. 310.1-1]. The Safe Neighborhoods law recognizes the right of sex offenders to reenter the community. *Id.* Therefore, through the Safe Neighborhoods law, the Nation balances its responsibility to sex offenders with its responsibility to protect the surrounding community by promoting regulatory measures which provide protections for the community that do not wholly prohibit sex offenders from being part of this community. *Id.*

The Safe Neighborhoods law:

- Prohibits a sex offender from being present or entering into specified prohibited locations, that are primarily focused on areas in which children are known to congregate, while also providing exceptions for when a sex offender may enter a prohibited area. [3 O.C. 310.4];
- Prohibits a sex offender from establishing a permanent residence or temporary residence within two thousand five hundred (2,500) feet of any prohibited location, while also providing exceptions for when a sex offender may have a residence less than two thousand five hundred (2,500) feet of any prohibited location. [3 O.C. 310.5];
- Prohibits a person or entity from selling, leasing, subleasing, renting, conveying, or otherwise allowing a sex offender to stay in any place, structure, or part thereof with knowledge that it will be used as a permanent residence or temporary residence by any sex offender that is prohibited from establishing residence under this law. [3 O.C. 310.5-5];
- Provides a process to allow a sex offender to petition for a waiver of the residence restriction to the Oneida Police Department Chief of Police, and then appeal a denial of a waiver to the Oneida Public Safety and Security Commission. [3 O.C. 310.6];

- Requires the Geographic Information System Department to develop and maintain an official map of the reservation showing prohibited locations and the resulting residency restrictions distances that is made available on the Nation's website. [3 O.C. 310.7]; and
- Provides for the enforcement of violations of this Law and subsequent penalties that are available. [3 O.C. 310.8].

The emergency adoption of this Law will expire on August 25, 2026. The Legislative Operating Committee is now seeking an extension of the emergency adoption of this Law.

The Oneida Business Committee is delegated the authority to temporarily enact emergency legislation when legislation is necessary for the immediate preservation of the public health, safety, or general welfare of the Reservation population, and the adoption of the legislation is required sooner than would be possible under the Legislative Procedures Act. [1 O.C. 109.9-5]. A fiscal impact statement and public meeting are not required for emergency legislation. [1 O.C. 109.9-5(a)].

The emergency adoption of this Law was necessary, and continues to be necessary, for the preservation of the safety and general welfare of the reservation population due to the fact that sex offenders are a serious threat to the public safety of vulnerable populations, including children, if regulatory measures are not in place that protect the community by reducing opportunity and temptation by prohibiting sex offenders from being present on or residing in specified areas designated as places where vulnerable populations commonly congregate.

Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of this Law was, and continues to be, contrary to public interest since the process and requirements of the Legislative Procedures Act cannot be completed in time to ensure that the Law can be adopted and implemented in time to best protect the safety and general welfare of the reservation population.

The Legislative Procedures Act allows the Oneida Business Committee to extend emergency amendments for a six (6) month time period. [1 O.C. 109.9-5(b)]. A six (6) month extension of the emergency amendments to the Law is being requested to provide additional time for the Legislative Operating Committee to finalize the development of the Law to be presented to the Oneida Business Committee for permanent adoption.

The extension of the emergency amendments to the Law will become effective on August 25, 2026, when the emergency adoption of this Law as adopted through BC-02-25-26-C expires and will remain in effect for an additional six (6) month term which will end on February 25, 2027.

Requested Action

Approve the Resolution: Extension of the Emergency Adoption of the Safe Neighborhoods Law

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution

Extension of the Emergency Adoption of the Safe Neighborhoods Law

- 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 Safe Neighborhoods law ("the Law") was adopted by the Oneida Business Committee
10 on an emergency basis on February 25, 2026, through the adoption of resolution BC-02-
11 25-26-C; and
12
- 13 **WHEREAS,** the purpose of the Law is not to impose a criminal penalty but rather to serve the Nation's
14 compelling interest to promote, protect, and improve the health, safety, and welfare of the
15 reservation population by prohibiting sex offenders from loitering or residing in specified
16 areas around locations where vulnerable populations, including children, regularly
17 congregate; and
18
- 19 **WHEREAS,** the Legislative Procedures Act authorizes the Oneida Business Committee to enact
20 legislation on an emergency basis when legislation is necessary for the immediate
21 preservation of the public health, safety, or general welfare of the Reservation population,
22 and the adoption of the legislation is required sooner than would be possible under the
23 Legislative Procedures Act; and
24
- 25 **WHEREAS,** the emergency adoption of this Law was, and continues to be, necessary for the
26 preservation of the safety and general welfare of the reservation population due to the fact
27 that sex offenders are a serious threat to the public safety of vulnerable populations,
28 including children, if regulatory measures are not in place that protect the community by
29 reducing opportunity and temptation by prohibiting sex offenders from being present on or
30 residing in specified areas designated as places where vulnerable populations commonly
31 congregate; and
32
- 33 **WHEREAS,** observance of the requirements under the Legislative Procedures Act for adoption of this
34 Law was, and continues to be, contrary to public interest since and the process and
35 requirements of the Legislative Procedures Act cannot be completed in time to ensure that
36 the Law can be adopted and implemented in time to best protect the safety and general
37 welfare of the reservation population; and
38
- 39 **WHEREAS,** emergency adoption of legislation is effective for a period of six (6) months, renewable by
40 the Oneida Business Committee for an additional six (6) month term; and
41

BC Resolution _____
Extension of the Emergency Adoption of the Safe Neighborhoods Law
Page 2 of 2

42 **WHEREAS,** the emergency adoption of this Law will expire on August 25, 2026; and
43

44 **WHEREAS,** a six (6) month extension of the emergency adoption of this Law is being requested to allow
45 for the Law to remain in effect while the Legislative Operating Committee finalizes the
46 development of the Law to be presented to the Oneida Business Committee for permanent
47 adoption; and
48

49 **NOW THEREFORE BE IT RESOLVED,** that the emergency adoption of the Safe Neighborhoods law is
50 hereby extended for an additional six (6) month period effective August 25, 2026, and shall expire on
51 February 25, 2027.



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



Statement of Effect

Extension of the Emergency Adoption of the Safe Neighborhoods Law

Summary

This resolution extends the emergency adoption of the Safe Neighborhoods law for an additional six (6) month period.

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

Date: July 21, 2026

Analysis by the Legislative Reference Office

This resolution extends the emergency adoption of the Safe Neighborhoods law (“the Law”) for an additional six (6) month period. On February 25, 2026, the Oneida Business Committee adopted the Law on an emergency basis, through the adoption of resolution BC-02-25-26-C. The purpose of the Law is not to impose a criminal penalty but rather to serve the Nation’s compelling interest to promote, protect, and improve the health, safety, and welfare of the reservation population by prohibiting sex offenders from loitering or residing in specified areas around locations where vulnerable populations, including children, regularly congregate. [3 O.C. 310.1-1]. The Safe Neighborhoods law recognizes the right of sex offenders to reenter the community. *Id.* Therefore, through the Safe Neighborhoods law, the Nation balances its responsibility to sex offenders with its responsibility to protect the surrounding community by promoting regulatory measures which provide protections for the community that do not wholly prohibit sex offenders from being part of this community. *Id.*

The Legislative Procedures Act (“the LPA”) was adopted by the General Tribal Council for the purpose of providing a process for the adoption or amendment of laws of the Nation. [1 O.C. 109.1-1]. The LPA allows the Oneida Business Committee to take emergency action where it is necessary for the immediate preservation of the public health, safety, or general welfare of the reservation population and when enactment or amendment of legislation is required sooner than would be possible under the LPA. [1 O.C. 109.9-5]. A public meeting and fiscal impact statement are not required for emergency legislation. [1 O.C. 109.8-1(b), 109.9-5(a)]. Emergency legislation takes effect immediately upon adoption by the Oneida Business Committee and remains effective for a six (6) month period of time. [1 O.C. 109.9-5(b)]. The LPA provides the possibility to extend emergency legislation for an additional six (6) months, or until the emergency amendments expire or are permanently adopted. [1 O.C. 109.9-5(b)].

The resolution provides that the emergency adoption of this Law was, and continues to be, necessary for the preservation of the safety and general welfare of the reservation population due to the fact that sex offenders are a serious threat to the public safety of vulnerable populations, including children, if regulatory measures are not in place that protect the community by reducing opportunity and temptation by prohibiting sex offenders from being present on or residing in specified areas designated as places where vulnerable populations commonly congregate.

Additionally, observance of the requirements under the Legislative Procedures Act for the adoption of this Law was, and continues to be, contrary to public interest since the process and requirements of the Legislative Procedures Act cannot be completed in time to ensure that the Law can be adopted and implemented in time to best protect the safety and general welfare of the reservation population.

The extension of the emergency adoption of the Law will become effective on August 25, 2026, when the emergency adoption of this Law as adopted through BC-02-25-26-C expires and will remain in effect for an additional six (6) month term which will end on February 25, 2027.

Conclusion

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

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

Title 3. Health & Public Safety - Chapter 310
SAFE NEIGHBORHOODS

310.1. Purpose and Policy
310.2. Adoption, Amendment, Repeal
310.3. Definitions
310.4. Prohibited Locations
310.5. Residence Restrictions

310.6. Waiver of Residence Restrictions
310.7. Map of Prohibited Locations and Residence Restriction
Distances
310.8. Enforcement and Penalties

310.1. Purpose and Policy

310.1-1. *Purpose.* The purpose of this law is not to impose a criminal penalty but rather to serve the Nation's compelling interest to promote, protect, and improve the health, safety, and welfare of the reservation population by prohibiting sex offenders from loitering or residing in specified areas around locations where vulnerable populations, including children, regularly congregate. This law recognizes the right of sex offenders to reenter the community. Therefore, through this law the Nation balances its responsibility to sex offenders with its responsibility to protect the surrounding community by promoting regulatory measures which provide protections for the community that do not wholly prohibit sex offenders from being part of this community.

310.1-2. *Policy.* It is the policy of the Nation that due to the high rate of recidivism for sex offenders, the Nation declares that sex offenders are a serious threat to the public safety of vulnerable populations, including children, if regulatory measures are not in place that protect the community by reducing opportunity and temptation by prohibiting sex offenders from being present on or residing in specified areas designated as places where vulnerable populations commonly congregate.

310.2. Adoption, Amendment, Repeal

310.2-1. This law was adopted by the Oneida Business Committee on an emergency basis by resolution BC-02-25-26-C.

310.2-2. This law may be amended or repealed by the Oneida Business Committee or General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

310.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

310.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law shall control.

310.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

310.3. Definitions

310.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) "Day" means calendar day.

(b) "Immediate family" means individual's husband, wife, mother, father, son, daughter, brother, sister, grandparent, grandchild, and any of the these relations attained through legal adoption or marriage.

(c) "Judiciary" means the Oneida Nation Judiciary, as identified in Article V of the Constitution and Bylaws of the Oneida Nation, which is the judicial system that was established by Oneida General Tribal Council resolution GTC-01-07-13-B, and then later

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

authorized to administer the judicial authorities and responsibilities of the Nation by Oneida General Tribal Council resolution GTC-03-19-17-A.

(d) “Nation” means the Oneida Nation.

(e) “Oneida Public Safety and Security Commission” means the entity made up of those individuals appointed by the Oneida Business Committee to provide oversight regarding the activities and actions of public safety and security operations throughout the Reservation.

(f) “Park” means any outdoor area held open for use by the public, including, but not limited to a public park, parkway, campground, recreation or open access space area, beach, conservation area, lake access point, recreation trail/route, or Safe Route, by whatever name such area is known by.

(g) “Permanent residence” means a place where the person abides, lodges, or resides for fourteen (14) or more consecutive days.

(h) “Reservation” means all land within the exterior boundaries of the Reservation of the Oneida Nation, as created pursuant to the 1838 Treaty with the Oneida 7 Stat. 566, and any lands added thereto pursuant to federal law.

(i) “Sex offender” means a person who:

(1) Is required to register under Wis. Stats. §301.45 for any sexual offense or as otherwise ordered by a court or is found to have committed a sex offense by another jurisdiction within the meaning of Wis. Stats. §301.45(1d)(am);

(2) Is required to register under Wis. Stats. §301.45 and who has been designated a special bulletin (SBN) sex offender pursuant to Wis. Stats. §301.46 (2) and (2m); or

(3) Within the ten (10) years prior to establishing a permanent or temporary residence within the reservation, has been convicted of or found not guilty by reason of disease or mental defect of a violation of Wis. Stats. §940.30 False Imprisonment, if the victim was a minor and not offender’s child, or Wis. Stats. §940.31 kidnapping, if the victim was a minor and not offender’s child.

(j) “Temporary residence” means a place where the person abides, lodges or resides for a period of four (4) or more days within a thirty (30) day period, or for a period of fourteen (14) or more days during any calendar year and which is not the person's permanent address.

(k) “Trial Court” means the Trial Court of the Oneida Nation Judiciary.

310.4. Prohibited Locations

310.4-1. *Prohibited Locations*. No sex offender shall enter or be present on any property upon which there exists any:

(a) school;

(b) Tribal or other licensed day care or childcare center;

(c) park or park facility;

(d) playground or green space otherwise designated as a play or recreational area by the Nation’s planning department;

(e) athletic field, including any practice field;

(f) library;

(g) community center;

(h) fitness center, recreation center, or gym;

(i) farmers market;

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

(j) place of worship;

(k) any other place designated by the Nation as a place where vulnerable populations, including children, are known to congregate.

310.4-2. *Prohibited Locations Exceptions.* A sex offender present in a prohibited location as identified in section 310.4-1 of this law shall not be found to have committed an offense if any of the following apply:

(a) The property also supports a place of worship, subject to the following conditions:

(1) Entrance and presence on the property may occur only during hours of worship or other religious program or service; and

(2) The sex offender shall not participate in any religious education programs that include individuals under the age of eighteen (18).

(b) The property also supports a use lawfully attended by the sex offender's natural or adopted child, which child's use reasonably requires the attendance of the sex offender, provided that entrance and presence on the property occurs only during hours of activity related to the use by the child.

(c) The property also supports a polling location in a local, state, or federal election, subject to the following conditions:

(1) The sex offender is eligible to vote;

(2) The polling location is the designated polling location for the sex offender; and

(3) The sex offender casts their ballot with whatever usual and customary assistance is available and vacates the property immediately after voting.

(d) The property also supports a school lawfully attended by the sex offender as a student, provided that the sex offender may only remain on the property at such times that are reasonably required for their educational purposes.

(e) The property is accessed for use of a medical facility or clinic, behavioral health clinic, police station, food security services, economic or social services, or other governmental building not otherwise enumerated in 310.4-1 of this law, provided that the sex offender vacates the property immediately after completing the activity or service that required their presence at the property.

310.5. Residence Restrictions

310.5-1. *Prohibited Location of Residence.* No sex offender shall establish a permanent residence or temporary residence within two thousand five hundred (2,500) feet of any prohibited locations identified in section 310.4-1 of this law.

310.5-2. *Measurement of Distance.* For purposes of determining the minimum distance of separation required for the permanent residence or temporary residence of a sex offender, the requirement shall be measured by following a straight line from the outer property line of the permanent residence or temporary residence of the sex offender to nearest outer property line of the prohibited locations identified in section 310.4-1 of this law.

310.5-3. *Residency Restriction Exceptions.* A sex offender residing within an area otherwise prohibited by this law does not commit an offense if any of the following apply:

(a) The sex offender is required to serve a sentence at a jail, prison, juvenile facility, or other facility located at the otherwise prohibited location.

(b) The sex offender had established and registered a permanent residence within a restricted area prior to the effective date of this law.

(1) In such circumstances, a sex offender who duly registered their permanent residence address before residency restrictions were adopted by the Nation shall be

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

- 134 deemed to have received a waiver, provided that this waiver may be revoked in
135 accordance with section 310.6-5 of this law.
- 136 (c) The prohibited location identified in section 310.4-1 of this law was established after
137 the sex offender established a permanent residence at the location and registered that
138 residence as required by law.
- 139 (d) The sex offender is a minor or ward under guardianship.
- 140 (e) The sex offender's most recent offense occurred more than ten (10) years ago and it
141 has been at least ten (10) years since the sex offender has completed any period of
142 incarceration or court mandated supervision for any offense.
- 143 310.5-5. *Prohibition of Sale, Lease, or Rental of Property.* No person or entity shall sell, lease,
144 sublease, rent, convey, or otherwise allow a sex offender to stay in any place, structure, or part
145 thereof with knowledge that it will be used as a permanent residence or temporary residence by
146 any sex offender that is prohibited from establishing residence under this law.
- 147
- 148 **310.6. Waiver of Residence Restrictions**
- 149 310.6-1. *Petition for Residence Restriction Waiver.* A sex offender may request a waiver from
150 the residence restrictions provided in section 310.5-1 of this law by submitting a written request
151 for a waiver, including any pertinent rationale for a waiver, to the Oneida Police Department prior
152 to establishing a residence that would be in violation of this law.
- 153 (a) A sex offender shall not, under any circumstance, be deemed to have established a
154 residence that would otherwise be in violation of this law without first having received
155 permission as evidenced through a waiver. A sex offender cited for residing within a
156 restricted area without first receiving a waiver shall not be eligible to receive a waiver
157 thereafter.
- 158 310.6-2. *Review of Waiver Request.* The Chief of Police or their designee shall conduct a review
159 of the request for a waiver using any pertinent information and the following factors related to the
160 Nation's interest in promoting, protecting, and improving the health, safety, and welfare of the
161 community:
- 162 (a) The nature of the offense causing the individual to be a sex offender;
163 (b) Police reports related to the predicate offense if available;
164 (c) Proximity of the requested residence to the victim;
165 (d) The age of the offense, offender, and victim;
166 (e) Recommendation of the probation or parole officer, if one exists;
167 (f) Recommendation of the police department;
168 (g) Recommendation of any treatment practitioner;
169 (h) Proposals for safety measures and assurances by the sex offender;
170 (i) Conditions to be placed on any exception or variance from the requirements of this law;
171 (j) Support systems in place by the sex offender;
172 (k) Who the sex offender will be or is living with at the prohibited location;
173 (l) Statements of the surrounding community or victim;
174 (m) Treatment, sobriety, or rehabilitative measures taken by the sex offender;
175 (n) The sex offender's current employment or social activities;
176 (o) The sex offender's criminal history; and
177 (p) Whether the sex offender meets any of the exceptions provided for in this law.
- 178 310.6-3. *Approval or Denial of Waiver.* Within fourteen (14) days of receiving a waiver request,
179 the Chief of Police or their designee shall issue a written decision to the sex offender by first class

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

mail, to the address provided by the requestor, in regard to the request for a residence restriction waiver.

(a) The decision of the Chief of Police or their designee shall be one (1) of the following:

(1) denial of the waiver;

(1) approval of the waiver; or

(2) approval of the waiver subject to necessary conditions.

(A) Conditions may include, but are not limited to, the following:

(i) curfew restrictions;

(ii) cohabitation restrictions or requirements;

(iii) sobriety restrictions;

(iv) conduct restrictions; and/or

(v) any other decision deemed reasonable and necessary by the Chief of Police.

(b) Any request for a waiver which has not been approved, approved for a conditional waiver, or denied by the Chief of Police or their designee within thirty (14) days of the request shall be deemed to be denied unless the Chief of Police provides written notice to the sex offender that a one (1) time extension of ten (10) days would be required to make a decision on the waiver.

(c) If a waiver is granted by the Chief of Police or their designee, the exemption shall only apply to the specific sex offender who had applied for the waiver at the requested residence and shall not be transferable to any other or to any other location.

(d) A waiver expires when the sex offender who was granted the waiver changes their residence.

310.6-4. *Appeal of Waiver Decision.* A sex offender may appeal the waiver decision made by the Chief of Police or their designee by submitting a written appeal to the Oneida Public Safety and Security Commission within ten (10) days from the date the waiver decision was postmarked.

(a) The Oneida Public Safety and Security Commission shall make a decision regarding the appeal of the Chief of Police or their designee's decision within fourteen (14) days of receipt of the appeal.

(1) The Oneida Public Safety and Security Commission may use a one (1) time extension of ten (10) days to make a decision on the waiver appeal by providing written notice of the extension to the Chief of Police and the sex offender.

(b) The Oneida Public Safety and Security Commission shall make one of the following decisions in regard to the appeal:

(1) Uphold the Chief of Police or their designee's denial of the waiver; or

(2) Overturn the Chief of Police or their designee's denial of the waiver and approve:

(A) a waiver; or

(B) a waiver subject to conditions.

(c) The decision of the Oneida Public Safety and Security Commission shall be in writing and provided to the sex offender and the Chief of Police.

310.6-5. *Revocation of Waiver.* A waiver issued by the Chief of Police or their designee or the Oneida Public Safety and Security Commission may be revoked by the Chief of Police or their designee if the sex offender is found to have violated the conditions of the waiver or there is probable cause to believe the sex offender has committed an additional violent, heinous, or sexual criminal offense, which had occurred either before or after the waiver was issued.

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

- (a) The Chief of Police or their designee shall provide written notice to the sex offender that the exemption or conditional exemption has been revoked and/or further conditioned.

310.7. Map of Prohibited Locations and Residence Restriction Distances

310.7-1. The Geographic Information System Department shall maintain an official map of the reservation showing prohibited locations and the resulting residency restriction distances.

- (a) The Geographic Information System Department shall review the map on an annual basis and update the map to reflect any changes in the prohibited locations.

- (b) The map shall be made available electronically on the Nation's website.

310.7-2. The absence of a location on the map shall not be a defense to enforcement under this law where the sex offender is found to be within a prohibited location and circumstances make it clear that the sex offender had actual notice of that prohibited location.

310.8. Enforcement and Penalties

310.8-1. *Issuance of a Citation.* An individual who violates any provision of this law may be subject to the issuance of a citation by an Oneida Police Department officer.

- (a) A citation for a violation of this law or any orders issued pursuant to this law may include fines and other penalties, as well as conditional orders made by the Trial Court.

- (b) A citation for a violation of this law shall be processed in accordance with the procedure contained in the Nation's laws and policies governing citations.

- (c) *Notice to the Comprehensive Housing Division.* The Oneida Police Department shall provide notice to the Oneida Law Office attorney assigned to the Comprehensive Housing Division of any citation, revocation, or conditioning of a waiver issued to an individual located at a property rented or leased through the Comprehensive Housing Division.

- (1) Any information or reports shared by the Oneida Police Department officer with the Oneida Law Office attorney shall be redacted by the Oneida Law Office attorney as agreed upon between the Oneida Law Office and the Oneida Police Department Chief of Police prior to release to the Comprehensive Housing Division for potential lease or rental enforcement.

310.8-2. *Penalties.* Upon a finding by the Trial Court that a violation of this law has occurred, the individual may be subject to the following penalties:

- (a) *Fines.* An individual may be ordered to pay a fine as a result of a violation of this law. The Oneida Business Committee shall adopt through resolution a citation schedule which sets forth specific fine amounts for violations of this law.

- (1) All fines shall be paid to the Judiciary.

- (2) Fines shall be paid within ninety (90) days after the order is issued or upheld on final appeal, whichever is later.

- (A) The ninety (90) day deadline for payment of fines may be extended if an alternative payment plan is negotiated by the Oneida Law Office and approved by the Trial Court.

- (3) If an individual does not pay their fine the Trial Court may seek to collect the money owed through the Nation's garnishment and/or per capita attachment process or any other collection process available to the Trial Court.

- (4) Community service may be substituted for part or all of any fine at the minimum wage rate of the Nation for each hour of community service.

- (b) *Community Service.* An individual may be ordered to perform community service. Community service can be used in lieu of, or in addition to, a fine.

Adopted on an Emergency Basis through Resolution BC-02-25-26-C
OBC Consideration of Emergency Extension

(1) All community service assignments shall be approved by the Trial Court. The Trial Court shall give preference to culturally relevant community service assignments or community service assignments that focus on the betterment of the individual's community.

(2) The Trial Court shall provide the individual a written statement of the terms of the community service order, and a statement that the community service order is monitored.

(3) The Trial Court's community service order shall specify:

(A) how many hours of community service the individual is required to complete;

(B) the time frame in which the hours shall be completed;

(C) how the individual shall obtain approval for their community service assignment;

(D) how the individual shall report their hours; and

(E) any other information the Trial Court determines is relevant.

(c) *Counseling or other Programs.* An individual may be ordered to participate in counseling or any other program relevant and available to the Nation.

(d) Any other penalty as deemed appropriate by the Trial Court.

End.

Emergency Adopted – BC-02-25-26-C

Emergency Extended – BC-__-__-__-__

Adopt resolution entitled Amendments to the Code of Ethics Law

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

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 Code of Ethics 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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

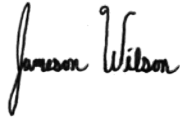
Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
 FROM: Jameson Wilson, LOC Chairperson 
 DATE: August 12, 2026
 RE: Adoption of Amendments to the Code of Ethics Law

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Code of Ethics Law:

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

Overview

The purpose of the Code of Ethics Law is to establish clear standards of conduct rooted in the values of the Oneida people, to guide those entrusted with authority in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. [1 O.C. 103.1-1]. Amendments to the Code of Ethics Law are being sought to:

- Update the Code of Ethics so it clearly focuses on the Oneida Business Committee, bringing all expectations for how leaders should conduct themselves into one easy-to-understand law. [1 O.C. 103.1–103.4].
- Integrate the Great Law of Peace into the ethical foundation, affirming decision-making grounded in peace, unity, and thoughtful deliberation as cultural mandates for governance. [1 O.C. 103.3-1(c)].
- Ground the ethical framework in the Good Mind teachings, infusing leadership obligations with humility, compassion, clarity, and community-centered thinking. [1 O.C. 103.1-2].
- Articulate the concept of Sacred Trust, emphasizing leadership as a duty held on behalf of past, present, and future generations rather than an individual entitlement. [1 O.C. 103.4-1(c)].
- Clarify the definition of “Conflict of Interest” to encompass financial, personal, and political interests affecting leaders and their immediate families, reinforcing impartial stewardship. [1 O.C. 103.3-1(a)].
- Mandate transparent disclosure of conflicts, ensuring ethical clarity consistent with the Good Mind’s call for honesty and openness in governance. [1 O.C. 103.4-2(a)].
- Require OBC members to recuse themselves from matters in which conflicts exist, upholding the Great Law of Peace’s expectation that leaders avoid self-interest. [1 O.C. 103.4-2].

- Implement structured annual and as-needed conflict-of-interest filings, creating accountability mechanisms that reinforce responsible leadership. [1 O.C. 103.4-2(c)(1)-(3)].
- Modernize gift and honoraria reporting by increasing financial thresholds and updating reporting processes to better reflect contemporary governance realities including public disclosure. [1 O.C. 103.4-9(b)].
- Prohibit acceptance of gifts tied to influence or business advantage, protecting the Nation's decision-making from external pressure and maintaining community trust. [1 O.C. 103.4-9(a)].
- Regulate OBC members' applications for positions that report directly to the Committee, preventing conflicts before they arise and strengthening procedural fairness. [1 O.C. 103.4-8].
- Safeguard confidential information by restricting its use for personal, financial, or political benefit, aligning with the Haudenosaunee value of responsible and respectful speech. [1 O.C. 103.4-3].
- Promote fairness and impartiality in leadership actions, ensuring decisions are made through unbiased judgment grounded in the Good Mind and collective well-being. [1 O.C. 103.4-5].
- Prohibit nepotism in hiring, supervision, and resource decisions, maintaining equitable access and protecting the legitimacy of OBC leadership. [1 O.C. 103.4-7].
- Reinforce accountability and transparency as essential qualities of public office, affirming that OBC authority flows from the people and must remain answerable to them. [1 O.C. 103.4-6].
- Elevate cultural accountability by requiring OBC members to conduct themselves in ways that honor Oneida identity, teachings, and responsibilities. [1 O.C. 103.4-11].
- Strengthen expectations for meeting attendance, preparation, and professional engagement, acknowledging that presence and participation are integral to carrying the Sacred Trust. [1 O.C. 103.4-12].
- Codify a comprehensive list of prohibited behaviors—including retaliation, discrimination, misuse of office, and corruption—to uphold dignity and protect community confidence in leadership. [1 O.C. 103.4-10].
- Align enforcement with broader Nation laws to provide consistency, due process, and integrity in the handling of ethical violations. [1 O.C. 103.5].

The Legislative Operating Committee developed the proposed amendments to the Code of Ethics Law through collaboration with representatives from the Oneida Law Office, Oneida Human Resources, Oneida Gaming, and the Oneida Police Department. The Legislative Operating Committee held fifteen (15) work meetings on the development of the amendments to the Code of Ethics Law.

The development of the amendments to the Code of Ethics 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 Code of Ethics Law on May 14, 2026. No individuals provided public comments during this public meeting. The public comment period was then held open until May 21, 2026. One individual provided written comments during the public comment period.

The amendments to the Code of Ethics Law will become effective, August 26, 2026.

Requested Action

Adopt the Resolution: Amendments to the Code of Ethics Law.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Amendments to the Code of Ethics 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 Code of Ethics Law ("the Law") was adopted by the Oneida Business Committee through resolution BC-11-23-94-A and amended by Resolutions BC-04-12-06-JJ, and BC-09-27-06-E; and
- WHEREAS,** the purpose of this Law is to establish clear standards of conduct rooted in the values of the Oneida people, to guide the Oneida Business Committee in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people; and
- WHEREAS,** the amendments to the Law integrate the Great Law of Peace into the ethical foundation, affirming decision-making grounded in peace, unity, and thoughtful deliberation as cultural mandates for governance; and
- WHEREAS,** the amendments to the Law ground the ethical framework in the Good Mind teachings, infusing leadership obligations with humility, compassion, clarity, and community-centered thinking; and
- WHEREAS,** the amendments to the Law articulate the concept of Sacred Trust, emphasizing leadership as a duty held on behalf of past, present, and future generations rather than an individual entitlement; and
- WHEREAS,** the amendments to the Law modernize gift and Honoria reporting by increasing financial thresholds and updating reporting processes to better reflect contemporary governance realities including public disclosure; and
- WHEREAS,** the amendments to the Law codify a comprehensive list of prohibited behavior including retaliation, discrimination, misuse of office, and corruption, to uphold dignity and protect community confidence in leadership; and

BC Resolution _____
Amendments to the Code of Ethics Law
Page 2 of 2

41 **WHEREAS,** the amendments to the Law regulate OBC members' applications for positions that report
42 directly to the OBC, preventing conflicts before they arise and strengthening procedural
43 fairness; and
44
45 **WHEREAS,** the amendments to the Law strengthen expectations for meeting attendance,
46 preparation, and professional engagement, acknowledging that presence and
47 participation are integral to carrying the Sacred Trust; and
48
49 **WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law
50 through collaboration with representatives from the Oneida Law Office; and
51
52 **WHEREAS,** in accordance with the Legislative Procedures Act a legislative analysis and fiscal impact
53 statement were completed for the proposed amendments to the Law; and
54
55 **WHEREAS,** the Legislative Operating Committee held a public meeting on the proposed amendments
56 to the Law on May 14, 2026, with no individuals providing oral comments, and the public
57 comment period for the amendments to this Law was held open until May 21, 2026, with
58 one individual providing written comments; and
59
60 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the amendments
61 to the Code of Ethics Law, which shall become effective on August 26, 2026.



Statement of Effect *Amendments to the Code of Ethics Law*

Summary

This resolution adopts amendments to the Code of Ethics Law.

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

Date: August 05, 2026

Analysis by the Legislative Reference Office

The purpose of the Code of Ethics Law is to establish clear standards of conduct rooted in the values of the Oneida people, to guide those entrusted with authority in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. [1 O.C. 103.1-1]. Amendments to the Code of Ethics Law are being sought to:

- Update the Code of Ethics so it clearly focuses on the Oneida Business Committee, bringing all expectations for how leaders should conduct themselves into one easy-to-understand law. [1 O.C. 103.1–103.4].
- Integrate the Great Law of Peace into the ethical foundation, affirming decision-making grounded in peace, unity, and thoughtful deliberation as cultural mandates for governance. [1 O.C. 103.3-1(c)].
- Ground the ethical framework in the Good Mind teachings, infusing leadership obligations with humility, compassion, clarity, and community-centered thinking. [1 O.C. 103.1-2].
- Articulate the concept of Sacred Trust, emphasizing leadership as a duty held on behalf of past, present, and future generations rather than an individual entitlement. [1 O.C. 103.4-1(c)].
- Clarify the definition of “Conflict of Interest” to encompass financial, personal, and political interests affecting leaders and their immediate families, reinforcing impartial stewardship. [1 O.C. 103.3-1(a)].
- Mandate transparent disclosure of conflicts, ensuring ethical clarity consistent with the Good Mind’s call for honesty and openness in governance. [1 O.C. 103.4-2(a)].
- Require OBC members to recuse themselves from matters in which conflicts exist, upholding the Great Law of Peace’s expectation that leaders avoid self-interest. [1 O.C. 103.4-2].
- Implement structured annual and as-needed conflict-of-interest filings, creating accountability mechanisms that reinforce responsible leadership. [1 O.C. 103.4-2(c)(1)-(3)].
- Modernize gift and honoraria reporting by increasing financial thresholds and updating reporting processes to better reflect contemporary governance realities including public disclosure. [1 O.C. 103.4-9(b)].
- Prohibit acceptance of gifts tied to influence or business advantage, protecting the Nation’s decision-making from external pressure and maintaining community trust. [1 O.C. 103.4-9(a)].

- Regulate OBC members' applications for positions that report directly to the Committee, preventing conflicts before they arise and strengthening procedural fairness. [1 O.C. 103.4-8].
- Safeguard confidential information by restricting its use for personal, financial, or political benefit, aligning with the Haudenosaunee value of responsible and respectful speech. [1 O.C. 103.4-3].
- Promote fairness and impartiality in leadership actions, ensuring decisions are made through unbiased judgment grounded in the Good Mind and collective well-being. [1 O.C. 103.4-5].
- Prohibit nepotism in hiring, supervision, and resource decisions, maintaining equitable access and protecting the legitimacy of OBC leadership. [1 O.C. 103.4-7].
- Reinforce accountability and transparency as essential qualities of public office, affirming that OBC authority flows from the people and must remain answerable to them. [1 O.C. 103.4-6].
- Elevate cultural accountability by requiring OBC members to conduct themselves in ways that honor Oneida identity, teachings, and responsibilities. [1 O.C. 103.4-11].
- Strengthen expectations for meeting attendance, preparation, and professional engagement, acknowledging that presence and participation are integral to carrying the Sacred Trust. [1 O.C. 103.4-12].
- Codify a comprehensive list of prohibited behaviors—including retaliation, discrimination, misuse of office, and corruption—to uphold dignity and protect community confidence in leadership. [1 O.C. 103.4-10].
- Align enforcement with broader Nation laws to provide consistency, due process, and integrity in the handling of ethical violations. [1 O.C. 103.5].

The Legislative Operating Committee held a public meeting on the proposed amendments to the Code of Ethics Law on May 14, 2026. No individuals provided public comments during this public meeting. The public comment period was then held open until May 21, 2026. One individual provided written comments during the public comment period.

The amendments to the Code of Ethics Law will become effective on August 26, 2026.

Conclusion

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



CODE OF ETHICS
LAW AMENDMENTS
LEGISLATIVE ANALYSIS

SECTION 1. EXECUTIVE SUMMARY

Analysis by the Legislative Reference Office	
Intent of the Legislation or Amendments	▪ Update the Code of Ethics so it clearly focuses on the Oneida Business Committee, bringing all expectations for how leaders should conduct themselves into one easy-to-understand law. [1 O.C. 103.1–103.4]. ▪ Integrate the Great Law of Peace into the ethical foundation, affirming decision-making grounded in peace, unity, and thoughtful deliberation as cultural mandates for governance. [1 O.C. 103.3-1(c)]. ▪ Ground the ethical framework in the Good Mind teachings, infusing leadership obligations with humility, compassion, clarity, and community-centered thinking. [1 O.C. 103.1-2]. ▪ Articulate the concept of Sacred Trust, emphasizing leadership as a duty held on behalf of past, present, and future generations rather than an individual entitlement. [1 O.C. 103.4-1(c)]. ▪ Clarify the definition of “Conflict of Interest” to encompass financial, personal, and political interests affecting leaders and their immediate families, reinforcing impartial stewardship. [1 O.C. 103.3-1(a)]. ▪ Mandate transparent disclosure of conflicts, ensuring ethical clarity consistent with the Good Mind’s call for honesty and openness in governance. [1 O.C. 103.4-2(a)]. ▪ Require OBC members to recuse themselves from matters in which conflicts exist, upholding the Great Law of Peace’s expectation that leaders avoid self-interest. [1 O.C. 103.4-2]. ▪ Implement structured annual and as-needed conflict-of-interest filings, creating accountability mechanisms that reinforce responsible leadership. [1 O.C. 103.4-2(c)(1)–(3)]. ▪ Modernize gift and honoraria reporting by increasing financial thresholds and updating reporting processes to better reflect contemporary governance realities including public disclosure. [1 O.C. 103.4-9(b)]. ▪ Prohibit acceptance of gifts tied to influence or business advantage, protecting the Nation’s decision-making from external pressure and maintaining community trust. [1 O.C. 103.4-9(a)]. ▪ Regulate OBC members’ applications for positions that report directly to the Committee, preventing conflicts before they arise and strengthening procedural fairness. [1 O.C. 103.4-8]. ▪ Safeguard confidential information by restricting its use for personal, financial, or political benefit, aligning with the Haudenosaunee value of responsible and respectful speech. [1 O.C. 103.4-3]. ▪ Promote fairness and impartiality in leadership actions, ensuring decisions are made through unbiased judgment grounded in the Good Mind and collective well-being. [1 O.C. 103.4-5].

	- Prohibit nepotism in hiring, supervision, and resource decisions, maintaining equitable access and protecting the legitimacy of OBC leadership. [1 O.C. 103.4-7]. - Reinforce accountability and transparency as essential qualities of public office, affirming that OBC authority flows from the people and must remain answerable to them. [1 O.C. 103.4-6]. - Elevate cultural accountability by requiring OBC members to conduct themselves in ways that honor Oneida identity, teachings, and responsibilities. [1 O.C. 103.4-11]. - Strengthen expectations for meeting attendance, preparation, and professional engagement, acknowledging that presence and participation are integral to carrying the Sacred Trust. [1 O.C. 103.4-12]. - Codify a comprehensive list of prohibited behaviors—including retaliation, discrimination, misuse of office, and corruption—to uphold dignity and protect community confidence in leadership. [1 O.C. 103.4-10]. - Align enforcement with broader Nation laws to provide consistency, due process, and integrity in the handling of ethical violations. [1 O.C. 103.5].
Purpose	The purpose of this law is to establish clear standards of conduct rooted in the values of the Oneida people, to guide those entrusted with authority in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. In a government founded upon the consent of the people, it is the right of the Oneida to expect loyalty, honesty, and accountability from those who serve. [1 O.C. 103.1-1].
Affected Entities	Oneida Business Committee; Office of the Nation Secretary; Oneida Law Office; Elected Officials; Appointed Officials; Employees of the Nation and its enterprises.
Related Legislation	Boards, Committees, and Commissions law; Conflict of Interest law; Removal law.
Enforcement	Enforcement of this law shall be conducted in accordance with all applicable laws and regulations of the Nation. [1 O.C. 103.5]
Due Process	The Code of Ethics law incorporates core due process protections by clearly defining prohibited conduct and ethical obligations in advance, thereby providing notice to Oneida Business Committee members of the standards governing their conduct [1 O.C. 103.4, 103.4-10]. It establishes mandatory conflict-of-interest disclosure and recusal procedures to provide impartial decision-making and prevent biased participation [1 O.C. 103.4-2(a)–(c)] and expressly prohibits retaliation against individuals who report unethical behavior, safeguarding fair enforcement and participation in accountability processes [1 O.C. 103.4-10(e)]. The law further reinforces due process through transparency and public accountability requirements, including open governance practices, public records, and disclosure of gifts and honoraria [1 O.C. 103.4-6(b), 103.4-9(b)–(c)]. Finally, enforcement is constrained by a requirement that all actions be taken in accordance with applicable Oneida laws, preventing arbitrary or ad hoc application [1 O.C. 103.5].
Public Meeting	A public meeting was held on May 14, 2026. No individuals provided comment during the public comment meeting. The public comment period was then held open until May 21, 2026, with one individual providing written comments.
Fiscal Impact	A fiscal impact statement was provided by the Finance Administration on August 5, 2026.

SECTION 2. LEGISLATIVE DEVELOPMENT

- A. **Background.** The Code of Ethics was previously adopted and amended as follows: minutes 10-21-91; resolution BC-11-23-94-A; emergency amendment BC-04-12-06-JJ; amended BC-09-27-06-E.
- B. **Request for Amendments.** The Code of Ethics was carried over from last four (4) terms. Amendments to the Code of Ethics are being sought to strengthen accountability of employees, elected officials, and appointed officials. On October 26, 2022, the Oneida Business Committee adopted a motion to request the Legislative Operating Committee to consider deletion of section 103.7 from the Code of Ethics.

SECTION 3. CONSULTATION AND OUTREACH

- Representatives from the following departments or entities participated in the development of the amendments to this Law and legislative analysis:
 - Oneida Human Resources;
 - Oneida Gaming;
 - Oneida Police Department; and
 - Oneida Law Office;
- The following laws of the Nation were reviewed in the drafting of this analysis:
 - Conflict of Interest law
 - Removal law; and
 - Boards, Committees, and Commissions law.

SECTION 4. PROCESS

- A. The amendments to this Law comply with the process set forth in the Legislative Procedures Act.
- On October 4, 2023, the Legislative Operating Committee added this Law to its Active Files List for amendments.
 - On May 14, 2026, the Legislative Operating Committee held a public comment meeting on the proposed amendments to the Code of Ethics, with the comment period held open until May 21, 2026. One individual provided written comments during the comment period.
 - On June 17, 2026 the Legislative Operating Committee accepted the public comments and the public comment review memorandum for the proposed amendments to the Code of Ethics and deferred them to a work meeting for further consideration.
 - On July 1, 2026, the Legislative Operating Committee approved the updated public comment memorandum with LOC consideration, updated legislative analysis, and updated draft for the proposed amendments to the Code of Ethics.
 - On July 1, 2026, the Legislative Operating Committee approved the Fiscal Impact Statement Request Memorandum for the proposed amendments to the Code of Ethics, and direct the Finance Department to provide the LOC with a fiscal impact statement by July 17, 2026.
 - On August 5, 2026, the Finance Administration provided a fiscal impact statement for the proposed amendments to the Code of Ethics.
- B. At the time this legislative analysis was developed the following work meetings had been held regarding the development of the amendments to this law:
- April 1, 2025: LOC work session.
 - May 5, 2025: LOC work session.

- May 14, 2025: LOC work session with Human Resources.
- June 6, 2025: LOC work session.
- July 28, 2025: LOC work session.
- October 17, 2025: LOC work session
- November 19, 2025: LRO work session with the Oneida Law Office.
- January 9, 2026: LOC work session with Human Resources and Oneida Law Office.
- January 15, 2026: LOC work session Human Resources.
- January 29, 2026: LOC work session.
- February 4, 2026: LOC work session.
- February 16, 2026: LOC work session.
- February 18, 2026: LOC work session.
- March 4, 2026: LOC work session.
- June 17, 2026: LOC work session.

SECTION 5. CONTENTS OF THE LEGISLATION

- **Definitions.** The proposed amendments to the Law remove definitions for terms that are no longer used in the law, including the following: Government Official [1 O.C. 103.2(a)], Administrative Staff [1 O.C. 103.2(b)], Program [1 O.C. 103.2(c)], Program personnel [1 O.C. 103.2(d)], Enterprise [1 O.C. 103.2(e)], Enterprise employees [1 O.C. 103.2(f)]. Definitions are added or amended for the following terms: Administrative Staff [1 O.C. 103.3-1(a)], Conflict of Interest (expanded) [1 O.C. 103.3-1(b)], Family Member [1 O.C. 103.3-1(e)], Nation [1 O.C. 103.3-1(f)], Oneida people [1 O.C. 103.3-1(g)].
 - *Effect.* Updating the definitions to incorporate new terms, remove obsolete ones, and revise existing terms to reflect current practices enhances clarity and precision within the Law. These updates reduce ambiguity by clearly specifying the meaning of each term in context, thereby minimizing the risk of misinterpretation and legal disputes, and improving accessibility for all readers. Definitions clarify the scope and parties subject to the Code, and broadens conflict coverage to include real/apparent interests and immediate family relationships. These changes also affirm Oneida identity by defining the community explicitly, ensuring the law reflects relational accountability and cultural belonging. The expanded Conflict of Interest definition strengthens ethical protections by including family and political interests, not just financial ones.
- **Good mind and Sacred Trust Framework.** The proposed amendments incorporate the Good Mind teachings directly into the ethical foundation of the law. These teachings — including Kahletsyallésła (encouraging the best in each other), Kanolukhwát^sla (compassion and identity), Kaʔnikuhli.yo (openness of spirit), Kaʔtshatst^sla (strength of vision), Kalihwi.yo (good words), Twahwahtsilayá (we are all family), and Yukwatsistayá (the fire within) — are identified as core expectations for OBC members. [1 O.C. 103.1-2].
 - *Effect.* This change re-roots the Code in Oneida cultural teachings, reinforcing that ethical leadership is not merely procedural but spiritual, relational, and reflective of ancestral values. It supports community understanding that leaders are called to uphold balance, compassion, truth, and unity when carrying out their responsibilities.

- **Great Law of Peace Integration.** The proposed amendments incorporate the Great Law of Peace into the definitions section as a guiding principle for leadership conduct and ethical deliberation. [1 O.C. 103.3-1(c)].
 - *Effect.* Incorporating the Great Law of Peace into the Code of Ethics reaffirms that OBC members must carry themselves with calm deliberation, peace, and a sense of collective responsibility. It places Haudenosaunee governance principles at the center of modern legislative expectations, strengthening continuity between ancient teachings and contemporary leadership.
- **Scope of Law Clarified.** The proposed amendments revise the scope of application of the Code of Ethics to apply exclusively to Oneida Business Committee, removing prior references to government officials, program personnel, and employees. [1 O.C. 103.1-1].
 - *Effect.* This clarification distinguishes the ethical frameworks applicable to different groups serving the Nation. Under the amended structure, ethical standards for Oneida Business Committee members are consolidated within the Code of Ethics, reflecting the unique authority and responsibilities of elected leadership. Ethical standards applicable to Nation employees continue to be governed through the Personnel Policies and Procedures, the Conflict of Interest law, and related employment laws and policies. Ethical standards for boards, committees, and commissions are governed through the Boards, Committees, and Commissions Law and entity bylaws, which are designed to address the distinct roles and governance structures of those bodies.

This approach aligns ethical standards with the appropriate governing framework for each group, ensuring that expectations remain defined, enforceable, and tailored to function. By clarifying scope in this manner, the amendments do not remove ethical obligations but instead organize them within the systems where they are most effectively implemented and enforced, supporting consistency, transparency, and accountability across the Nation's governance and employment structures.
- **Unified Standards of Conduct.** The proposed amendments to the Law consolidate all ethical expectations into a single Standards of Conduct section. While the Scope section clarifies *who* the Code applies to, this structural change clarifies *where* the expectations are found. By bringing all standards into one location, the Code becomes easier for the community to understand and for elected leaders to follow, replacing the former multi-section format that applied differently to government officials, program personnel, and enterprise employees.
 - *Effect.* A unified Standards of Conduct section makes the Code more accessible to the public by collecting all expectations in one place. Community members no longer need to navigate multiple sections to understand what is expected from elected leadership. This change also reflects a shift in responsibility: OBC members hold the authority to act on behalf of the Nation, and it is appropriate that the ethical standards be tailored directly to their roles. The unified structure supports transparency and easier public engagement.
- **Conflicts of Interest Procedures Strengthened.** The proposed amendments to the Law introduce more detailed procedures for identifying, disclosing, and addressing conflicts of interest, including required annual and situational disclosure forms, agenda placement, and mandatory abstention when conflicts arise. [1 O.C. 103.4-2(a)-(c)].
 - *Effect.* These updates require that decisions affecting the Nation are made fairly and without personal interests affecting outcomes. By shifting to a structured, proactive approach, the

amendments reduce the likelihood of hidden conflicts or confusion about disclosure obligations. For the community, this means increased confidence that OBC members act with clarity of purpose and integrity consistent with Good Mind teachings.

- ***Employment Application by OBC Members.*** The proposed amendments to the Law regulate when and how a member of the Oneida Business Committee may apply for a position within the Nation while still in office. The amendment requires an OBC member to provide written notice to the full Committee before applying for any position that reports directly to the OBC. The notice must identify the position sought and the hiring authority. The provision also requires the member to refrain from participating in any hiring-related decisions, discussions, or processes for that position. [1 O.C. 103.4-8(a)-(c)].
 - *Effect.* This update increases fairness and transparency in internal hiring by ensuring that OBC members do not use their elected position to gain an advantage when applying for Tribal employment. It helps the community understand that while OBC members may apply for positions, they must do so in a way that respects boundaries, avoids the appearance of influence, and maintains integrity in the hiring process. By clearly defining the required notice and prohibiting participation in hiring decisions, the law supports consistent procedures, protects against conflicts of interest, and strengthens community trust in the Nation's employment practices.
- ***Gift, Honoraria & Sponsored Event Reporting.*** The proposed amendments to the Law raises the gift-reporting threshold to \$500 and creates a new OBC Gift Disclosure Form, while assigning responsibility for public records to the Office of the Nation Secretary. [1 O.C. 103.4-9(a)-(e)]. They also strengthen transparency by requiring OBC members to formally report any gift, honorarium, or sponsored event meeting the reporting threshold, and to submit this information for OBC acceptance as an agenda item. The amendments also require the Office of the Nation Secretary to maintain these disclosures as public records, ensuring community access to this information. [1 O.C. 103.4-9(b)-(c)].
 - *Effect.* These updates help the community clearly see what gifts elected leaders receive and how they are handled. Requiring OBC action prevents individual members from deciding privately whether gifts are appropriate, and placing disclosures in the public record provides openness and accountability. This builds trust by making sure that gifts cannot influence decisions without community awareness and oversight, and reinforces the expectation that OBC members act in service of the Nation rather than personal benefit. This process provides a clear, workable system for determining when gifts are acceptable and when they must be reported. Centralizing recordkeeping strengthens public oversight and supports trust in the fairness and independence of governmental decisions.
- ***Attendance, Preparedness, and Meeting Decorum Requirements.*** The proposed amendments to the Law add a new set of expectations governing an OBC member's participation in official meetings. These updates require OBC members to attend all scheduled meetings unless excused, to arrive prepared after reviewing agenda materials, and to participate professionally and respectfully throughout the proceedings. The section emphasizes that OBC members must avoid disruptive behaviors, refrain from side conversations or distractions, respect the voices of others, and uphold confidentiality in closed-session matters. [1 O.C. 103.4-12(a)-(d)].
 - *Effect.* These additions remind both leaders and the community that the ability of the Nation's government to function effectively depends on the consistent presence and preparedness of its

- elected officials. By clearly outlining expectations around attendance, respectful engagement, and responsible conduct, the amendments reinforce that serving on the OBC is a serious commitment requiring focus, reliability, and discipline. This supports smoother decision-making, strengthens internal professionalism, and demonstrates to the community that OBC members understand the importance of showing up, staying engaged, and honoring their roles in carrying out the Nation's business. This aligns with Haudenosaunee values of collective deliberation and responsible service.
- **Other amendments.** Overall, additional amendments and revisions were made to the Law to address formatting, drafting style, and organization that did not affect the substance of the Law.

SECTION 6. EXISTING LEGISLATION

- A. **Related legislation.** The following laws of the Nation are related to the proposed amendments to this Law:

- **Boards, Committees, and Commissions Law.** The purpose of the Boards, Committees, and Commissions law is to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of persons to boards, committees and commissions, creation of bylaws, maintenance of official records, compensation, and other items related to boards, committees and commissions. [1 O.C. 105.1-1]. The underlying policy is to have consistent and standard procedures for choosing and appointing or electing the most qualified persons to boards, committees and commissions, for creation of bylaws governing boards committees and commissions, and for the maintenance of information created by and for boards, committees and commissions. [1 O.C. 105.1-2].
 - The Boards, Committees, and Commissions Law requires each entity to establish (ethical) behavior standards through its bylaws, including expectations for member conduct and enforcement mechanisms [1 O.C. 105.10-1(d)]. Current bylaws demonstrate that these standards are in place and applied in practice. Pending amendments strengthen this framework by establishing baseline ethical standards at the law level. They preserve the requirement for entity-specific standards through bylaws, creating a consistent and flexible governance structure.
- **Conflict of Interest law.** The purpose of the Conflict of Interest law is for the Nation to ensure that all employees, contractors, elected officials, officers, political appointees, appointed and elected members and all others who may have access to information or materials that are confidential or may be used by competitors of the Nation's enterprises or interests be subject to specific limitations to which such information and materials may be used in order to protect the interests of the Nation. [2 O.C. 217.1-1]. Its underlying policy is to assert its proprietary rights to client lists, trade secrets and any other confidential data generated, developed or commissioned for the Nation in the course of an employee's duties and responsibilities and that all employees, and prospective employees, be made aware of their obligation to uphold such rights. The Nation asserts that no persons who work for the Nation or are responsible for safeguarding its interests nor their relatives, associates, partners, or anyone connected with such persons should in any way benefit against or in competition with the Nation's interests without full and complete prior disclosure to the Nation. [2 O.C. 217.1-2].
 - Under the proposed amendments conflict of interest requirements for Oneida Business Committee members are addressed within the Code of Ethics. Conflict of interest requirements for boards, committees, and commissions are addressed through the Boards,

Committees, and Commissions Law and entity bylaws. Conflict of interest requirements for employees are governed through the Conflict of Interest law and Personnel Policies. This structure provides continued application of conflict standards across all individuals serving the Nation

- **Removal Law.** The purpose of the Removal law is to govern the removal of persons elected to serve on boards, committees and commissions of the Oneida Tribe of Indians of Wisconsin. [1 O.C. 104.1-1]. It is the policy of the Oneida Tribe of Indians of Wisconsin to provide an orderly and fair process for the removal of persons elected to serve on boards, committees and commissions. [1 O.C. 104.1-2].
 - Under the proposed amendments to the Code of Ethics the Oneida Business Committee remains subject to the Removal law. [1 O.C. 103.5].
- **Personnel Policies and Procedures.** The Personnel Policies provide detailed standards governing employee conduct, including expectations for work performance and accountability, requirements for confidentiality and the proper use of Nation information and resources, and prohibitions on misconduct such as fraud, dishonesty, harassment, and misuse of property. These standards are reflected in provisions governing employee discipline and performance expectations, including rules addressing work performance, use of property, personal conduct, and prohibited behaviors [Section V – Employee Relations, Disciplinary Actions], as well as requirements for maintaining the confidentiality of employee records and information [Section IX – Privacy and Confidentiality of Employee Records]. The policies further establish workplace behavior expectations such as professionalism, safety, and respectful conduct in interactions with co-workers and the public [Section V – Employee Relations].
In addition, the Personnel Policies establish formal enforcement mechanisms governing the application of these standards. These mechanisms include supervisor-led investigations and corrective action, progressive discipline up to and including termination, and documented disciplinary procedures [Section V.D – Complaints, Disciplinary Actions, and Grievances]. The policies also provide due process protections through structured complaint and grievance procedures, including multi-level review by management and the Personnel Commission [Section V.D – Grievance Procedures].
 - These policies operate as the primary system governing employee ethical conduct, providing clearly defined standards, consistent application, and enforcement through established employment processes.
- **Whistleblower Protection Law.** The Whistleblower Protection Law is intended to protect the Nation from fraud, theft, and other detrimental conduct by providing protections to employees who report wrongdoing [2 O.C. 211.1-1; 211.1-2]. This law establishes:
 - A mechanism for employees to disclose misconduct, including fraud, theft, misuse of funds, unethical conduct, and violations of Nation law or policy [2 O.C. 211.4-1].
 - Protection from retaliation for individuals who make such disclosures [2 O.C. 211.4-2].
 - Investigation authority through Internal Audit and referral to appropriate enforcement bodies, including management, law enforcement, or governing entities [2 O.C. 211.4-5].
 - Disciplinary consequences for individuals found to have engaged in retaliation or underlying misconduct, including termination, sanctions, or removal from office [2 O.C. 211.5-3].

The Whistleblower Law applies broadly to employees and officials and serves as a cross-cutting accountability mechanism, reinforcing ethical standards by ensuring that misconduct can be reported, investigated, and addressed without fear of retaliation.

SECTION 7. ENFORCEMENT AND ACCOUNTABILITY

- The Oneida Business Committee remains subject to all applicable laws and policies of the Nation including the Removal law. [1 O.C. 103.5].

SECTION 8. OTHER CONSIDERATIONS

Pending Amendments. The Boards, Committees, and Commissions Law and the Conflict of Interest law are undergoing amendments to further clarify and strengthen ethical requirements for both BCC members and Nation employees. While existing laws and policies already provide comprehensive ethical coverage, these parallel efforts reinforce accountability, provide consistency across governance systems, and enhance transparency for the Nation.

- *Conclusion.* The proposed amendments reflect an alignment of law with established governance practices and ongoing legislative development, rather than a reduction in ethical expectations or accountability.

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

- *Conclusion.* The Legislative Operating Committee received a fiscal impact statement from the Finance Administration on August 5, 2026.

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Title 1. Government and Finances - Chapter 103

~~CODE OF ETHICS~~

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matters that will be followed

CODE OF ETHICS

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103.1. Purpose and Policy

103.1-1. It is the policy of the Oneida Tribe of Indians of Wisconsin to promote the highest ethical conduct in all of its elected and appointed officials, and employees. This Code of Ethics represents a beginning, it is the very minimum standard of conduct which is expected. This Code is intended to create a base from which all persons are expected to work upwards and strive to work toward improving the health, safety and welfare of the Oneida Nation, citizens of the Nation, employees of the Tribe, and persons living in and around the jurisdiction of the Oneida Tribe of Indians of Wisconsin.

103.2. Definitions

(a) Government Official. A "government official" includes all persons who are elected or appointed to serve on the Oneida Business Committee and any board, committee, or commission created by the 103.1-1. Purpose. The purpose of this law is to establish clear standards of conduct rooted in the values of the Oneida people, to guide the Oneida Business Committee in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. In a government founded upon the consent of

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the people, it is the right of the Oneida to expect loyalty, honesty, and accountability from those who serve.

103.1-2. Policy. It is the policy of the Nation that Oneida Business Committee ~~or Oneida General Tribal Council.~~

~~(b) **Administrative Staff.** "Administrative Staff" includes all personnel employed and involved in the functioning of the government.~~

~~(c) **Program.** A "program" includes all activities of the Oneida Tribe of Indians of Wisconsin not expected to create revenue for the Tribe or those activities not expected to make a profit at any time. Further, this includes those persons that are employees of the Tribe working in these areas. Examples of, but are not limited to, governmental services include the Tribal School, Health Works, Maintenance, Multi Purpose Center, Oneida Community Library.~~

~~(d) **Program personnel.** "Program Personnel" are those persons who work in Programs of the Oneida Tribe of Indians of Wisconsin.~~

~~(e) **Enterprise.** An "enterprise" includes all activities of the Oneida Tribe of Indians of Wisconsin that are engaged in for the business of profit. Examples of, but not limited to, enterprises are Oneida Printing, Oneida Construction, Oneida Promotions.~~

~~(f) **Enterprise employees.** "Enterprise Employees" are those persons employed in an Oneida Enterprise.~~

103.3. Government

~~103.3-1. All government officials shall be subject to the Code of Ethics as set forth herein and to the intent of the code as set forth above.~~

~~103.3-2. The Code of Ethics shall be as set out below, recognizing that the concept of ethical conduct encompasses action as well as inaction, and represents an area of self regulation. Provided further, that it is the policy of government officials to demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all public activities in order to inspire public confidence and trust in the governmental officials of the Oneida Tribe of Indians of Wisconsin.~~

~~103.3-3. The following shall govern the interaction between government officials and their constituents, co-officials, and employees:~~

~~(a) A government official shall create and maintain an independent and honorable political system, and shall observe high standards of conduct toward achieving this goal, including, but not limited to~~

~~(1) encouraging separation between departments or entities of tribal government, and should avoid contact or duty that violates such a separation.~~

~~(2) avoid participation in action or decision making (except where participation is in accordance with the traditions of the Tribe) that would present an appearance of conflict of interest or an actual conflict of interest.~~

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~~(b) A government official should respect and comply with the law and tradition of the Tribe and should at all times act in a manner that promotes public confidence in the honesty and impartiality of government officials, including but not limited to~~

- ~~(1) influence of family, social or other personal relationships influencing conduct~~
- ~~(2) using prestige of the office to advance private interests of others~~
- ~~(3) conveying use of special influence or being specially influenced.~~

~~(c) A government official should use the following standards in relation to the duties of office~~

- ~~(1) adhere to the laws, customs, and traditions of the Tribe~~
- ~~(2) be patient, dignified and courteous to constituents, co-officials, and others with whom the official deals in an official capacity, and should require similar conduct of others in official proceedings and those personnel subject to the official's discretion and control.~~
- ~~(3) give to every person who is interested in an action time to be heard~~
- ~~(4) not comment to non-tribal members on any proceeding, session, or action unless directed to do so by an official action of the Oneida General Tribal Council, Oneida Business Committee, or their delegates.~~

~~(d) Government officials and their administrative staff shall protect the privileged information to which they have access in the course of official duties, and be prudent in the use of information acquired in the course of their duties. Further, they should not use confidential information for any personal gain, or in a manner which would be detrimental to the welfare of the employer.~~

~~103.3-4. Administrative responsibilities include, but are not limited to, work product and conduct of staff as set out herein~~

- ~~(a) prohibiting staff from making statements on behalf of the Tribe or agency of the Tribe without permission~~
- ~~(b) require staff to observe high standards of honesty and diligence~~
- ~~(c) initiate appropriate disciplinary measures against professional staff for unprofessional conduct which the official may become aware of.~~

~~103.3-5. A government official should disqualify~~ shall carry ~~themselves when their action or inaction might reasonably be questioned, including, but not limited to~~

- ~~(a) personal bias~~
- ~~(b) knowledge that individually or any member of their family or spouse's immediate family, or anyone residing in their household has a financial interest in the subject matter of a proceeding or action, or has any other interest that could be substantially affected~~

~~provided however, that an official disqualified by the above may, instead of withdrawing, disclose on the record the basis of their disqualification. Provided further that the government agency, based on such disclosure, agree unanimously that the government official's participation is not prejudicial or that the financial interest is unsubstantial, the official is no longer disqualified and may participate in the proceeding or action. The agreement or disagreement shall be incorporated in the record of the proceeding or action.~~in

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~~103.3 6. A government official shall regulate their extra governmental activities to minimize the risk of conflict with duties of their office.~~

~~103.3 7. A government official should maintain a distance in financial dealings that would tend to reflect an influence for personal gain, including, but not limited to~~

~~(a) dealings that tend to reflect on their impartiality, interference with performance of governmental duties, or exploit the governmental office~~

~~(b) involvement in businesses that have financial impact or other influence on tribal businesses or actions.~~

~~(c) exceptions are allowed for laws and policies that directly allow the participation of a governmental official, or where the traditions of the Tribe allow participation.~~

~~(d) granting, giving, or influencing the gift, bequest or loan of tribal services, property or monies outside of normal and traditional procedures.~~

~~103.3 8. An official may participate in civic and charitable activities that do not detract from the dignity of the office or interfere with the performance of official duties.~~

103.4. Program

~~103.4 1. The Code of Ethics set forth in this section shall govern the management and employees involved in Tribal Programs.~~

~~103.4 2. This section sets out the minimum ethical standards required of program personnel. However, program personnel are encouraged to keep the community informed on program affairs; encourage communication between citizens and all program personnel; emphasize and practice friendly and courteous service to the public; and seek to improve the quality and image of public service.~~

~~103.4 3. Program personnel shall serve in such a way that they will not realize personal gain from~~**brings honor to** ~~the performance of official duties, including, but not limited to~~

~~(a) seeking favor, personal aggrandizement or profit~~

~~(b) accepting a fee or gift from a fellow employee, a client, a customer, or a business associate of their employer without the knowledge~~**Oneida people** ~~and consent of the senior manager~~

~~(c) exercising discretionary authority to their own benefit.~~

~~103.4 4. Program personnel~~**government. They** ~~shall demonstrate the highest possible standards of personal~~**walk with** ~~integrity, truthfulness, honesty and fortitude in all public activities in order to inspire public confidence and trust in public institutions, including, but not limited to~~

~~(a) dedication to the highest ideals of honor and integrity in all public and personal relationships~~

~~(b) affirm the dignity and worth of the services rendered by the government and maintain constructive, creative, and practical attitude toward community affairs and a deep sense of social responsibility as a trusted public servant.~~

~~103.4 5. Program personnel will avoid any interest or activity that is in conflict with the conduct of official duties, including, but not limited to~~

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~~(a) entering into any activity which may be in conflict with the interest of the Oneida Tribe of Indians of Wisconsin, or which would prejudice the ability to carry out objectively their duties and responsibilities~~

~~(b) eliminating all forms of illegal discrimination, fraud, and mismanagement of public funds, and support colleagues if they are in difficulty because of responsible efforts to correct such discrimination, fraud, mismanagement or abuse~~

~~(c) refrain from participation in the election of members of the employing legislative body, and from all partisan political activities which would impair performance as program personnel.~~

~~103.4 6. Program personnel with hiring, termination, transfer authority should support, implement and promote merit employment and programs of affirmative actions to assure equal employment opportunity by recruitment, selection, and advancement of qualified persons from all elements of society, including, but not limited to~~

~~(a) handling all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions and discipline~~

~~(b) strive for personal professional excellence and encourage the professional development of associates~~

~~(c) accept as a personal duty the responsibility to keep up to date on emerging issues and to administer with professional competence, fairness, impartiality, efficiency and effectiveness~~

~~(d) respect, support, study, and when necessary, work to improve the laws, policies and other regulations which define relationships among public agencies, employees, clients and all citizens~~

~~103.4 7. Program personnel should approach organization and operational duties with a positive attitude and constructively support open communication, creativity, dedication and compassion, including, but not limited to~~

~~(a) submitting policy proposals to supervisors and elected officials; providing them with facts and advice on matters of policy as a basis for making decisions and setting community goals~~

~~(b) upholding and implementing policies adopted by officials.~~

~~103.4 8. Program personnel shall protect the privileged information to which they have access in the course of official duties and be prudent in the use of information acquired in the course of their duties. Further, they should not use confidential information for any personal gain or in a manner which would be detrimental to the welfare of the employer.~~

~~103.5. Enterprise~~

~~103.5 1. The enterprises of the Oneida Tribe of Indians of Wisconsin shall follow the Code of Ethics as listed in this section.~~ laws of the Nation, and uphold the highest standards of ethical conduct in all their duties. All Oneida Business Committee members strive to exhibit and uphold the Nation's core values of The Good Mind as expressed by On<yote>a-ka, which includes:

- (a) Kahletsyal&sla. The heartfelt encouragement of the best in each of us.
- (b) Kanolukhw@la. Compassion, caring, identity, and joy of being.
- (c) Ka>nikuhli-ŷ% The openness of the good spirit and mind.
- (d) Ka>shatst^sla. The strength of belief and vision as a People.
- (e) Kalihwi-ŷ% The use of the good words about ourselves, our Nation, and our future.
- (f) Twahwahts\$ay<. All of us are family.
- (g) Yukwats\$stay<. Our fire, our spirit within each one of us.

103.2. Adoption, Amendment, Repeal

103.2-1. This law was adopted by the Oneida Business Committee members by resolution BC-11-23-94-A, and amended by resolution BC-04-12-06-JJ, BC-09-27-06-E, and BC-XX-XX-XX-X.

103.2-2. This law may be amended or repealed by the Oneida Business Committee members or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

103.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

103.2-4. In the event of a conflict between a provision of this law and a provision of another policy, the provisions of this policy shall control.

103.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

103.3. Definitions

103.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

- (a) "Conflict of Interest" means any financial, personal, or political interest, real or apparent, that could impair an elected official's impartiality or create an appearance of impropriety in performing Oneida Business Committee members duties, including interests held by immediate family members. This includes any financial or familial interest an Oneida Business Committee member or their immediate family members may have in any transaction between the Nation and an outside party.

- (b) “Great Law of Peace” means the Haudenosaunee principles given by the Peacemaker and carried through Hiawatha that brought peace to the original nations by teaching people to use a Good Mind grounded in reason, compassion, unity, and the restoration of balance among all relations. It guides how the people are to live together in peace and mutual respect, using consensus and shared responsibility to maintain harmony in the community.
- (c) “Immediate Family Member” means an individual’s spouse, parent, child, grandparent, grandchild, great-grandparent, great-grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law or sister-in-law, including relationships attained through legal adoption, consistent with Oneida Human Resource Department standards.
- (d) “Nation” means the Oneida Nation.
- (e) “Oneida people” means enrolled members of the Oneida Nation, individuals eligible for enrollment with the Oneida Nation, and descendants of the Oneida Nation.

103.4. Standards of Conduct

103.4-1. *Good Mind and Sacred Trust.* All Oneida Business Committee members shall serve with a Good Mind (see Section 103.1-2) guided by wisdom, compassion, and responsibility and shall avoid actions or situations that give rise to the appearance of impropriety, undue influence, or favoritism. The principles that follow expand on the obligations of Good Mind and Sacred Trust and set forth the foundational duties that guide the conduct of all Oneida Business Committee members.

- (a) *Seventh Generation Stewardship.* Oneida leaders act as temporary stewards on behalf of past generations and the seven generations yet to come, making decisions with deliberate regard for long-term impacts on the Nation’s people, lands, resources, and institutions.
- (b) *People as the Source of Authority.* Authority derives from the Oneida people, not from the office itself. Oneida leaders shall act in the people’s best interests, speak truthfully, manage the Nation’s resources with integrity, and relinquish authority through established processes when the people’s confidence is lost.
- (c) *Haudenosaunee Governance & Sacred Trust.* Guided by the Great Law of Peace, Oneida leaders shall maintain a heart of peace and goodwill, a mind committed to the people’s welfare, and actions shaped by calm and thoughtful deliberation. “Sacred Trust” means the duty to safeguard the Nation’s wellbeing as something held in care, not possession.
- (d) *Land, Sovereignty, and Cultural Continuity.* Oneida leaders shall protect and strengthen the Nation’s sovereignty, lands, language, and cultural ways—an inheritance preserved through generations of sacrifice—so that these gifts remain whole and vibrant for future generations.
- (e) *Accountability and Conflicts of Interest.* Public office exists solely to serve the Oneida people. Using one’s position for personal, financial, or political gain violates this trust. Oneida leaders shall disclose conflicts, avoid improper influence, refrain from participation where a conflict exists, and recognize that the Nation’s resources and reputation belong to the Oneida people, not to officeholders.

(f) Ethical Covenant. This covenant binds Oneida leaders to govern with honesty and transparency; to honor ancestral teachings; to protect sovereignty and lands; and to make decisions worthy of the children who will inherit the Nation. This trust is sacred because it carries the lives of the living, the memory of those who came before, and the future of those yet unborn.

103.4-2. Conflicts of Interest. No Oneida Business Committee member shall take part in decisions or activities where they or an immediate family member hold a direct financial, personal, or political interest, as such actions compromise the integrity of service to the Nation.

(a) Duty to Disclose. Members of the Oneida Business Committee shall disclose any potential or actual conflict of interest using the OBC Conflict of Interest Disclosure Form, which shall be submitted for inclusion on an OBC meeting agenda. The disclosure shall be presented for OBC acceptance, and the member shall refrain from participating in any related discussions or decision-making, when appropriate, to uphold the integrity of governance.

(b) Ongoing Duty to Disclose. Oneida Business Committee members who become aware of a conflict of interest shall promptly disclose its nature and avoid participation in the matter.

(c) Disclosure Forms.

(1) The Oneida Law Office shall create both annual and as-needed conflict disclosure forms.

(2) The Office of the Oneida Nation Secretary shall distribute, collect, and maintain these forms.

(3) All Oneida Business Committee members shall submit disclosure forms annually and within a reasonable time after a conflict arises or becomes known.

103.4-3. Stewardship of Confidential Information. Oneida Business Committee members shall treat confidential information as sacred, using it only for the benefit of the Nation and never for personal gain or harm. No Oneida Business Committee member shall use confidential information obtained through their position to:

(a) Acquire a financial interest in any property, transaction, or enterprise that may be affected by such information;

(b) Speculate or wager;

(c) Harm another's reputation;

(d) Advance personal or political interests; or

(e) Assist another in doing any of the above.

103.4-4. Use of Nation Resources. Oneida Business Committee members are entrusted with the resources of the Nation and shall act as responsible stewards. Misuse, misappropriation, or any form of impropriety in handling the Nation's funds or property is a violation of this sacred trust.

103.4-5. Fair Dealing and Impartiality. Oneida Business Committee members shall carry out their duties with fairness, honesty, and impartiality, honoring the trust placed in them by the Oneida people. Oneida Business Committee members shall:

(a) Refrain from granting special treatment beyond what is available to others under the law;

(b) Make decisions based solely on merit, facts, and the well-being of the Nation, free from bias, favoritism, or personal interest;

(c) Avoid conduct that creates the appearance of impropriety or undermines community trust.

(d) Treat all individuals with respect and dignity, and foster an environment of equity, justice, and inclusion in governmental dealings.

103.4-6. *Accountability and Transparency.* Public service is a sacred responsibility. Oneida Business Committee members are entrusted by the Oneida people to act with integrity, humility, and accountability. Their actions shall reflect the values of the Nation and honor the trust placed in them by the community.

(a) *Duty to be Accountable:* Oneida Business Committee members shall be answerable to the Oneida people for their decisions, conduct, and use of authority; explain their actions, accept responsibility for mistakes, and take corrective steps when necessary. Accountability is not only a legal obligation, it is a cultural duty rooted in respect for the people and the teachings of the Good Mind (see Section 103.1-2).

(b) *Transparency in Governance.* Transparency is essential to maintaining the good mind and the confidence of the people. Oneida Business Committee members shall:

(1) Conduct public business in a manner that is open, honest, and accessible to the community;

(2) Provide timely and accurate information about decisions, policies, and the use of Nation resources; and

(3) Ensure that records, reports, and proceedings are maintained and made available in accordance with the laws and customs of the Nation.

(c) *Community Engagement.* Oneida Business Committee members shall actively seek the voices of the people, respecting the wisdom of elders, the concerns of families, and the guidance of traditional knowledge. Decisions shall reflect the collective good and be made with the understanding that leadership is a service to the Nation, not a privilege.

103.4-7. *Nepotism Prohibited.* The Oneida people expect their leaders to act with integrity and impartiality. Avoiding nepotism is essential to maintaining sacred trust between the government and the community, and to ensuring that all Oneida people have equal opportunity to serve and contribute to the Nation.

(a) *Commitment to Fairness.* Leadership shall be guided by fairness, respect, and the Good Mind (see Section 103.1-2). Favoring family members in employment, appointments, or decision-making undermines the trust of the people and disrupts the balance that is essential to good governance.

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(c) *Employment and Oversight Restrictions.* No Oneida Business Committee member shall supervise, evaluate, or participate in employment decisions involving a family member. The Nation shall implement procedures to ensure that hiring and promotion processes are free from undue influence and favoritism.

103.4-8. *Employment Applications by Oneida Business Committee Members.* Employment Application for Direct Report Positions.

(a) Oneida Business Committee service is a sacred duty that requires attention and impartiality, Oneida Business Committee members who intend to apply for employment in positions that report directly to the Oneida Business Committee shall provide written notice to the Oneida Business Committee prior to applying.

(a) *Notice of Intent.* Written notice shall identify the position sought and the hiring authority. The notice is information and does not require formal approval.

(b) *Hiring Process Participation.* Oneida Business Committee members shall not participate in hiring decisions or processes for positions they seek.

(c) *Scope.* This section applies only to positions that are direct reports to the Oneida Business Committee.

103.4-9. *Gifts and Honorarium.*

(a) *Prohibition on Gifts for Business Privilege.* No Oneida Business Committee member shall accept any gift, gratuity, or honorarium of any value in exchange for, or as a condition of, doing business with the Nation.

(b) *Reporting Requirements.* Oneida Business Committee members shall report any gift, honorarium, or sponsored event with a fair market value of five hundred dollars (\$500) or more that is given in connection with activities organized by or participated in on behalf of the Nation. Such disclosures shall be made using the OBC Gift Disclosure Form and submitted for inclusion on an OBC meeting agenda. The disclosure shall be presented for Oneida Business Committee acceptance, and the member shall refrain from participating in any related discussions or decision-making, when appropriate, to uphold the integrity of governance.

(1) Sponsored events not paid for or reimbursed by the Nation or another government, such as social, recreational, or entertainment events must be reported as gifts.

(2) Events paid for or reimbursed by another government for official duties, such as consultations, meetings, or training, are official business and not reportable under this section.

(c) *Gift Disclosure Form and Public Record.* Gifts or gratuities meeting the criteria in 103.4-9(b) shall be documented using the Gift Disclosure Form and submitted to the Office of the Nation's Secretary within ten (10) business days of receipt.

(1) The Office of the Secretary shall maintain a public record of all reported gifts and honoraria; and

(2) The Oneida Law Office shall maintain and update the Gift Disclosure Form and related procedures.

(d) Gifts below the Reporting Threshold. Gifts or honoraria valued at four hundred ninety-nine dollars and ninety-nine cents (\$499.99) or less are not required to be reported on the Gift Disclosure Form.

(e) Cultural and Ceremonial Gifts. Gifts given in the context of traditional, ceremonial, or cultural exchange shall be exempt from reporting requirements. Oneida Business Committee members are encouraged to consult with the Oneida Law Office when in doubt.

103.4-10. Prohibited Conduct. Oneida Business Committee members are expected to walk with the Good Mind (see Section103.1-2), honoring the trust of the people and the teachings of the Great Law of Peace. The following conduct is prohibited as it undermines the integrity of governance, the dignity of the Nation, and the responsibilities entrusted to those who serve. No Oneida Business Committee member shall:

(a) Use their position for personal gain, financial benefit, or advancement of family, friends, or associates.

(b) Engage in any form of bribery, coercion, or undue influence in the performance of their duties.

(c) Misuse or misappropriate Nation resources, including funds, property, or confidential information.

(d) Discriminate against or harass any individual based on race, gender, age, religion, tribal affiliation, or any other protected status.

(e) Retaliate against any person who reports unethical behavior, misconduct, or violations of this law.

(f) Falsify records, reports, or communications related to their Oneida Business Committee member duties.

(g) Accept gifts, gratuities, or honoraria in violation of Section103.4-9.

(h) Participate in decisions where a conflict of interest exists, as defined in Section103.4-2.

(j) Engage in nepotism or favoritism in hiring, supervision, or contracting, as prohibited in Section103.4-7.

(k) Act in a manner that brings dishonor to the Oneida people or undermines the public's trust in the Nation's government.

103.4-11. Cultural Accountability. Oneida Business Committee members are reminded that their conduct reflects not only on themselves but on the Nation as a whole. They are expected to uphold the teachings of the Good Mind (see Section103.1-2), protect the well-being of the community, and serve with humility, honor, and respect.

103.4-12. Attendance and Meeting Conduct. Oneida Business Committee members shall honor their responsibility to participate fully and professionally in the governance of the Nation. Attendance and conduct during meetings reflect the integrity of leadership and the trust placed in the Oneida Business Committee by the Oneida people. Accordingly:

(a) Commitment to Presence and Preparedness. Oneida Business Committee members shall attend all scheduled meetings unless excused or prevented by circumstances beyond their control. Absences should be communicated promptly and with respect for the body's

ability to conduct business. Oneida Business Committee members are expected to arrive prepared, having reviewed all materials necessary for informed decision-making.

(b) *Engagement and Respectful Dialogue.* Meetings shall be conducted in a manner the upholds the Good Mind (see Section 103.1-2) and fosters constructive dialogue. Oneida Business Committee members shall:

(1) Participate actively and thoughtfully, contributing to deliberations with clarity and respect.

(2) Listen attentively to others, avoid interruptions, and ensure that all voices are heard.

(3) Refrain from conduct that disrupts proceedings or diminishes the dignity of the office.

(c) *Professionalism and Integrity in Deliberation.* Decisions shall be made based on merits, facts, and the collective good of the Nation. Oneida Business Committee members shall:

(1) Avoid side conversations, electronic distractions, or any behavior that signals disengagement.

(2) Maintain confidentiality of closed-session discussions and sensitive information.

(3) Conduct themselves in a manner that reflects honor, impartiality, and accountability.

(d) *Responsibility for Governance Continuity.* Attendance and participation are essential to the functioning of the Nation's government. Persistent failure to meet these expectations may constitute a breach of sacred trust.

~~**103.5.** 103.5-2. This section sets out the minimum ethical standards required of enterprise employees. However, enterprise personnel are encouraged to conduct themselves in such a way as to maximize their input in a positive and knowledgeable manner and to accept such input such that those suggestions benefit the enterprises of the Oneida Tribe of Indians of Wisconsin.~~

~~103.5-3. Enterprise employees are expected to have a commitment to integrity, which includes, but is not limited to~~

~~(a) Integrity towards the customer. An enterprise employee is expected to:~~

~~(1) Never misrepresent the quality, features or availability of the Tribes products or services or those of its competitors.~~

~~(2) Never engage in industrial espionage or commercial bribery~~

~~(3) Never unlawfully interfere with contracts between a competitor and a customer~~

~~(4) Never buy from suppliers, or hint that we will buy from them, on the condition that they use tribal products or services.~~

~~The Tribe's competitive efforts rely on the merits of its products and services. Enterprise employees should concentrate or anticipate and satisfy the needs of our customers, and should not seek to limit the competitive opportunities of our rivals.~~

~~(b) Integrity towards the Tribe. An enterprise employee is expected to:~~

~~(1) Be honest with the Tribe's's time and property~~

- ~~(2) Reporting to work as scheduled~~
- ~~(3) Doing full day's work~~
- ~~(4) Keeping absences to minimum and documented~~
- ~~(5) Handle customer contacts with the highest standards of professionalism and courtesy~~
- ~~(6) Avoid any outside activity that could adversely affect the independence and objectivity of your judgement, interfere with the timely and effective performance of your duties and responsibilities, or that could discredit the Tribe or conflict, or appear to conflict, with the Tribe's best interests.~~
- ~~(7) Preventing the loss, damage, misuse or theft of tribal property is part of every employee's job. Tribal property should be protected through safeguards such as locking desks, offices and unattended vehicles or facilities, restricting nonemployee or other unauthorized access, avoidance of waste or excess, observing rules regarding identification, package inspection, personal property registration.~~

~~Enterprise employees are expected to, both on and off the job, to support the Tribe's efforts to succeed in the world-wide market place.~~

~~(c) Integrity to themselves. Each enterprise employee is responsible for his or her actions. For each, integrity is a personal responsibility. No one may justify an illegal act by claiming it was ordered by someone higher in management. No one, regardless of rank, is ever authorized to direct an employee to commit an illegal, or unethical act.~~

- ~~(1) The Tribe expects any employee to report any violation of the Code of Ethics, as well as any other dishonest or illegal acts of which they become aware in the workplace. The Tribe will not tolerate reprisals against any employee who, in good faith, makes such reports. Employees who report actions are protected by the laws of the Oneida Tribe.~~
- ~~(2) The Tribe encourages enterprise employees as private citizens to participate in public and civic affairs. Employees should ensure that no conflict of interest, either actual or potential, exists between the Tribe and their duties in public or civic affairs, whether elective or appointed, paid or voluntary.~~
- ~~(3) When spending tribal money, or your own for reimbursement later, or when requesting services on the Tribe's behalf, make sure that the Tribe receives the proper value in return and that the expenditure is for a legitimate business purpose. Every employee who has control over company funds is personally accountable for them.~~
- ~~(4) Employees are forbidden to engage in the following conduct:
 - ~~(A) Illegal use, possession, distribution, transportation, sale, purchase or transfer of controlled substances or drugs~~
 - ~~(B) Intoxication on company time, premises, or other business~~
 - ~~(C) Fighting on job or premises~~
 - ~~(D) Possession of unauthorized firearms~~~~

~~(E) Using rude, abusive or obscene language with costumer, or around customers~~

~~(F) Refusing to serve a costumer.~~

~~(d) Integrity to competitors. The Tribe is committed to engaging in a free and open market, to the extent that preference laws enacted by the tribal government are in effect, enterprise employees may not attempt to influence the sale or purchase of goods and services in any way.~~

~~(1) The Tribe's competitive efforts must rely on the merits of its products and services. Employees should concentrate on anticipating and satisfying the needs of our customers, and should not seek to limit the competitive opportunities of our rivals.~~

~~(2) The Tribe's policy is to honor our own copyright's and copyrights of others. To that end, licenses or permission is needed when using any object, item, idea, etc., that is copyrighted or which is owned by another.~~

~~(3) Enterprise employees shall not give or receive inappropriate gifts or provide unusual hospitality to customers or potential customers or their employees that will unfairly influence their purchasing decision.~~

~~(4) Enterprise employees are required to report gifts other than promotional items of nominal value promptly to your supervisor and then return them to the donor, if possible, or dispose of them in another appropriate manner. Provided that, in any differences between this Ethics Code and any Conflict of Interest Code, the latter shall prevail.~~

~~(5) Enterprise employees should:~~

~~(A) Have no relationship, financial or otherwise, with any supplier or competitor that might be construed as a conflict of interest, or that even might appear to impair your judgement on behalf of the Tribe.~~

~~(B) Never accept or solicit, even indirectly, gifts, loans, "kick-backs", special privileges, services, or unusual hospitality. Does not apply to low value promotional items of a general advertising nature.~~

~~103.5-4. Enterprise employees are specifically encouraged to protect the Tribe's intellectual property and proprietary information. Proprietary information is any information or knowledge created, acquired or controlled by the Tribe that the Tribe has determined should not be published or released to others. It includes, but is not limited to, financial and billing records, unannounced products and services, technical information, sales and marketing data, and employee records. If the release of the information could cause the Tribe the loss of a critical competitive advantage, could hurt relationships with customers or could embarrass or harm fellow employees it is considered proprietary.~~

~~When enterprise employees leave the Tribe, all documents and records containing proprietary information must be returned to the Tribe. Further, there is a continuing obligation to safeguard any information obtained during the course of their employment.~~

~~103.5-5. All enterprise employees are required to conduct themselves according to the highest ethical standards of integrity and honesty. Further, each employee is expected to comply with all applicable tribal, federal, state and local laws. Finally, an employee should not undertake any activity that is aimed at, or could reasonably have the effect of, retarding the success of the Tribe in the market place, and should avoid any actions inconsistent with this commitment.~~

~~103.6. Enforcement.~~

~~103.6-1. This code shall be enforced according to the following:~~

~~(a) Government officials may be subject to either removal, if elected, or termination, if appointed, for a violation of any portion of this ethics code as it applies to them.~~

~~(b) Programs and Enterprises shall be removed according to the procedures set out in the Oneida Personnel Procedures and Policies Manual. Provided that, suspension while investigation or termination is an appropriate action, and one offense is sufficient for termination. Provided further, that any suspension shall be without pay.~~

~~103.7. Gifts and Gratuities~~

~~103.7-1. Notwithstanding any provision of this law, no governmental official, administrative staff, employee of a program or enterprise, or a program or enterprise may accept a gift or gratuity of any value for the privilege of doing business with the Oneida Tribe of Indians of Wisconsin.~~

~~103.7-2. Further, any person or entity listed in section 7-1 is required to report gifts of gratuities with a value of \$50.00 or more which is given:~~

~~(a) For activities participated in or organized by the Oneida Tribe; or~~

~~(b) To the person or entity listed in section 7-1 on behalf of the Oneida tribe.~~

~~Those gifts or gratuities with a value of \$50.00 or more shall be document on form CE-1 and forwarded to the Property Management Office within the Accounting Department of the Oneida Tribe.~~

~~103.7-3. All gifts or gratuities having a value of \$49.99 or less need not be documented on form CE-1. However, no individual may retain any gift or gratuity meeting the definition set out in section 7-2 for personal gain.~~

~~**Enforcement.** Enforcement of this law shall be conducted in accordance with all applicable laws and regulations of the Nation.~~

~~End.~~

Adopted - Oneida Business Committee minutes, 10-21-91

Adopted - BC-11-23-94-A

Emergency Amendment - BC-04-12-06-JJ

Amended - BC-09-27-06-E (adoption of emergency amendment)

Amended - BC- - - -

Title 1. Government and Finances - Chapter 103
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matters that will be followed
CODE OF ETHICS

103.1.	Purpose and Policy	103.4.	Standards of Conduct
103.2.	Adoption, Amendment, Repeal	103.5.	Enforcement
103.3.	Definitions		

103.1. Purpose and Policy

103.1-1. *Purpose.* The purpose of this law is to establish clear standards of conduct rooted in the values of the Oneida people, to guide the Oneida Business Committee in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. In a government founded upon the consent of the people, it is the right of the Oneida to expect loyalty, honesty, and accountability from those who serve.

103.1-2. *Policy.* It is the policy of the Nation that Oneida Business Committee members shall carry themselves in a way that brings honor to the Oneida people and government. They shall walk with integrity, follow the laws of the Nation, and uphold the highest standards of ethical conduct in all their duties. All Oneida Business Committee members strive to exhibit and uphold the Nation’s core values of The Good Mind as expressed by On<yote>a&ka, which includes:

- (a) Kahletsyal&sla. The heartfelt encouragement of the best in each of us.
- (b) Kanolukhw@la. Compassion, caring, identity, and joy of being.
- (c) Ka>nikuhli-ȳ% The openness of the good spirit and mind.
- (d) Ka>tshatst^sla. The strength of belief and vision as a People.
- (e) Kalihwi-ȳ% The use of the good words about ourselves, our Nation, and our future.
- (f) Twahwahts\$ay<. All of us are family.
- (g) Yukwats\$stay<. Our fire, our spirit within each one of us.

103.2. Adoption, Amendment, Repeal

103.2-1. This law was adopted by the Oneida Business Committee members by resolution BC-11-23-94-A, and amended by resolutions BC-04-12-06-JJ, BC-09-27-06-E, and BC-XX-XX-XX-X.

103.2-2. This law may be amended or repealed by the Oneida Business Committee members or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

103.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

103.2-4. In the event of a conflict between a provision of this law and a provision of another policy, the provisions of this policy shall control.

103.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

103.3. Definitions

103.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) “Conflict of Interest” means any financial, personal, or political interest, real or apparent, that could impair an elected official’s impartiality or create an appearance of impropriety in performing Oneida Business Committee members’ duties, including interests held by immediate family members. This includes any financial or familial interest an Oneida Business Committee member or their immediate family members may have in any transaction between the Nation and an outside party.

(b) “Great Law of Peace” means the Haudenosaunee principles given by the Peacemaker and carried through Hiawatha that brought peace to the original nations by teaching people to use a Good Mind grounded in reason, compassion, unity, and the restoration of balance among all relations. It guides how the people are to live together in peace and mutual respect, using consensus and shared responsibility to maintain harmony in the community.

(c) “Immediate Family Member” means an individual’s spouse, parent, child, grandparent, grandchild, great-grandparent, great-grandchild, mother-in-law, father-in-law, daughter-in-law, son-in-law, brother-in-law or sister-in-law, including relationships attained through legal adoption, consistent with Oneida Human Resource Department standards.

(d) “Nation” means the Oneida Nation.

(e) “Oneida people” means enrolled members of the Oneida Nation, individuals eligible for enrollment with the Oneida Nation, and descendants of the Oneida Nation.

103.4. Standards of Conduct

103.4-1. *Good Mind and Sacred Trust.* All Oneida Business Committee members shall serve with a Good Mind (see Section 103.1-2) guided by wisdom, compassion, and responsibility and shall avoid actions or situations that give rise to the appearance of impropriety, undue influence, or favoritism. The principles that follow expand on the obligations of Good Mind and Sacred Trust and set forth the foundational duties that guide the conduct of all Oneida Business Committee members.

(a) *Seventh Generation Stewardship.* Oneida leaders act as temporary stewards on behalf of past generations and the seven generations yet to come, making decisions with deliberate regard for long-term impacts on the Nation’s people, lands, resources, and institutions.

(b) *People as the Source of Authority.* Authority derives from the Oneida people, not from the office itself. Oneida leaders shall act in the people’s best interests, speak truthfully, manage the Nation’s resources with integrity, and relinquish authority through established processes when the people’s confidence is lost.

(c) *Haudenosaunee Governance & Sacred Trust.* Guided by the Great Law of Peace, Oneida leaders shall maintain a heart of peace and goodwill, a mind committed to the people’s welfare, and actions shaped by calm and thoughtful deliberation. “Sacred Trust” means the duty to safeguard the Nation’s wellbeing as something held in care, not possession.

(d) *Land, Sovereignty, and Cultural Continuity.* Oneida leaders shall protect and strengthen the Nation’s sovereignty, lands, language, and cultural ways—an inheritance preserved

87 through generations of sacrifice—so that these gifts remain whole and vibrant for future
88 generations.

89 (e) *Accountability and Conflicts of Interest*. Public office exists solely to serve the Oneida
90 people. Using one's position for personal, financial, or political gain violates this trust.
91 Oneida leaders shall disclose conflicts, avoid improper influence, refrain from participation
92 where a conflict exists, and recognize that the Nation's resources and reputation belong to
93 the Oneida people, not to officeholders.

94 (f) *Ethical Covenant*. This covenant binds Oneida leaders to govern with honesty and
95 transparency; to honor ancestral teachings; to protect sovereignty and lands; and to make
96 decisions worthy of the children who will inherit the Nation. This trust is sacred because it
97 carries the lives of the living, the memory of those who came before, and the future of those
98 yet unborn.

99 103.4-2. *Conflicts of Interest*. No Oneida Business Committee member shall take part in decisions
100 or activities where they or an immediate family member hold a direct financial, personal, or political
101 interest, as such actions compromise the integrity of service to the Nation.

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103 potential or actual conflict of interest using the OBC Conflict of Interest Disclosure Form,
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105 presented for OBC acceptance, and the member shall refrain from participating in any related
106 discussions or decision-making, when appropriate, to uphold the integrity of governance.

107 (b) *Ongoing Duty to Disclose*. Oneida Business Committee members who become aware of
108 a conflict of interest shall promptly disclose its nature and avoid participation in the matter.

109 (c) *Disclosure Forms*.

110 (1) The Oneida Law Office shall create both annual and as-needed conflict
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113 maintain these forms.

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118 gain or harm. No Oneida Business Committee member shall use confidential information obtained
119 through their position to:

120 (a) Acquire a financial interest in any property, transaction, or enterprise that may be affected
121 by such information;

122 (b) Speculate or wager;

123 (c) Harm another's reputation;

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125 (e) Assist another in doing any of the above.

126 103.4-4. *Use of Nation Resources*. Oneida Business Committee members are entrusted with the
127 resources of the Nation and shall act as responsible stewards. Misuse, misappropriation, or any form
128 of impropriety in handling the Nation's funds or property is a violation of this sacred trust.

103.4-5. *Fair Dealing and Impartiality.* Oneida Business Committee members shall carry out their duties with fairness, honesty, and impartiality, honoring the trust placed in them by the Oneida people. Oneida Business Committee members shall:

- (a) Refrain from granting special treatment beyond what is available to others under the law;
- (b) Make decisions based solely on merit, facts, and the well-being of the Nation, free from bias, favoritism, or personal interest;
- (c) Avoid conduct that creates the appearance of impropriety or undermines community trust.
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(b) *Transparency in Governance.* Transparency is essential to maintaining the good mind and the confidence of the people. Oneida Business Committee members shall:

- (1) Conduct public business in a manner that is open, honest, and accessible to the community;
- (2) Provide timely and accurate information about decisions, policies, and the use of Nation resources; and
- (3) Ensure that records, reports, and proceedings are maintained and made available in accordance with the laws and customs of the Nation.

(c) *Community Engagement.* Oneida Business Committee members shall actively seek the voices of the people, respecting the wisdom of elders, the concerns of families, and the guidance of traditional knowledge. Decisions shall reflect the collective good and be made with the understanding that leadership is a service to the Nation, not a privilege.

103.4-7. *Nepotism Prohibited.* The Oneida people expect their leaders to act with integrity and impartiality. Avoiding nepotism is essential to maintaining sacred trust between the government and the community, and to ensuring that all Oneida people have equal opportunity to serve and contribute to the Nation.

(a) *Commitment to Fairness.* Leadership shall be guided by fairness, respect, and the Good Mind (see Section 103.1-2). Favoring family members in employment, appointments, or decision-making undermines the trust of the people and disrupts the balance that is essential to good governance.

(b) *Preferential Treatment Prohibited.* No Oneida Business Committee member shall use their position to secure employment, advancement, contracts, or other benefits for immediate family members or close relatives. All decisions shall be made based on merit, qualifications, and the best interests of the Nation.

(c) *Employment and Oversight Restrictions.* No Oneida Business Committee member shall supervise, evaluate, or participate in employment decisions involving a family member. The Nation shall implement procedures to ensure that hiring and promotion processes are free from undue influence and favoritism.

103.4-8. *Employment Applications by Oneida Business Committee Members.* Employment Application for Direct Report Positions.

(a) Oneida Business Committee service is a sacred duty that requires attention and impartiality, Oneida Business Committee members who intend to apply for employment in positions that report directly to the Oneida Business Committee shall provide written notice to the Oneida Business Committee prior to applying.

(a) *Notice of Intent.* Written notice shall identify the position sought and the hiring authority. The notice is information and does not require formal approval.

(b) *Hiring Process Participation.* Oneida Business Committee members shall not participate in hiring decisions or processes for positions they seek.

(c) *Scope.* This section applies only to positions that are direct reports to the Oneida Business Committee.

103.4-9. *Gifts and Honorarium.*

(a) *Prohibition on Gifts for Business Privilege.* No Oneida Business Committee member shall accept any gift, gratuity, or honorarium of any value in exchange for, or as a condition of, doing business with the Nation.

(b) *Reporting Requirements.* Oneida Business Committee members shall report any gift, honorarium, or sponsored event with a fair market value of five hundred dollars (\$500) or more that is given in connection with activities organized by or participated in on behalf of the Nation. Such disclosures shall be made using the OBC Gift Disclosure Form and submitted for inclusion on an OBC meeting agenda. The disclosure shall be presented for Oneida Business Committee acceptance, and the member shall refrain from participating in any related discussions or decision-making, when appropriate, to uphold the integrity of governance.

(1) Sponsored events not paid for or reimbursed by the Nation or another government, such as social, recreational, or entertainment events must be reported as gifts.

(2) Events paid for or reimbursed by another government for official duties, such as consultations, meetings, or training, are official business and not reportable under this section.

(c) *Gift Disclosure Form and Public Record.* Gifts or gratuities meeting the criteria in 103.4-9(b) shall be documented using the Gift Disclosure Form and submitted to the Office of the Nation's Secretary within ten (10) business days of receipt.

(1) The Office of the Secretary shall maintain a public record of all reported gifts and honoraria; and

(2) The Oneida Law Office shall maintain and update the Gift Disclosure Form and related procedures.

(d) *Gifts below the Reporting Threshold.* Gifts or honoraria valued at four hundred ninety-nine dollars and ninety-nine cents (\$499.99) or less are not required to be reported on the Gift Disclosure Form.

(e) *Cultural and Ceremonial Gifts.* Gifts given in the context of traditional, ceremonial, or cultural exchange shall be exempt from reporting requirements. Oneida Business Committee members are encouraged to consult with the Oneida Law Office when in doubt.

103.4-10. *Prohibited Conduct.* Oneida Business Committee members are expected to walk with the Good Mind (see Section 103.1-2), honoring the trust of the people and the teachings of the Great Law of Peace. The following conduct is prohibited as it undermines the integrity of governance, the dignity of the Nation, and the responsibilities entrusted to those who serve. No Oneida Business Committee member shall:

(a) Use their position for personal gain, financial benefit, or advancement of family, friends, or associates.

(b) Engage in any form of bribery, coercion, or undue influence in the performance of their duties.

(c) Misuse or misappropriate Nation resources, including funds, property, or confidential information.

(d) Discriminate against or harass any individual based on race, gender, age, religion, tribal affiliation, or any other protected status.

(e) Retaliate against any person who reports unethical behavior, misconduct, or violations of this law.

(f) Falsify records, reports, or communications related to their Oneida Business Committee member duties.

(g) Accept gifts, gratuities, or honoraria in violation of Section 103.4-9.

(h) Participate in decisions where a conflict of interest exists, as defined in Section 103.4-2.

(j) Engage in nepotism or favoritism in hiring, supervision, or contracting, as prohibited in Section 103.4-7.

(k) Act in a manner that brings dishonor to the Oneida people or undermines the public's trust in the Nation's government.

103.4-11. *Cultural Accountability.* Oneida Business Committee members are reminded that their conduct reflects not only on themselves but on the Nation as a whole. They are expected to uphold the teachings of the Good Mind (see Section 103.1-2), protect the well-being of the community, and serve with humility, honor, and respect.

103.4-12. *Attendance and Meeting Conduct.* Oneida Business Committee members shall honor their responsibility to participate fully and professionally in the governance of the Nation. Attendance and conduct during meetings reflect the integrity of leadership and the trust placed in the Oneida Business Committee by the Oneida people. Accordingly:

(a) *Commitment to Presence and Preparedness.* Oneida Business Committee members shall attend all scheduled meetings unless excused or prevented by circumstances beyond their control. Absences should be communicated promptly and with respect for the body's ability to conduct business. Oneida Business Committee members are expected to arrive prepared, having reviewed all materials necessary for informed decision-making.

(b) *Engagement and Respectful Dialogue*. Meetings shall be conducted in a manner the upholds the Good Mind (see Section 103.1-2) and fosters constructive dialogue. Oneida Business Committee members shall:

(1) Participate actively and thoughtfully, contributing to deliberations with clarity and respect.

(2) Listen attentively to others, avoid interruptions, and ensure that all voices are heard.

(3) Refrain from conduct that disrupts proceedings or diminishes the dignity of the office.

(c) *Professionalism and Integrity in Deliberation*. Decisions shall be made based on merits, facts, and the collective good of the Nation. Oneida Business Committee members shall:

(1) Avoid side conversations, electronic distractions, or any behavior that signals disengagement.

(2) Maintain confidentiality of closed-session discussions and sensitive information.

(3) Conduct themselves in a manner that reflects honor, impartiality, and accountability.

(d) *Responsibility for Governance Continuity*. Attendance and participation are essential to the functioning of the Nation's government. Persistent failure to meet these expectations may constitute a breach of sacred trust.

103.5. Enforcement. Enforcement of this law shall be conducted in accordance with all applicable laws and regulations of the Nation.

End.

Adopted - Oneida Business Committee minutes, 10-21-91

Adopted - BC-11-23-94-A

Emergency Amendment - BC-04-12-06-JJ

Amended - BC-09-27-06-E (adoption of emergency amendment)

Amended - BC- - - -

FINANCE ADMINISTRATION

Fiscal Impact Statement



Add indeterminate due to ...

MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
 FROM: Rae Skenandore, Sr. Analyst/Budget Coordinator
 DATE: July 30, 2026
 RE: Fiscal Impact of the Amendments to the Code of Ethics

I. Estimated Fiscal Impact Summary

Fiscal Impact of the Amendments to the Code of Ethics		
Implementing Agency	Oneida Business Committee	
Estimated Impact	Year One (1)	Five (5) Year Estimate
Total Estimated Fiscal Impact	Fiscal impact is indeterminate	Fiscal impact is indeterminate

II. Background

The Code of Ethics was adopted through resolution BC-11-23-94-A, amended by BC-04-12-06-JJ, and BC-09-27-06-E. The law has been on the active files list since 2012.

The purpose of this law is to establish clear standards of conduct rooted in the values of the Oneida people and to guide the Oneida Business Committee in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. In a government founded upon the consent of the people, it is the right of the Oneida to expect loyalty, honesty, and accountability from those who serve. The amendments to the law include the following changes:

- Updates the Code to apply exclusively to the Oneida Business Committee and removes other elected officials and employees.
- Adds, removes, and clarifies definitions.
- Incorporates the Good Mind teachings as core expectations for the Oneida Business Committee members.
- Consolidates all ethical expectations under the Standards of Conduct section under A Good Mind and Sacred Trust. This section includes the following.
 - Seventh Generation Stewardship.
 - People as the Source of Authority.
 - Haudenosaunee Governance & Sacred Trust.
 - Land, Sovereignty, and Cultural Continuity.

- Accountability and Conflicts of Interest.
 - Ethical Covenant.
- Details procedures for identifying, disclosing, and addressing conflicts of interest, including required annual and situational disclosure forms, agenda placement, and mandatory abstention when conflicts arise.
- Regulates when and how a member of the Oneida Business Committee may apply for a position within the Nation while still in office.
- Updates gift and honoraria reporting by raising the reporting threshold to \$500, creating a Gift Disclosure Form, and assigning responsibility for maintaining those public records to the Office of the Nation Secretary.
- Incorporates a comprehensive list of prohibited behaviors:
 - Using their position for personal gain, financial benefit, or advancement of family, friends, or associates.
 - Engaging in any form of bribery, coercion, or undue influence in the performance of their duties.
 - Misusing or misappropriating Nation resources, including funds, property, or confidential information.
 - Discriminating against or harassing any individual based on race, gender, age, religion, tribal affiliation, or any other protected status.
 - Retaliating against any person who reports unethical behavior, misconduct, or violations of this law.
 - Falsifying records, reports, or communications related to their Oneida Business Committee member duties.
 - Accepting gifts, gratuities, or honoraria in violation of Section 103.4-9.
 - Participating in decisions where a conflict of interest exists, as defined in Section 103.4-2.
 - Engaging in nepotism or favoritism in hiring, supervision, or contracting, as prohibited in Section 103.4-7.
 - Acting in a manner that brings dishonor to the Oneida people or undermines public trust in the Nation's government.
- Sets expectations for participation in official meetings. Expectations include meeting attendance, preparation, and professional engagement.
- States that enforcement of this law shall be conducted in accordance with all applicable laws and regulations of the Nation.
- Other minor grammatical changes.

III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with a petition or 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

The proposed amendments increase the gift and honoraria disclosure threshold from \$50 to \$500 and require a public disclosure process maintained by the Secretary. The amendments do not prohibit the personal retention of reportable gifts or gratuities or require their transfer to the Nation.

V. Financial Impact

No significant administrative costs are anticipated. However, the amendments remove the current restriction on personal retention of certain reportable gifts or gratuities and increase the reporting threshold from \$50 to \$500. Because the historical information regarding the value or disposition of such items was not available, the fiscal impact cannot be quantified. Therefore, the fiscal impact is indeterminate.

VI. Recommendation

Finance does not make a recommendation regarding the proposed action. Rather, the purpose of a Fiscal Impact Statement is to identify and disclose any potential fiscal effects so that the Oneida Business Committee and General Tribal Council have the information necessary to make an informed decision.

Adopt resolution entitled Amendments to the Boards, Committees, and Commissions Law

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

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 Boards, Committees, and Commissions 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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



TO: Oneida Business Committee
FROM: Jameson Wilson, LOC Chairperson 
DATE: August 5, 2026
RE: Adoption of Amendments to the Boards, Committees, and Commissions Law

Please find the following attached backup documentation for your consideration of the adoption of amendments to the Boards, Committees, and Commissions Law:

1. Resolution: Amendments to the Boards, Committees, and Commissions Law
2. Statement of Effect: Amendments to the Boards, Committees, and Commissions Law
3. Boards, Committees, and Commissions Law Amendments Legislative Analysis
4. Boards, Committees, and Commissions Law Amendments Draft (Redline)
5. Boards, Committees, and Commissions Law Amendments Draft (Clean)
6. Boards, Committees, and Commissions Law Amendments Fiscal Impact Statement

Overview

The purpose of the Boards, Committees, and Commissions Law is to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees, and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions. [1 O.C. 105.1-1]. On January 10, 2024, the Oneida Business Committee adopted a motion to defer the Board, Committees, Commissions law to the Legislative Operating Committee for a revision of the eligibility for veterans to serve on veteran related committees and to have open eligibility with no exclusions. Amendments are also being sought to restructure the authority of the newly created Boards, Committees, and Commissions Department, to enhance standards of conduct and the prohibitions against conflicts of interest, enhance and clarify enforcement provisions, and a variety of other amendments to strengthen and clarify the duties and responsibilities of each entity, member, the Oneida Business Committee, and the Boards, Committees, and Commissions Department. [105.3-1(c); 105.16; 105.16-8; 105.19; 105.10; 105.13; 105.14; 105.15].

The Legislative Operating Committee developed the proposed amendments to the Boards, Committees, and Commissions Law through collaboration with representatives from the Oneida Boards, Committees, Commissions Department, Oneida Government Administrative Office, Oneida Law Office, and the CEO of Nation Services. The Legislative Operating Committee held ten (10) work meetings on the development of the amendments to the Boards, Committees, and Commissions Law.

The development of the amendments to the Boards, Committees, and Commissions 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 Boards, Committees, and Commissions Law on June 11, 2026, with three (3) individuals providing oral comments. The public comment period for the amendments to the Boards, Committees, and Commissions Law was held open until June 18, 2026, with no submissions of written comments received. The Legislative Operating Committee accepted the public comments on July 1, 2026. The Legislative Operating Committee reviewed and considered the public comments on July 1, 2026.

The amendments to the Boards, Committees, and Commissions Law will become effective on August 26, 2026.

Requested Action

Adopt the Resolution: Amendments to the Boards, Committees, and Commissions Law.

Oneida Nation

Post Office Box 365

Phone: (920)869-2214



Oneida, WI 54155

BC Resolution # Amendments to the Boards, Committees, and Commissions 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 Boards, Committees, and Commissions Law was first adopted by the Oneida Business Committee through resolution BC-08-02-95-A; amended through resolution BC-05-14-97-F; emergency amended through resolution BC-04-12-06-JJ; then subsequently amended through resolutions BC-09-27-06-E, BC-09-22-10-C, and BC-09-26-18-C; emergency amended through resolutions BC-03-11-20-B and BC-03-17-20-C; and most recently amended through resolution BC-08-12-20-B; and
- WHEREAS,** the purpose of the Boards, Committees, and Commissions Law is to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees, and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions; and
- WHEREAS,** on January 10, 2024, the Oneida Business Committee adopted a motion to defer the Board, Committees, Commissions law to the Legislative Operating Committee for a revision of the eligibility for veterans to serve on veteran related committees and to have open eligibility with no exclusions; and
- WHEREAS,** amendments are also being sought to restructure the authority of the newly created Boards, Committees, and Commissions Department, to enhance standards of conduct, the prohibition against conflicts of interest, enforcement provisions, and a variety of other amendments to strengthen and clarify the duties and responsibilities of each entity, member, the Oneida Business Committee, and the Boards, Committees, and Commissions Department; and
- WHEREAS,** the Legislative Operating Committee developed the proposed amendments to the Law through collaboration with representatives from the Oneida Boards, Committees, and Commission Department, the Oneida Government Administrative office, the Oneida Law Office, and the CEO of Nation Services; 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

BC Resolution _____
Amendments to the Boards, Committees, and Commissions Law
Page 2 of 2

44
45 **WHEREAS,** the Legislative Operating Committee held a public meeting on the proposed amendments
46 to the Law on June 11, 2026, with three (3) individuals providing oral comments, and the
47 public comment period for the amendments to this Law was held open until June 18, 2026,
48 with no submissions of written comments received; and
49

50 **WHEREAS,** the Legislative Operating Committee accepted the public comments on July 1, 2026; and
51

52 **WHEREAS,** the Legislative Operating Committee reviewed and considered the public comments on
53 July 1, 2026, and accepted an updated public comment memorandum and draft on July
54 15, 2026.
55

56 **NOW THEREFORE BE IT RESOLVED,** the Oneida Business Committee hereby adopts the amendments
57 to the Boards, Committees, and Commissions Law, which shall become effective on August 26, 2026.



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



Statement of Effect

Amendments to the Boards, Committees, and Commissions law

Summary

This resolution adopts amendments to the Boards, Committees, and Commissions law.

Submitted by: Carolyn A. Salutz, Legislative Staff Attorney, Legislative Reference Office

Date: August 5, 2026

Analysis by the Legislative Reference Office

This resolution adopts amendments to the Boards, Committees, and Commissions law. The purpose of the Boards, Committees, and Commissions law is to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees, and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions. [1 O.C. 105.1-1]. On January 10, 2024, the Oneida Business Committee adopted a motion to defer the Board, Committees, Commissions law to the Legislative Operating Committee for a revision of the eligibility for veterans to serve on veteran related committees and to have open eligibility with no exclusions. Amendments are also being sought to restructure the authority of the newly created Boards, Committees, and Commissions Department, to enhance standards of conduct, the prohibition against conflicts of interest, enforcement provisions, and a variety of other amendments to strengthen and clarify the duties and responsibilities of each entity, member, the Oneida Business Committee, and the Boards, Committees, and Commissions Department. [1 O.C. 105.9-1(c); 105.16; 1 O.C. 105.16-8; 1 O.C. 105.19].

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. 109.1-1]. The Boards, Committees, and Commissions 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 Boards, Committees, and Commissions law on June 11, 2026. Three (3) individuals provided public comments during this public meeting. The public comment period was then held open until June 18, 2026. No individuals submitted written comments during this public comment period. The Legislative Operating Committee accepted the public comments on July 1, 2026. The Legislative Operating Committee reviewed and considered the public comments on July 1, 2026.

The amendments to the Boards, Committees, and Commissions law will become effective on August 26, 2026.

Conclusion

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



**BOARDS, COMMITTEES, AND COMMISSIONS
LAW AMENDMENTS
LEGISLATIVE ANALYSIS**

SECTION 1. EXECUTIVE SUMMARY

Analysis by the Legislative Reference Office	
Intent of the Legislation or Amendments	- Clarify the purpose of the amendments is to establish clear standards of conduct. [1 O.C. 105.1-1]. - Clarify it is the policy of the Nation that appointed and elected individuals serving on a board, committee, or commission of the Nation carry themselves in a way that brings honor to the Oneida people and government. [1 O.C 105.1-2]. - Strengthen, clarify, and add definitions for Conflict of Interest, fiscal year, letter, member, political appointee, and Secretary. [1 O.C. 105.3-1(h); (l); (n); (o); (r); (t)]. - Clarify the Oneida Business Committee or designee shall be responsible for drafting the initial bylaws and the Oneida Business Committee will approve the initial bylaws. [1 O.C 105.4-3; 105.4-4]. - Clarify the responsibilities of the Boards, Committees, Commissions Department, including: - responsibilities once managed by the Business Committee Support Office; and - managing offboarding procedures for when a member leaves an entity. [1 O.C. 105.10-2]. - Clarify when a member’s term ends, the member may remain in their position until the successor is sworn in but no longer than sixty (60) business days. This helps prevent discontinuation of services but by setting a sixty-day (60) deadline also reinforces appropriate turnover. [1 O.C. 105.6-2(a)(1)]. - Clarify all entities must be in compliance with the Nation’s travel policies. [1 O.C. 105.11-3(7)]. - Clarify all entities must address conflict resolution and leaves of absence in their bylaws. [1 O.C. 105.11-3(d)(6)-(7)]. - Clarify all entities must include a procedure for withholding a member’s stipend in their bylaws. [1 O.C. 105.11-3(e)]. - Clarify that rather than the requirement to submit quarterly reports to the Oneida Business Committee, all entities will be required to submit at least two reports each fiscal year to the Oneida Business Committee. [1 O.C. 105.13-3]. - Clarify all entities may hold virtual meetings pursuant to any requirements established by the Oneida Business Committee and pursuant to any additional requirements established by the entity. [1 O.C. 105.14-8].

	▪ Clarify that every appointed and elected member will receive an official Oneida Nation email address. <i>[1 O.C. 105.15]</i>. ▪ Clarify standards of conduct such as: ▪ good mind; ▪ cultural accountability; ▪ several instances of prohibited conduct; ▪ attendance and meeting conduct; ▪ nepotism; ▪ gifts and honorarium; and ▪ fair dealing and impartiality. <i>[1 O.C. 105.16]</i>. ▪ Clarify how the Nation will manage actual or implied conflicts of interest including the creation and maintenance of annual and as-needed disclosure forms. <i>[1 O.C. 105.16-8(a)]</i>. ▪ Add a requirement that all members shall submit disclosure forms annually and within a reasonable time after a conflict arises or becomes known. <i>[1 O.C. 105.16-8(a)(3)]</i>. ▪ Clarify all entities may develop an internal conflict of interest mitigation plan for eligible conflicts in consultation with the Oneida Law Office, the Nation's Human Resources Department, and other departments of the Nation as needed. <i>[1 O.C. 105.16-8(b)(1)]</i>. ▪ Clarify which positions may not be eligible to serve on an appointed or elected board because of the potential for an actual or implied conflict of interest. <i>[1 O.C. 105.16-8(c)]</i>. ▪ Clarify that members have an ongoing duty to disclose and shall promptly disclose and comply with the requirements of a conflict of interest mitigation plan. <i>[1 O.C. 105.16-8(d)]</i>. ▪ Clarify enforcement provisions. <i>[1 O.C. 105.19]</i>. ▪ Include appeal rights; if applicable, a member shall have the right to appeal an enforcement action pursuant to the requirements and procedures regarding appeals of the law under which the member received a sanction or penalty. <i>[1 O.C. 105.19-4]</i>. ▪ Various grammatical changes and other minor changes throughout the law.
Purpose	It is the purpose of this law to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions. <i>[1 O.C. 105.1-1]</i> .
Affected Entities	All Boards, Committees, and Commissions of the Nation, the Boards, Committees, and Commissions Department, the Governmental Administrative Office, the Oneida Business Committee.

Enforcement	Any appointed member of an entity found to be in violation of this law may be subject to termination of appointment by the Oneida Business Committee, loss of stipend, or any other penalty identified in the entity's bylaws. <i>[1 O.C. 105.19-1]</i>. Any elected member of an entity found to be in violation of this law may be subject to loss of stipend or any other sanction or penalty in accordance with any laws or policies of the Nation governing sanctions and penalties, removal pursuant to any laws or policies of the Nation governing removal, or any other penalty identified by the entity in their bylaws. <i>[1 O.C. 105.19-2]</i>. Enforcement provisions are also found in various subsections throughout the entire law, such as: ▪ The requirement that all entities address in their bylaws the reasons for termination and removal of a member, if any, in addition to those identified in laws or policies of the Nation. <i>[1 O.C. 105.11-3(6)]</i>. ▪ The requirement that all entities address in their bylaws behavioral expectations and requirements for members and how the entity will enforce those expectations and requirements. <i>[1 O.C. 105.11(3)(d)]</i>. ▪ The requirement that all entities shall address in their bylaws a procedure for withholding a member's stipend. <i>[1 O.C. 105.11-3(e)(1)]</i>. ▪ If an entity fails to comply with the reporting requirements of this law, the Oneida Business Committee may place a hold on the release of a stipend payment. <i>[1 O.C. 105.13-5]</i>.
Due Process	Once the Boards, Committees, Commissions Department has certified all applications for appointed positions, delivered the applications to the Oneida Business Committee, and the Oneida Business Committee has held a full and complete discussion of the merits and qualifications of the potential applicants and any recommendation made by the Chairperson of the entity during executive session, the Oneida Business Committee shall select an applicant for appointment. <i>[1 O.C. 105.7-1]</i>. The entity may review the application materials and the entity may submit a recommendation to the Boards, Committees, and Commissions Department to include in the application materials to be reviewed by the Oneida Business Committee. <i>[1 O.C. 105.7-1(b)(1)]</i>. All appointments shall be made during open session of the Oneida Business Committee. <i>[1 O.C. 105.7-1(d)-(e)]</i>. Once an individual is selected for appointment at an Oneida Business Committee meeting, the Secretary shall notify all applicants of the final status of their application. <i>[1 O.C. 105.7-2]</i>.

	All elected positions shall be nominated at a caucus called by the Oneida Election Board or by applying for ballot placement in accordance with the Nation’s laws or policies governing elections. [1 O.C. 105.8]. All other processes for the election of a member of an entity shall be pursuant to the Nation’s laws or policies governing elections. [1 O.C. 105.8-2]. If applicable, a member shall have the right to appeal an enforcement action pursuant to the requirements and procedures regarding appeals of the law under which the member received a sanction or penalty. [1 O.C. 105.19-4].
Public Meeting	A public meeting was held on June 11, 2026, with a public comment period held open until June 18, 2026.
Fiscal Impact	On July 15, 2026, the Legislative Operating Committee directed the Finance Department to provide a fiscal impact statement, prepared in accordance with the Legislative Procedures Act, by Thursday, July 23, 2026.

1 **SECTION 2. LEGISLATIVE DEVELOPMENT**

- 2 A. **Background.** The Boards, Committees, and Commissions Law was originally adopted by the Oneida
3 Business Committee on August 2, 1995, through resolution BC-08-02-95-A. The Law was
4 subsequently amended by the Oneida Business Committee on May 14, 1997, through resolution BC-
5 05-14-97-F. The Law was emergency amended by the Oneida Business Committee on April 12, 2006,
6 through resolution BC-04-12-06-JJ. The emergency amendments were then permanently adopted by
7 the Oneida Business Committee on September 27, 2006, through resolution BC-09-27-06-E. The Law
8 was then amended by the Oneida Business Committee on September 22, 2010, through resolution BC-
9 09-22-10-C and on September 26, 2018, through resolution BC-09-26-18-C. The Law was emergency
10 amended by the Oneida Business Committee on March 11, 2020, through resolution BC-03-11-20-B
11 and on March 17, 2020, through resolution BC-03-17-20-C. The Law was most recently amended by
12 the Oneida Business Committee on August 12, 2020, through resolution BC-08-12-20-B.
- 13 B. **Request for Amendments.** This item was added to the Active Files List on February 7, 2024, at the
14 request of the Oneida Business Committee to address the eligibility of veterans to serve on any and all
15 veteran related committees and to have open eligibility requirements with no exclusions. The sponsor
16 of the Boards, Committees, Commissions Law amendments is Councilman Kirby Metoxen.
- 17

18 **SECTION 3. CONSULTATION AND OUTREACH**

- 19 ▪ Representatives from the following departments or entities participated in the development of the
20 amendments to this Law and legislative analysis:
- 21 ▪ Oneida Boards, Committees, Commissions Department (“BCC Department”);
- 22 ▪ Oneida Government Administrative Office (“GAO”);
- 23 ▪ Oneida Law Office; and
- 24 ▪ CEO of Nation Services.
- 25 • The following laws of the Nation were reviewed in the drafting of this analysis:

- Code of Ethics Law [1 O.C. 103];
- Conflict of Interest [2 O.C. 217];
- Removal Law [1 O.C. 104];
- Sanctions and Penalties [1 O.C. 120]; and
- Election Law [1 O.C. 102].

SECTION 4. PROCESS

A. The amendments to this Law comply with the process set forth in the Legislative Procedures Act.

- On February 7, 2024, the Legislative Operating Committee added this Law to its Active Files List for amendments this legislative term.
- On March 18, 2026, the Legislative Operating Committee approved the draft of the Boards, Committees, and Commissions Law Amendments and directed the Legislative Reference Office to complete a Legislative Analysis.
- On April 15, 2026, the Legislative Operating Committee approved the draft and Legislative Analysis to the proposed amendments to the Boards, Committees, and Commissions Law.
- On May 6, 2026, the Legislative Operating Committee approved the public meeting packet and directed a public meeting be held on June 11, 2026, with a public comment period held open until June 18, 2026.
- On June 11, 2026, a public meeting was held. Three (3) individuals provided oral comments.
- On June 18, 2026, the public comment period closed. No individuals provided written comments.
- On July 1, 2026, the Legislative Operating Committee accepted the public comments and public comment review memorandum and deferred to a work meeting for further consideration of the comments received and the public comment review memorandum.
- On July 15, 2026, the Legislative Operating Committee approved the updated public comment memorandum, draft, legislative analysis, and approved the fiscal impact statement request memorandum for the proposed amendments to the Boards, Committees, and Commissions Law directing the Finance Department to provide a fiscal impact statement of the Boards, Committees, and Commissions Law amendments by July 29, 2026.

B. At the time this legislative analysis was developed the following work meetings had been held regarding the development of the amendments to this law:

- February 20, 2024: LOC work meeting with GAO.
- October 24, 2024: LOC work meeting.
- February 7, 2025: LOC work meeting with the BCC Department, GAO, the Oneida Law Office, and the CEO of Nation Services.
- May 21, 2025: LOC work meeting with the BCC Department, GAO, the Oneida Law Office, and the CEO of Nation Services.
- September 12, 2025: LOC work meeting with the BCC Department, GAO, and the Oneida Law Office.
- October 27, 2025: LOC work meeting with the BCC Department and GAO.
- February 3, 2026: LOC work meeting with the BCC Department, GAO, the Oneida Law Office, and the CEO of Nation Services.
- February 26, 2026: LOC work meeting with the BCC Department, GAO, and the Oneida Law Office.

- 70 ▪ March 13, 2026: LOC work meeting with the BCC Department when the LOC informally
- 71 approved the draft.
- 72 ▪ July 1, 2026: LOC work meeting. The LOC met to review the public comments received and
- 73 the public comment review memorandum.
- 74 C. At the time this legislative analysis was developed the following community event had been held
- 75 regarding the development of amendments to this law:
- 76 ▪ December 4, 2024: Community Meeting. The Legislative Operating Committee held
- 77 a community meeting in the cafeteria of the Norbert Hill Center to gather input from
- 78 the community on amendments to the Boards, Committees, and Commissions Law.
- 79

80 SECTION 5. CONTENTS OF THE LEGISLATION

- 81 A. **Purpose and Application of the Law.** Overall, the proposed amendments improve the governance of
- 82 boards, committees, and commissions of the Nation by enhancing the procedural requirements of
- 83 boards, committees, and commissions to conduct business, manage internal operations, and manage
- 84 members. [1 O.C. 105.1-1; 1 O.C. 105.10; 1 O.C. 105.11; 1 O.C. 105.13; 1 O.C. 105.16].
- 85 ▪ *Effect.* The proposed amendments establish clear standards of conduct for appointed and
- 86 elected members and clear standards for the reporting, internal maintenance and management
- 87 of each board, committee, or commission of the Nation which enhances the Nation's ability to
- 88 self-govern through the use of its boards, committees, and commissions.
- 89 B. **Enhancing Policy.** The proposed amendments expand the policy section of this Law by making it the
- 90 policy of the Nation to ensure appointed and elected members reflect the values of the Good Mind. [1
- 91 O.C. 105.1-2].
- 92 ▪ *Effect.* By expanding the policy section to make it a policy of the Nation that appointed and
- 93 elected members of all entities carry themselves in a way that brings honor to the Oneida people
- 94 and government, walk with integrity, and uphold the highest standards of ethical conduct as
- 95 elaborated through principles of the Good Mind, the proposed amendments strengthen the
- 96 Nation's ability to ethically and efficiently self-govern through the use of its boards,
- 97 committees, and commissions and according to its traditional ways.
- 98 C. **Transition from Business Committee Support Office to BCC Department.** The proposed amendments
- 99 clarify the BCC Department, not the Oneida Business Committee Support Office, will be responsible
- 100 for all administrative responsibilities related to the posting and processing of applications, vacancies,
- 101 and resignations, managing oaths of office, offboarding procedures, managing official budgetary sign-
- 102 off for all entities, managing minutes and Standard Operating Procedures, managing records and
- 103 materials relating to the dissolution of an entity, and providing notice to an appointed member if their
- 104 stipend is withheld. [1 O.C. 105.5; 1 O.C. 105.6; 1 O.C. 105.7; 1 O.C. 105.9; 1 O.C. 105.10-2; 1 O.C.
- 105 105.11-3(b); 1 O.C. 105.11-3(f); 1 O.C. 105.13; 1 O.C. 105.18; 1 O.C. 105.19].
- 106 ▪ *Effect.* The proposed amendments clarify the responsibilities of the BCC Department which is
- 107 the correct Department of the Nation to assist in managing all entities of the Nation.
- 108 D. **Onboarding and Offboarding Procedures.** The proposed amendments require all members to
- 109 complete both onboarding and offboarding procedures. [1 O.C. 105.10]. The proposed amendments
- 110 standardize the expectations of all members before they begin official duties and at the conclusion of
- 111 their official duties. [Id].
- 112 ▪ *Effect.* The proposed amendments clarify the requirements of all new members to complete
- 113 before they begin official duties and the requirements when a member leaves an entity which

- will ensure consistency and appropriate turnover, reinforcing the ability of the Nation to self-govern through the use of its boards, committee, and commissions.
- E. Bylaws.** The proposed amendments clarify various provisions of the requirement for all entities to have bylaws that conform to the requirements of the Law. [1 O.C. 105.11].
- All entities shall address travel for training and conferences and shall be in compliance with the Nation's travel policies. [105.11-3].
 - All entities shall address Conflict Resolution and Leave of Absences. [1 O.C. 105.11-3(d)].
 - All entities shall include a procedure to withhold a member's stipend if that member does not meet the requirements, as established in the entity's bylaws, to collect a stipend. [1 O.C. 105.11-3(e)].
 - *Effect.* The proposed amendments clarify and strengthen each entity's ability to establish its own processes and procedures for self-governance in its bylaws which ultimately enhances the Nation's ability to self-govern through the use of its boards, committees, and commissions.
- F. Reporting Requirements.** The proposed amendments clarify the reporting of meeting minutes and standard operating procedures will be made to the BCC Department. [1 O.C. 105.13-2; 1 O.C. 105.13-2]. The proposed amendments further clarify that rather than the requirement to submit quarterly reports to the Oneida Business Committee, each entity will now be required to submit two reports each fiscal year. [1 O.C. 105.13-3].
- *Effect.* The proposed amendments clarify which Department will assist all entities in filing meeting minutes and standard operating procedures and by reducing the frequency of required reporting will ensure each report reflects substantive accomplishments and goals.
- G. Virtual Meetings.** The proposed amendments clarify all entities may hold virtual meetings if the entity complies with any requirements established by the Oneida Business Committee and any additional requirements established by the entity. [1 O.C. 105.14-8]. The proposed amendments also include four minimum requirements for virtual meetings. [1 O.C. 105.14-8(a)-(d)].
- *Effect.* The proposed amendment clarifies all entities may hold virtual meetings subject to some conditions. The proposed amendment allows all entities to continue operations despite any unforeseen circumstances which may require virtual meetings.
- H. Oneida Email Address.** The proposed amendments include a new section addressing the creation, use, and management of an official Oneida Nation email address for each member of an entity. [1 O.C. 105.15].
- *Effect.* The proposed amendment clarifies the Nation's responsibility to create an official Oneida Nation email address and requires all members to use the official Oneida Nation email address to conduct any business of the entity. The proposed amendments clarify both the Nation's responsibility to create and the Nation's and all members' responsibility to use and maintain an official Oneida Nation email address.
- I. Standards of Conduct.** The proposed amendments include a new section addressing various standards of conduct. [1 O.C. 105.16]. The new standards include:
- good mind;
 - cultural accountability;
 - several instances of prohibited conduct;
 - attendance and meeting conduct;
 - nepotism;
 - gifts and honorarium;

- fair dealing and impartiality; and
- accountability and transparency. [1 O.C. 105.16-1; 1 O.C. 105.16-2; 1 O.C. 105.16-3; 1 O.C. 105.16-4; 1 O.C. 105.16-5; 1 O.C. 105.16-6; 1 O.C. 105.16-9; 1 O.C. 105.16-10].
- The proposed amendments also clarify the requirement to maintain confidentiality. [1 O.C. 105.16-7].
- *Effect.* The proposed amendments strengthen, clarify, and standardize the Nation's expectations regarding all appointed and elected members of its boards, committees, and commissions.

J. *Conflict of Interest.* The proposed amendments clarify the duty to disclose conflicts of interest, the creation and maintenance of conflict of interest disclosure forms, the development of a conflict of interest mitigation plan, and identifies which individuals may be ineligible to serve on an entity of the Nation. [1 O.C. 105.16-8].

- *Effect.* The proposed amendments strengthen the Nation's ability to manage conflict of interest and to protect its interests from any actual or implied or future conflict of interest.

K. *Enforcement.* The proposed amendments clarify the enforcement for all appointed and elected members found to be in violation of the Law. [1 O.C. 105.19]. The proposed amendments distinguish between appointed and elected members and any enforcement actions that may apply to an appointed member versus an elected member. [1 O.C. 105.19-1; 1 O.C. 105.19-2].

- *Effect.* The proposed amendments clarify enforcement mechanisms against any appointed or elected member found to be in violation of the Law; thereby, enhancing the Nation's ability to self-govern by ensuring its appointed and elected members are accountable and can receive enforcement actions if they are found to be in violation of the Law.

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

SECTION 6. EXISTING LEGISLATION

A. *Related legislation.* The following laws of the Nation are related to the proposed amendments to this Law:

- *Code of Ethics Law.* The Code of Ethics Law is currently being amended.
 - Currently, “[i]t is the policy of the Oneida Tribe of Indians of Wisconsin to promote the highest ethical conduct in all of its elected and appointed officials, and employees. This Code of Ethics represents a beginning; it is the very minimum standard of conduct which is expected. This Code is intended to create a base from which all persons are expected to work upwards and strive to work toward improving the health, safety and welfare of the Oneida Nation, citizens of the Nation, employees of the Tribe, and persons living in and around the jurisdiction of the Oneida Tribe of Indians of Wisconsin.” [1 O.C. 103.1-1].
 - In the proposed amendments, the purpose of the Law will be:
 - [T]o establish clear standards of conduct rooted in the values of the Oneida people, to guide the Oneida Business Committee in serving the Nation with honor and responsibility. These standards reflect the sacred trust between the government and the people, and are intended to promote integrity, uphold the will of the Nation, and preserve the confidence of the Oneida people. In a government founded upon the consent of the people,

- 201 it is the right of the Oneida to expect loyalty, honesty, and accountability
202 from those who serve. [1 O.C. 103.1-1].
- 203 ▪ The proposed amendments to the Code of Ethics Law remove its application to
204 appointed and elected members and because of this amendment most Standards
205 of Conduct that were once addressed in the Code of Ethics have been moved to
206 the proposed amendments to the Boards, Committees, and Commissions Law as
207 applicable to appointed and elected members. [1 O.C. 105.16].
 - 208 ▪ The proposed amendments align with the proposed amendments to the Code of
209 Ethics Law by streamlining the Nation's ability to monitor and establish
210 standards regarding the behavior of its appointed and elected members.
 - 211 ▪ *Conflict of Interest Law.* The Conflict of Interest Law is currently being amended.
 - 212 ▪ Currently, "[t]he purpose of this law is for the Nation to ensure that all employees,
213 contractors, elected officials, officers, political appointees, appointed and elected
214 members and all others who may have access to information or materials that are
215 confidential or may be used by competitors of the Nation's enterprises or interests
216 be subject to specific limitations to which such information and materials may be
217 used in order to protect the interests of the Nation." [2 O.C. 217.1-1].
 - 218 ▪ In the proposed amendments, the amended purpose of the Law will remove
219 elected officials and appointed and elected members and only be for the purpose
220 of ensuring all employees, contractors, political appointees, and all others who
221 may have access to information or materials that are confidential or may be used
222 by competitors of the Nation's enterprises or interests be subject to specific
223 limitations to which such information and materials may be used in order to
224 protect the interests of the Nation." [Id].
 - 225 ▪ The proposed amendments change the application of the conflict of interest Law
226 and remove the coverage of appointed and elected members. [2 O.C. 217.4-1].
 - 227 ▪ While appointed and elected members are being removed from the Conflict of
228 Interest Law, the provisions regarding conflicts of interest in the Boards,
229 Committees, and Commissions Law are being strengthened. [1 O.C. 105.16-8].
 - 230 ▪ The proposed amendments align with proposed amendments to the Conflict of
231 Interest Law by streamlining the Nation's ability to monitor and enforce conflict
232 of interests. The proposed amendments to this Law strengthen the Nation's
233 ability to monitor conflict of interest as applicable solely to members of boards,
234 committees, and commissions.
 - 235 ▪ *Removal Law.* The purpose of the Removal Law is to govern the removal of persons elected
236 to serve on boards, committees, and commissions of the Oneida Nation. [1 O.C. 104.1-1].
 - 237 ▪ The Removal Law contains various grounds for removal including:
 - 238 ▪ failure to attend four (4) regularly scheduled meetings without a written
239 explanation;
 - 240 ▪ failure to attend fifty percent (50%) of an entity's regular scheduled
241 meetings within a twelve (12) month period for any reason provided that
242 this subsection shall not apply to the Oneida Business Committee;
 - 243 ▪ intentional misuse of Tribal funds;

- 244 ▪ alcohol use while performing official responsibilities or use of illegal
245 drugs at any time;
- 246 ▪ if he or she no longer meets the qualifications for office;
- 247 ▪ violating a Tribal law which specifies removal as a penalty; or
- 248 ▪ felony conviction while in office. [1O.C. 104.4].
- 249 ▪ The Removal Law contains a procedure for removing an appointed or elected
250 member. [1 O.C. 104.5; 1 O.C. 104.6; 1 O.C. 104.7; 1 O.C. 104.8].
- 251 ▪ The proposed amendments to the Boards, Committees, and Commissions Law
252 align with the Removal Law by deferring to its standards and procedures for the
253 removal of an elected member and allowing any elected member found to be in
254 violation of the Boards, Committees, and Commissions law to potentially face
255 removal according to the standards of the Removal Law.
- 256 ▪ *Sanctions and Penalties Law.* There is no currently adopted Sanctions and Penalties Law. To
257 complete this legislative analysis, the proposed Law was reviewed. Most recently, on April
258 15, 2026, the Oneida Business Committee approved a draft to send to the General Tribal
259 Council for consideration. The Oneida Business Committee also attempted to gain General
260 Tribal Council approval of the draft on January 5, 2026, when the Oneida Business
261 Committee presented the approved draft to the General Tribal Council for adoption. The
262 General Tribal Council did not vote to adopt the Law; therefore, the Oneida Business
263 Committee has again approved a draft and will again present that draft to the General Tribal
264 Council for approval and adoption. The Legislative Operating Committee and the Oneida
265 Business Committee plan to continue addressing the adoption of a Sanction and Penalties
266 Law with the General Tribal Council; therefore, amendments to the Boards, Committees, and
267 Commissions Law keep reference to a Sanction and Penalties Law, and in preparing this
268 legislative analysis the proposed draft was reviewed and considered.
 - 269 ▪ The purpose of a Sanctions and Penalties Law would be to address the
270 misconduct and promote accountability and improved performance of the
271 official, to establish a consistent set of sanctions and penalties that may be
272 imposed upon elected officials of the Nation for misconduct in office in order to
273 provide an opportunity for the official to take corrective action. [1 O.C. 120.1-1].
 - 274 ▪ Rather than include a new section on sanction and penalties in the Boards,
275 Committees, Commissions Law, it is the Legislative Operating Committee's and
276 the Oneida Business Committee's belief that addressing sanctions and penalties
277 in one law is in the best interests of the Nation and will provide the Nation a
278 standardized process and procedure to hold accountable all individuals who are
279 appointed or elected; thereby enhancing the Nation's self-governance.
- 280 ▪ *Election Law.* It is the intent of the Election Law to govern the procedures for the conduct of
281 orderly elections of the Nation, including pre-election activities such as caucuses and
282 nominations. [1 O.C. 102.1-1].
 - 283 ▪ The Election Law contains the requirements to conduct elections of the Nation
284 including the election for elected members of boards, committees, or
285 commissions. [1 O.C. [1]02.6; 102.9].
 - 286 ▪ The proposed amendments to the Boards, Committees, and Commissions Law
287 align with the Election Law by citing to its requirements and requiring all

elections for elected members of a board, committee, or commission align with its requirements.

SECTION 7. ENFORCEMENT AND ACCOUNTABILITY

- A. Amendments to the Boards, Committees, Commissions Law enhance the enforcement mechanisms required of each board, committee, or commission to include in their bylaws. [1 O. C 105.11].
- B. Amendments to the Boards, Committees, Commissions Law clarify the reporting requirements of each board, committee, or commission to submit at least two reports, rather than quarterly reports, to the Oneida Business Committee. [1 O.C. 105.13-3].
- C. Amendments to the Boards, Committees, and Commissions Law enhance the behavioral expectations of appointed and elected members by adding a new section regarding Standards of Conduct. [I O.C. 105.16].
- D. Amendments to the Boards, Committees, Commissions Law clarify enforcement provisions relating to the activity and functioning of a board, committee, or commission, and the conduct of individual members by strengthening the provisions of the enforcement section. [1 O.C. 105.19].

SECTION 8. OTHER CONSIDERATIONS

- A. **Fiscal Impact.** Under the Legislative Procedures Act, a fiscal impact statement is required for all legislation except emergency legislation [1 O.C. 109.6-1]. Oneida Business Committee resolution BC-10-28-20-A titled, “*Further Interpretation of ‘Fiscal Impact Statement’ in the Legislative Procedures Act,*” provides further clarification on who the Legislative Operating Committee may direct complete a fiscal impact statement at various stages of the legislative process, as well as timeframes for completing the fiscal impact statement.
 - **Conclusion.** On July 23, 2026, the Finance Department provide the Legislative Operating Committee with a fiscal impact statement

Title 1. Government and Finances – Chapter 105
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BOARDS, COMMITTEES, AND COMMISSIONS

105.1. Purpose and Policy
 105.2. Adoption, Amendment, Repeal
 105.3. Definitions
 105.4. Creation of an Entity
 105.5. Applications
 105.6. Vacancies
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 105.8. Election to an Entity
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105.10. Other Responsibilities
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 105.14. Stipends, Reimbursement and Compensation
 105.15. Official Oneida Nation Email Address
 105.16. Standards of Conduct
Confidential Information
 105.17. Conflicts of Interest
 105.18. Use of the Nation's Assets
 105.19. Dissolution of an Entity
 105.20. Enforcement

105.1. Purpose and Policy

105.1-1. Purpose. It is the purpose of this law to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals persons to boards, committees, and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions.

(a) This law shall not apply to the Oneida Business Committee, or standing committees of the Oneida Business Committee.

(b) This law does not apply to Tribal corporations due to the corporate structure and autonomy of those entities.

105.1-2. Policy. It is the policy of the Nation to have consistent and standard procedures for choosing and appointing or electing the most qualified individuals persons to boards, committees, and commissions, for creation of bylaws governing boards, committees, and commissions, and for the maintenance of information created by, and for, boards, committees, and commissions.

(a) It is further the policy of the Nation that appointed and elected individuals serving on a board, committee, or commission of the Nation carry themselves in a way that brings honor to the Oneida people and government. They shall walk with integrity, follow the laws of the Nation, and uphold the highest standards of ethical conduct in all their duties. All appointed and elected individuals shall strive to exhibit and uphold the Nation's core values of The Good Mind as expressed by On<yote>a=ka, which includes:

(1) Kahletsyal&sla. The heartfelt encouragement of the best in each of us.

(2) Kanolukhw@sla. Compassion, caring, identity, and joy of being.

(3) Ka>nikuhli=y%. The openness of the good spirit and mind.

(4) Ka>tshatst^sla. The strength of belief and vision as a People.

(5) Kalihwi=y%. The use of the good words about ourselves, our Nation, and our future.

(6) Twahwahts\$lay<. All of us are family.

(7) Yukwats\$stay<. Our fire, our spirit within each one of us.

105.2. Adoption, Amendment, Repeal

105.2-1. This law was adopted by the Oneida Business Committee by resolution BC-05-14-97-F and amended by resolutions BC-09-27-06-E, BC-09-22-10-C, BC-09-26-18-C, ~~and~~ BC-08-12-20-B, ~~and BC- - - -~~.

105.2-2. This law may be amended or repealed by the Oneida Business Committee or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

105.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

105.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law shall control.

105.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

105.3. Definitions

105.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) "Application" means the form by which a person seeks to be appointed to fill a vacancy on an entity.

(b) "Appointment" means the process by which a person is chosen to fill a vacancy on an entity by the Oneida Business Committee.

(c) "BCC Department" means the Boards, Committees, and Commissions Department.

(d) "Business day" means Monday through Friday from 8:00 a.m. to 4:30 p.m., excluding holidays recognized by the Nation.

(~~e~~) "Bylaws" means a document which provides a framework for the operation and management of a board, committee, or commission of the Nation chiefly for the government of its members and the regulation of its affairs.

(~~f~~) "Conference" means any training, seminar, meeting, or other assembly of individuals ~~persons~~ which is not an assembly of the entity.

(~~g~~) "Confidential information" means all information or data, whether printed, written, or oral, concerning business or customers of the Nation, disclosed to, acquired by, or generated by a member of an entity in confidence at any time during their appointed or elected ~~elected or appointed~~ term or during their employment.

(~~h~~) "Conflict of interest" means any financial, personal, or political interest, actual or implied ~~real or apparent, whether it be personal, financial, political, or otherwise,~~ in which an appointed or elected member or any member of their immediate family ~~official, officer, political appointee, employee, contractor, or appointed or elected member, or their immediate family members, friends or associates, or any other person with whom they have contact,~~ has ~~ve~~ that conflicts with any right of the Nation to property, information, or any other right to own and operate activities free from undisclosed competition or other violation of such rights of the Nation or to any transaction between the Nation and an outside party. ~~In addition, conflict of interest also means any financial or familial interest an elected official, officer, political appointee, employee, contractor, or appointed or elected member or their immediate family members may have in any transaction between the Nation and an outside party.~~

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(~~ih~~) "Direct report" means a position which requires direct contact and supervision by the Oneida Business Committee because of the position, the duties, or the services provided. Direct reports shall be identified by the Oneida Business Committee through resolution.

(~~ji~~) "Entity" means a board, committee or commission created by the General Tribal Council or the Oneida Business Committee whose members are appointed by the Oneida Business Committee or elected by the Nation's membership.

(~~ki~~) "E-poll" means an electronic poll, which is the act of delivering an e-mail to all ~~officials~~ ~~members~~ of an entity, in order to seek a response which identifies a vote in favor of, opposing, or abstaining to an issue requiring approval by the entity.

(~~lk~~) "Fiscal year" means the one (1) year period each year from October 1st to September 30th.

(~~m~~) "Joint meeting" means a meeting with the Oneida Business Committee.

(~~ni~~) "Letter" means a written or printed message addressed to a specific person or organization; for the purposes of this law, a letter can be on paper or sent electronically.

(~~o~~) "Member" means all individuals who are appointed or elected to serve on a board, committee, or commission created by the Oneida Business Committee or the Oneida General Tribal Council.

(~~p~~) "Nation" means the Oneida Nation.

(~~qm~~) "Per ~~d~~Diem" means the payment made by the Nation to offset the costs of being on travel on behalf of the ~~Oneida~~ Nation.

(~~n~~) ~~"Political appointee" means a person appointed by a member of the Oneida Business Committee to provide assistance with the Oneida Business Committee member's daily activities and operations.~~

(~~re~~) "Political appointee" means a person who assists an elected member of the Oneida Business Committee in their daily activities and operations.

(~~s~~) "Prohibited drugs" means marijuana, cocaine, opiates, amphetamines, phencyclidine (PCP), hallucinogens, methaqualone, barbiturates, narcotics, and any other substance included in Schedules I through V, as defined by Section 812 of Title 21 of the United States Code. This also includes prescription medication or over-the-counter medicine used in an unauthorized or unlawful manner.

(~~p~~)(~~t~~) "Secretary" means the person elected and serving as the Nation's Secretary; an officer position of the Oneida Business Committee.

(~~u~~) "Stipend" means the amount paid by the ~~Oneida~~ Nation to a person serving on a board, committee, or commission of the Nation in order to compensate the individual for ~~his or her~~ ~~their~~ contribution of time, effort, and work for ~~his or her~~ ~~their~~ board, committee, or commission for the betterment of the Nation.

(~~vq~~) "Subcommittee" means a subgroup of an entity; which is comprised of fewer than all members of the entity; which is designated one (1) or more specific responsibilities on behalf of the entity.

(~~wf~~) "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

(~~xs~~) "Task Force or Ad Hoc" means a group of ~~individuals~~ ~~persons~~ gathered to pursue a single goal, the accomplishment of which means the disbanding of the group. The goal is

generally accomplished in a short time period, i.e. less than one year, but the goal itself may be long term.

(y) "Vacancy" means any position on any board, committee, or commission caused by resignation, end of term, removal, termination, or creation of a new position.

105.4. Creation of an Entity

105.4-1. An entity of the Nation shall be created by a resolution or law adopted by the Oneida Business Committee or General Tribal Council.

105.4-2. The law or resolution establishing the entity shall state the purpose of the entity and all powers and responsibilities delegated to the entity.

105.4-3. The Oneida Business Committee or designee shall be responsible for drafting the initial bylaws of the entity.

105.4-4. The Oneida Business Committee shall be responsible for approving ~~drafting~~ the initial bylaws of the entity.

105.5. Applications

105.5-1. The BCC Department ~~Oneida Business Committee~~ shall approve all applications to serve on an entity of the Nation. All application materials shall be available in ~~the Business Committee Support Office~~ any location identified by, or in the offices of, the BCC Department and any other location specified by the Business Committee Support Office.

(a) All applications shall include:

(1) a statement explaining the attendance reporting requirements of section

105.1 ~~32~~-3; and

(2) a section regarding disclosures of conflicts of interest.

(b) An additional application form shall be required for those entities that require a background investigation. This background investigation application shall include the applicant's social security number and any other information required for a background investigation. The background investigation application shall be solely used for the background investigation and not included in the application materials that are then shared with the Oneida Business Committee, entity, ~~and~~ or the Election Board.

105.5-2. Applications shall be filed with the ~~Business Committee Support Office~~ BCC Department by 4:30 p.m. of the deadline date.

105.5-3. Within eight (8) business days after the posted deadline for filing applications, the ~~Business Committee Support Office~~ BCC Department shall notify all individuals ~~persons~~ who have filed an application of the date ~~his or her~~ their application was received and if ~~his or her~~ their application met the deadline to be considered for the election or appointment.

105.5-4. Applications for elected positions shall be verified according to the Nation's laws, bylaws, ~~and~~ or policies governing elections. Applications for appointed positions shall be verified by the ~~Business Committee Support Office~~ BCC Department as needed or as required in the bylaws of the entity.

105.5-5. *Insufficient Applicants*. In the event that there are an insufficient number of applicants after the deadline ~~date~~ has passed for appointed positions, the ~~Business Committee Support Office~~ BCC Department may repost ~~for an additional time period.~~

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(a) If the number of applicants is equal to or less than the number of vacancies then it shall be determined to be an insufficient number of applicants.

(b) The ~~Business Committee Support Office~~BCC Department shall notify the Oneida Business Committee if a position will be reposted ~~for an additional time period.~~

(c) In the event of reposting, prior applicants will be considered to have filed applications within the deadline period.

(d) The Oneida Business Committee may ~~elect to~~ consider ~~include~~ late applicants. ~~within the pool of appointed persons late applications.~~

~~The manner by which an individual fills a vacancy, either through election or appointment, shall determine that member's status as an appointed or official, despite the entity's classification as an appointed or elected entity pursuant to the entity's bylaws.~~

105.6. Vacancies

105.6-1. The manner by which an individual fills a vacancy, either through appointment or election ~~or appointment~~, shall determine that member's status as an appointed or elected official, despite the entity's classification as an appointed or elected entity pursuant to the entity's bylaws.

105.6-2. A position on an entity shall be considered vacant in the following situations:

(a) *End of Term.* A vacancy is effective as of 4:30 p.m. ~~on~~ the last day of the month in which the term ends.

(1) Although a position is considered vacant once the term ends, the member of the entity may remain in office until the member's successor has been sworn in by the Oneida Business Committee, provided that the position may not be held by the predecessor for longer than sixty (60) business days, in an effort to prevent a discontinuation of business or a loss of quorum for the entity.

(b) *Removal.* Removal is effective, pursuant to any law ~~and~~ or policy of the Nation regarding removal.

(c) *Termination of Appointment.* A termination is effective upon a two-thirds (2/3) majority vote of the Oneida Business Committee in favor of a member's termination of appointment.

(d) *Resignation.* A resignation is effective upon:

(1) ~~D~~eliverance of a letter to the ~~Business Committee Support Office~~BCC Department and to the Chairperson of the entity, or designee; or

(2) ~~A~~acceptance by motion of the entity of a verbal resignation; and

(3) certification and acceptance by the Secretary.

(e) *New Positions.* Vacancies on new entities are effective upon adoption of bylaws.

105.6-3. An entity shall notify the ~~Business Committee Support Office~~BCC Department as soon as the entity learns that a position has or will become vacant. All notices of vacancy shall be sent to the entities for clarification or confirmation prior to notification to the Oneida Business Committee.

105.6-4. The ~~Business Committee Support Office~~BCC Department shall forward the notice of vacancy to the Secretary. The Secretary shall request and receive approval from the Oneida Business Committee to post the notice of vacancy. The ~~Business Committee Support Office~~BCC Department shall post notice of vacancies at the following times:

(a) *End of Term.* Automatically sixty (60) days prior to completion of the term.

(b) *Removal*. No later than the next Oneida Business Committee meeting following the effective date of the removal.

(c) *Resignation*. No later than the next Oneida Business Committee meeting following the ~~Business Committee Support Office~~BCC Department's receipt of notice of an effective resignation from the entity.

(d) *New Positions*. Upon one of the following conditions:

(1) if not specified, immediately upon the creation of an entity or the adoption of bylaws, whichever is later; or

(2) upon the date specified when creating the entity.

(e) *Termination of appointment*. No later than the next Oneida Business Committee meeting following the effective date of the termination.

105.6-5. Notice of vacancies shall be posted by the ~~Business Committee Support Office~~BCC Department in all official media outlets of the Nation, as determined by the Oneida Business Committee, as well as any other location deemed appropriate by the Secretary.

105.7. Appointment to an Entity

105.7-1. *Appointment Selection*. The following procedures shall be used to determine how the applicant for an appointed position is selected:

(a) Within eight (8) business days after the posted deadline for submitting an application, or within twenty-one (21) business days of the posted deadline if the entity requires a background investigation to be completed as part of the application process, the ~~Business Committee Support Office~~BCC Department shall:

(1) deliver all applications, along with a summary of qualifications to hold office, and the results of the background investigation if required, to each member of the Oneida Business Committee as well as the entity's Chairperson; and

(2) place the appointment for the entity on the next executive session portion of the agenda of a regular or special Oneida Business Committee meeting in which the appointment is intended to be made; or

(3) request additional time from the Oneida Business Committee to complete the requirements of section 105.7-1(a)(1)-(2) if delays in compiling the applications, summary of qualifications, or results of any investigations exist. ~~request additional time from the Oneida Business Committee to complete requirements of section 105.7-1(a)(1)-(2).~~

(b) Each member of the Oneida Business Committee shall review the application materials prior to executive session and be prepared to discuss and select an applicant for appointment.

(1) The entity's ~~Chairperson~~ may review the application materials and the entity may submit a recommendation to the ~~Business Committee Support Office~~BCC Department to include in the application materials to be reviewed by a recommendation to the Oneida Business Committee. ~~of an applicant for appointment.~~

(A) The recommendation shall be submitted to the ~~Business Committee Support Office~~BCC Department in accordance with the submission

250 deadlines for the Oneida Business Committee meeting in which the
251 appointment is intended to be made.

252 (c) During executive session, ~~T~~the Oneida Business Committee shall have a full and
253 complete discussion of the merits and qualifications of the potential applicants; and any
254 recommendations made by ~~the Chairperson of~~ the entity, ~~during executive session~~. After
255 completing a thorough discussion, the Oneida Business Committee shall:

256 (1) select an applicant for appointment; ~~or~~
257 (2) ask the ~~Oneida Nation's~~ Secretary to re-notice the vacancy because of
258 ineligible, unqualified, or under qualified applicants; ~~or~~
259 (3) ask the Secretary to re-notice the vacancy because of an actual or implied
260 conflict of interest;
261 (4) direct the Election Board to hold a special election; or
262 (4) defer to the next administration of the Oneida Business Committee.

263 (d) All appointments shall be made by the Oneida Business Committee during the open
264 session of a regular or special Oneida Business Committee meeting. The Oneida Business
265 Committee shall not appoint an applicant who fails to meet the requirements set out in the
266 entity's bylaws.

267 (e) During the open session of the regular or special Oneida Business Committee
268 meeting, a member of the Oneida Business Committee may make a motion to appoint an
269 individual. Oneida Business Committee members may:

270 (1) accept the selected applicant and vote to appoint the individual to the vacant
271 position; ~~or~~
272 (2) reject the selected applicant and vote to oppose the appointment. ~~of the~~
273 individual.

274 (f) If the Oneida Business Committee rejects the selected applicant, the matter will be
275 deferred to the next Oneida Business Committee meeting where another applicant may be
276 recommended by the Oneida Business Committee; or the Oneida Business Committee
277 may direct the vacancy to be reposted. When a vacancy is reposted under this section, all
278 applications from the first posting shall be considered to have been filed within the
279 deadline period.

280 105.7-2. *Notification of Appointment.* Once an individual is selected for appointment at an
281 Oneida Business Committee meeting, the ~~Nation's~~ Secretary shall notify all applicants of the
282 final status of their application.

283 ~~(a) The Nation's Chairperson shall forward a list of all applicants to the Nation's~~
284 ~~Secretary and the final decision regarding the selection after the procedures for selection~~
285 ~~of an applicant described in section 105.7-1 are completed.~~

286 (a) The ~~Nation's~~ Secretary shall include on the notice to the applicant selected for
287 appointment the following paragraph: "The Oneida Nation reports all income paid by the
288 Oneida Nation in whatever form. The Internal Revenue Service of the United States
289 considers stipends paid to members of boards, committees, and commissions to be
290 income which may be offset by expenses related to that income. You will receive an
291 income report which is also forwarded to the Internal Revenue Service, it is also your
292 responsibility to keep documentation of expenses related to this income."

105.7-3. *Declination of Appointment.* An individual who has been selected for appointment to an entity by the Oneida Business Committee may decline the appointment.

(a) An individual may decline an appointment to an entity in the following ways:

(1) delivery of a letter to the BCC Department stating that the individual wishes to decline the appointment ~~to the Business Committee Support Office~~; or

(2) failure to take the oath of office within thirty (30) days or within two (2) regularly scheduled Oneida Business Committee meetings of being selected for appointment by the Oneida Business Committee.

(b) The ~~Business Committee Support Office~~ BCC Department shall notify the Oneida Business Committee if an individual declines an appointment to an entity. The Oneida Business Committee shall then use the original pool of applications for the vacancy posting and the process outlined in section 105.7-1 to select another applicant for appointment.

105.7-4. *Termination of Appointment.* An appointed member of an entity serves at the discretion of the Oneida Business Committee. Upon the recommendation of a member of the Oneida Business Committee or the entity, a member of an appointed entity may have ~~his or her~~ their appointment terminated by the Oneida Business Committee.

(a) A two-thirds majority vote of the Oneida Business Committee shall be required in order to terminate the appointment of an individual.

(b) The Oneida Business Committee's decision to terminate an appointment is final and not subject to appeal.

105.8. Election to an Entity

105.8-1. All elected positions shall be nominated at a caucus called by the Oneida Election Board, or apply for ballot placement, in accordance with the Nation's laws ~~and~~ or policies governing elections, except where an entity's bylaws allow for a vacancy to be filled by appointment.

(a) When the Election Board notifies an applicant or nominee that ~~they are he or she is~~ eligible to be placed on the ballot, the following paragraph shall be included: "The Oneida Nation reports all income paid by the Nation in whatever form. The Internal Revenue Service of the United States considers stipends paid to members of boards, committees, and commissions to be income which may be offset by expenses related to that income. You will receive an income report which is also forwarded to the Internal Revenue Service, it is also your responsibility to keep documentation of expenses related to this income."

105.8-2. All other processes for the election of a member of an entity shall be pursuant to ~~as directed by~~ the Nation's laws ~~and~~ or policies governing elections.

105.9. Oath of Office

105.9-1. All appointed and elected positions are official upon taking an oath during a regular or special Oneida Business Committee meeting, or at an alternative time and location as determined by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon taking the oath. The ~~Nation's~~ Secretary shall notify the chosen individuals ~~persons~~ when they shall appear for taking the oath.

(a) When taking an oath, the appointed or elected member shall appear in person to take ~~his or her~~their oath, except if granted permission by the Secretary to appear through video conferencing, or through other telecommunications.

(b) If an oath is administered outside of an Oneida Business Committee meeting, a quorum of Oneida Business Committee members shall be present to witness the oath.

105.9-2. The Oneida Business Committee shall approve wording of oaths. Any revisions of oaths shall be approved by the Oneida Business Committee prior to usage. Oaths shall be kept on file by the ~~Business Committee Support Office~~BCC Department.

105.9-3. Originals of the signed oath, or electronic copies of the originals of the signed oath, shall be maintained by the ~~Business Committee Support Office~~BCC Department. Copies of the oath shall be forwarded to the new member of the entity and the entity.

105.9-4. The following oath is the standard oath to be used unless a specific oath for the entity is pre-approved by the Oneida Business Committee: “I, [name], hereby promise to uphold the laws and regulations of the Oneida Nation, the General Tribal Council, and the Oneida Nation Constitution. I will perform my duties to the best of my ability and on behalf of the Oneida people with honor, respect, dignity, and sincerity and will strictly maintain confidential information. I will carry out the duties and responsibilities as a member of the [entity name], and all recommendations shall be made in the best interest of the Oneida Nation as a whole.”

105.9-5. All oaths shall be sufficient to make the appointed or elected member of an entity aware of their duty to the Nation and as members of the entity.

105.10. Other Responsibilities

105.10-1. Onboarding. Before a new member begins performing their duties and in addition to taking the oath of office, the new member must complete the entity’s onboarding requirements in accordance with an approved standard operating procedure. This procedure shall include, but is not limited to the following:

(a) Conflict of Interest.

(b) Confidentiality Agreement.

(c) Training:

(1) Regarding the Nation and the State of the Nation, in general. Such training may include, but will not be limited to, the Nation’s Economic Impact Statement, organizational chart, and government goals and vision.

(2) Regarding the training required by the specific entity’s bylaws.

(3) Regarding human resources as determined by the Nation’s Human Resources Department to the extent that entity directly supervises employees of the Nation.

105.10-2. Offboarding. When a member leaves an entity that member and the BCC Department or the Government Administrative Office shall be responsible for ensuring the member completes offboarding in accordance with an approved standard operating procedure. The offboarding procedure may include, but is not limited to:

(a) Transition of assigned duties and responsibilities.

(b) Return of equipment.

(c) De-activation of email, identification card, and access card.

(d) Exit interview or survey.

381 **105.110. Bylaws**

382 105.110-1. All entities of the Nation shall have bylaws that conform to the requirements of this
383 law. Bylaws shall become effective upon approval of the Oneida Business Committee, unless
384 ~~where~~ General Tribal Council approval is additionally required.

385 (a) All existing entities shall comply with this format and present bylaws for adoption
386 within a reasonable time after creation of the entity, or within a reasonable time after
387 adoption or amendment of this law.

388 (b) Bylaws shall contain at least the minimum information required by law, although
389 more information is not prohibited.

390 (c) ~~Exemption~~Exception. Task Forces and Ad Hoc Committees are exempted ~~excepted~~
391 from the requirement to have bylaws. However, these entities shall have, at minimum,
392 mission or goal statements for completion of the task.

393 105.110-2. *Articles*. Bylaws shall contain, at a minimum, the following Articles:

394 (a) Article I. Authority.

395 (b) Article II. Officers.

396 (c) Article III. Meetings.

397 (d) Article IV. Expectations.

398 (e) Article V. Stipends and Compensation.

399 (f) Article VI. Records and Reporting.

400 (g) Article VII. Amendments.

401 105.110-3. *Sections*. Articles shall be divided into the following "sSections" ~~as set out~~.

402 (a) "Article I. Authority" shall consist of the following:

403 (1) *Name*. The full name of the entity shall be stated, along with any short name
404 that will be officially used.

405 (2) *Establishment*. This section shall state the citation and name, if any, of the
406 creation document.

407 (3) *Authority*. This section shall state the purpose for which the entity was created
408 and what, if any, authority the entity is delegated.

409 (4) *Office*. There shall be listed the official office or post box of the entity.

410 (5) *Membership*. The following information shall be in this section:

411 (A) ~~N~~number of members on the entity;

412 (B) ~~I~~if members on the entity are appointed or elected ~~or appointed~~, and
413 how a member is appointed or elected ~~or appointed~~;

414 (C) ~~H~~how vacancies are filled; and

415 (D) ~~E~~qualifications for membership on the entity.

416 (i) In order to qualify for membership on an entity, a person shall
417 meet the minimum age requirements set forth for status as a
418 qualified voter of the Nation, unless a law, policy, or directive sets
419 forth a minimum age requirement.

420 (6) *Termination or Removal*. This section shall identify causes for termination or
421 removal, if any, in addition to those already identified in laws ~~and~~ or policies of
422 the Nation.

423 (7) *Trainings and Conferences*. This section shall address travel for training and
424 conferences. Travel for training and conferences is allowable in accordance with

~~the Nation's travel policies. All entities shall be in compliance with the Nation's travel policies. describe any trainings and/or conferences that the entity deems necessary for members to responsibly serve the entity, if any.~~

(b) "Article II. Officers" shall consist of the following:

(1) *Chairperson and Vice-Chairperson*. This section creates the eChairperson and vVice-eChairperson positions of the entity. Other officer positions may also be created here.

(2) *Responsibilities of the Chairperson*. Because of the importance of this position, all duties and responsibilities of the eChairperson, as well as limitations of the eChairperson shall be specifically listed here.

(3) *Responsibilities of the Vice-Chairperson*. Because of the importance of this position, all duties and responsibilities of the vVice-eChairperson, as well as limitations of the vVice-eChairperson shall be specifically listed here.

(4) *Responsibilities of Additional Officers*. There may be additional sections as needed for every officer position created in subsection one (1) above. These sections shall state all duties and responsibilities of the officer, as well as any limitations of the officer.

(5) *Selection of Officers*. This section shall identify how a member of the entity shall be selected for an official officer position in the entity.

(6) *Purchases and Travel*. This section shall identify how the entity shall approve purchases or travel on behalf of the entity.

(A) An entity shall follow the Nation's policies and procedures regarding purchasing and sign-off authority.

(B) Upon formal approval of a purchase by an entity, the Business Committee Support Office BCC Department shall have official budgetary sign off authority for the entity.

(C) An entity shall approve a member's request to travel on behalf of the entity by majority vote at a regular or emergency meeting of the entity.

(7) *Personnel*. This section shall state the entity's authority for hiring personnel, if any, and the duties of such personnel.

(c) "Article III. Meetings" shall consist of the following:

(1) *Regular meetings*. This section shall identify when and where regular meetings shall be held, and how the entity shall provide notice of the meeting agenda, documents, and minutes.

(2) *Emergency meetings*. This section shall identify what constitutes an emergency meeting, how emergency meetings shall be called, and how the entity shall provide notice of the emergency meeting.

(A) All bylaws shall include a provision requiring that within seventy-two (72) hours after an emergency meeting, the entity shall provide the Nation's Secretary with notice of the meeting, the reason for the emergency meeting, and an explanation of why the matter could not wait for a regular meeting.

(3) *Joint Meetings*. This section shall identify if joint meetings shall be held, the frequency and location of joint meetings, and how the entity shall provide notice of the meeting agenda, documents, and minutes.

(4) *Quorum*. This section shall identify how many members of an entity create a quorum.

(5) *Order of Business*. This section sets out how the agenda will be set up.

(6) *Voting*. This section shall identify voting requirements, such as, but not limited to:

(A) the percentages that shall be needed to pass different items;

(B) if, and when, the eChairperson is allowed to vote;

(C) if the use of an e-poll is permissible; and

(D) if the use of an e-poll is permissible, who will serve as the Chairperson's designee for the responsibility of conducting an e-poll, if a designee is utilized.

(d) "Article IV. Expectations" shall consist of the following information:

(1) *Behavior of Members*. This section shall identify the behavioral expectations and requirements of a member of the entity required by this law and any additional expectations and requirements specific to the entity, and identify how the entity shall enforce these behavioral expectations.

(2) *Prohibition of Violence*. This section shall prohibit any violent, intentional act committed by a member of the entity that inflicts, attempts to inflict, or threatens to inflict emotional or bodily harm on another person, or damage to property, and set forth any further expectations regarding the prohibition of violence.

(3) *Drug and Alcohol Use*. This section shall prohibit the use of alcohol and prohibited drugs for a member of an entity when acting in their official capacity, and set forth any further expectations regarding the use of prohibited drugs and alcohol.

(4) *Social Media*. This section shall identify expectations for the use of social media regarding in regards to official business of the entity.

(5) *Conflict of Interest*. This section shall state any standards and expectations additional to those required by this law of the Nation regarding in regards to conflicts of interest and how they are handled, as well as requirements related to prohibited activities resulting from disclosed conflicts of interest, and means by which a party can alleviate or mitigate the conflict of interest.

(6) Conflict Resolution. This section shall address how the entity will handle conflict resolution. At a minimum, the entity's procedures and requirements for conflict resolution shall conform to any policy of the Nation's Human Resources Department.

(7) Leave of Absence. This section shall address leave of absence, at a minimum, as it is allowed to employees of the Nation pursuant to policies of the Nation's Human Resources Department.

(e) "Article V. Stipends and Compensation" shall consist of the following information:

(1) *Stipends*. This section shall include a comprehensive list of all stipends members are eligible to receive and the requirements for collecting each stipend,

if any, in addition to those contained in this law. This section shall also include the procedure to withhold a member's stipend if a member does not meet the identified requirements needed to collect each stipend.

(2) *Compensation*. This section shall include details regarding all other forms of compensation members are eligible to receive and the requirements for collecting such compensation, if any, in addition to those contained in this law.

(f) "Article VI. Records and Reporting" shall consist of the following information:

(1) *Agenda Items*. Agenda items shall be maintained in a consistent format as identified by this section.

(2) *Minutes*. Minutes shall be typed and in a consistent format designed to generate the most informative record of the meetings of the entity. This may include a summary of action taken by the entity. This section shall identify the format for minutes, and a reasonable timeframe by which minutes shall be submitted to the ~~Business Committee Support Office~~ BCC Department.

(3) *Attachments*. Handouts, reports, memoranda, ~~or other relevant documents and the like~~ may be attached to the minutes and agenda, or may be kept separately, provided that all materials can be identified to the meeting in which they were presented. This section shall identify how records of attachments shall be kept.

(4) *Oneida Business Committee Liaison*. Entities shall regularly communicate with the Oneida Business Committee member who is their designated liaison. This section shall identify a format and frequency for communication which may be as the liaison and entity agree to, but not less than that required in any law or policy on reporting developed by the Oneida Business Committee or Oneida General Tribal Council. The ~~purpose of the liaison shall act relationship is to uphold the ability of the liaison to act~~ as a support to that entity.

(5) *Audio Recordings*. An entity shall audio record all meetings. This section shall state how the entity shall audio record meetings, and how the entity shall maintain the audio records.

(A) Exception. Audio recordings of executive session portions of a meeting shall not be required.

(g) "Article VII. Amendments" consists of:

(1) *Amendments to Bylaws*. This section shall describe how amendments to the bylaws are made. Any amendments to bylaws shall conform to the requirements of this law and any other policy of the Nation. Amendments to bylaws shall be approved by the Oneida Business Committee, in addition to the General Tribal Council when applicable, prior to implementation.

105.121. Electronic Polling

105.121-1. An entity may utilize an e-poll when approval of an action may be required before the next available meeting agenda of the entity.

105.121-2. *Conducting an E-Poll*. The Chairperson of the entity, or designee, shall e-mail the e-poll to all members of the entity. Requests for an e-poll shall be sent only from an official e-mail address of the entity. The e-poll's message shall include the following information:

(a) The e-mail subject line shall begin with "E-poll Request;" and include a short title describing the purpose of the request.

(b) The body of the e-poll shall contain the following elements:

(a) An executive summary of the reason for the request and why the request cannot be presented at the next available meeting of the entity; and

(2) A proposed motion which shall be in bold and identified in a separate paragraph by the words "Requested Action;"

(3) All attachments in *.pdf format, which are necessary to understand the request being made; and

(b) a deadline date for a response, to be returned regarding the results of the electronic poll which shall be in bold and identified in a separate paragraph by the words "Deadline for Response."

(1A) E-poll requests shall be open for response not less than one (1) hour and no more than twenty-four (24) hours.

(2B) The Chairperson of the entity, or designee, is responsible for creating a time frame for responses shall be determined by the Secretary of the entity, or designee, based on urgency, scheduling, and any other pertinent factors.

105.121-3. *Response to an E-Poll.* Only the member of an entity shall respond to an e-poll. A response from a member of an entity shall be valid if received from an official e-mail address of the entity. No responses from unknown e-mails or personal e-mails shall be accepted. An e-poll request shall receive responses from a majority of members of the entity in order to be an official vote.

(a) E-polls that receive at least a majority of supporting votes by the deadline are considered to be approved.

(b) E-polls for which insufficient responses were received by the deadline are considered to have failed to receive support, and result in a denied request.

(c) E-polls that result in a denied request may be reconsidered by the entity at the next available meeting.

(d) The Chairperson, or designee, shall monitor all responses and deadline dates for responses.

105.121-4. *Entering an E-Poll in the Record.* Both approved and denied e-poll requests shall be placed on the next meeting agenda of the entity to be entered into the record. The agenda item shall contain the following information:

(a) Original e-poll request and all supporting documentation;

(b) A summary of the e-poll results identifying each member of the entity and his or her response; and

(c) A copy of any comment by a member of the entity if comments are made beyond a vote.

105.132. Reporting Requirements

105.132-1. *Minutes.* All minutes shall be submitted to the Business Committee Support Office BCC Department within a reasonable time after approval by the entity, as identified in the entity's bylaws.

(a) Actions taken by an entity are valid upon approval of the action by vote, unless the bylaws of the entity otherwise require minutes to be approved by the entity before the actions are valid.

(b) Minutes shall be filed according to this section, and any specific directions within approved bylaws.

(c) No action or approval of minutes is required by the Oneida Business Committee on minutes submitted by an entity unless specifically required by the bylaws of that entity.

105.132-2. *Standard Operating Procedures*. All standard operating procedures established by an entity shall be submitted to the ~~Business Committee Support Office~~ BCC Department, where they shall be kept on file.

105.132-3. ~~Quarterly Reports to the Oneida Business Committee~~. Every fiscal year ~~Entities~~ shall provide quarterly at least two reports to the Oneida Business Committee in accordance with the ~~quarterly~~ reporting schedule approved by the Oneida Business Committee. All quarterly ~~The~~ reports shall be approved by official entity action before they are submitted. The ~~quarterly~~ reports shall not contain any information that conflicts with any law, resolution, or policy of the Nation. At least one (1) member of the entity shall attend the Oneida Business Committee meeting where the ~~quarterly~~ report is an agenda item. ~~Quarterly r~~Reports shall follow a format prescribed by the Oneida Business Committee and contain the following information:

(a) *Contact Information*. The name of the entity, the member submitting the report, the Oneida Business Committee liaison; and a list of the members and their titles, term expiration dates, and contact information.

(b) *Meetings*. When and how often the entity is holding meetings and whether any emergency meetings have been held.

(1) If emergency meetings were held, the report shall indicate the basis of the emergency for each meeting.

(c) *Accomplishments*. Details of what the entity has accomplished since the last report ~~that~~ quarter, including any special events held during the reporting period and any travel by the members ~~and/or~~ staff.

(d) *Goals*. Details of both the entity's long-term goals, the entity's goals for the next quarter reporting period, and projected ~~quarterly~~ activities during the next reporting period.

(e) *Budget*. The amount of the entity's budget, the status of the budget ~~at that quarter~~, the amount of each stipend a member may be eligible to receive, how the budget is being utilized by the entity, and projected budgetary uses for the next quarter reporting period.

(f) *Requests*. Details of any requests to the Oneida Business Committee.

(g) *Other*. And any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

105.132-4. *Annual and Semi-Annual Reports to the General Tribal Council*. Entities shall provide annual reports to the Oneida General Tribal Council based on their activities during the previous fiscal year, and semi-annual reports based on their activities during the current fiscal year. All annual and semi-annual reports shall follow a format prescribed by the Oneida Business Committee.

(a) Annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

(b) Each entity with oversight of a department shall also submit annual and semi-annual reports for each department the entity oversees.

105.1~~3~~²-5. Any failure to comply with the reporting requirements may result in the Oneida Business Committee placing a hold on the release of a stipend payment.

105.1~~4~~³. Stipends, Reimbursement and Compensation

105.1~~4~~³-1. Stipends and reimbursement for expenses shall follow the procedures as set out in this section and according to procedures for payment as set out by the Nation, unless otherwise declined by the entity through its bylaws, or declined by a member.

105.1~~4~~³-2. The Oneida Business Committee shall set stipend amounts by resolution. The Oneida Business Committee shall periodically review the amounts provided for stipends and, based on the availability of funds, shall adjust those amounts accordingly by amending the resolution. Stipends are paid in the form of cash or cash equivalent, ~~which may include, but is not limited to,~~ gift cards.

105.1~~4~~³-3. *Meeting Stipends*. A member of an entity shall only receive a meeting stipend for a regular or emergency meeting where a quorum has been established in accordance with the duly adopted bylaws of that entity, that lasts for at least one (1) hour, and the member collecting the stipend is present for the entire meeting. Meetings can occur in person, by telephone, through videoconferencing, or through other telecommunications.

(a) *Meeting Stipends for an Appointed Entity*. An individual serving on an appointed entity shall be paid no more than twelve (12) meeting stipends per fiscal year.

(b) *Meeting Stipends for an Elected Entity*. An individual serving on an elected entity shall be paid no more than twenty-four (24) meeting stipends per fiscal year.

(c) *Demonstrating Presence During a Meeting*. An entity shall demonstrate the presence of its members during a meeting by taking roll call on the record at both the beginning and conclusion of a meeting.

(d) *Technological Issues Affecting Presence During a Meeting*. If a member of an entity experiences a technological issue during a regular or emergency meeting held by telephone, through videoconferencing, or through other telecommunications, and the technological issue disrupts the member's presence during the meeting, the member shall notify the entity of the technological issue as soon as possible.

(1) An ~~exception~~ ~~exemption from~~ ~~to~~ the stipend eligibility requirement to be present for the entire meeting may be granted if the entity certifies by a majority vote that the member was present for a majority of the meeting despite the technological issue which disrupted the member's presence during the meeting.

105.1~~4~~³-4. *Joint Meeting Stipends*. A member of an entity shall only receive a stipend for a joint meeting where a quorum has been established in accordance with the duly adopted bylaws of that entity, that lasts for at least one (1) hour, and the member collecting the stipend is present for the entire meeting. Joint meetings can occur in person, by telephone, through videoconferencing, or through other telecommunications.

(a) An individual shall receive a stipend for ~~his or her~~ ~~their~~ attendance at a duly called joint meeting.

(1) A joint meeting stipend does not count towards the limitation on meeting stipends as provided for in section 105.1~~4~~³-3(a)-(b).

(b) *Demonstrating Presence During a Joint Meeting.* An entity shall demonstrate the presence of its members during a joint meeting by taking roll call on the record at both the beginning and conclusion of a joint meeting.

(c) *Technological Issues Affecting Presence During a Joint Meeting.* If a member of an entity experiences a technological issue during a joint meeting held by telephone, through videoconferencing, or through other telecommunications, and the technological issue disrupts the member's presence during the joint meeting, the member shall notify the entity of the technological issue as soon as possible.

(1) An exemption to the stipend eligibility requirement to be present for the entire joint meeting may be granted if the entity certifies by a majority vote that the member was present for a majority of the joint meeting despite the technological issue which disrupted the member's presence during the joint meeting.

105.143-5. *Oneida Judiciary Hearings.* A member of an entity shall receive a Judiciary hearing stipend if the member's attendance at the Judiciary hearing is required by official subpoena.

105.143-6. *Hearings of an Entity.* A member of an entity that maintains hearing authority may obtain one hearing stipend for conducting a hearings administered by the entity. A hearing consists of all functions related to the resolution of the matter ~~notwithstanding the amount of time it takes to resolve the matter~~, including, but not limited to, ~~any continuations of the hearing and~~ decision drafting. A member may receive additional stipends for any continuation if a continuation is necessary to resolve the matter.

105.143-7. *Other Stipends.* The Oneida Business Committee shall determine if, and when, any other stipends are appropriate to compensate members of entities for their official actions. All possible stipends shall be included in the Oneida Business Committee resolution which sets stipend amounts.

105.14-8. *Virtual Meetings.* The entity may hold a virtual meeting pursuant to any requirements established by the Oneida Business Committee and pursuant to any additional requirements established by the entity. At a minimum those requirements for members shall be:

(a) The Chairperson shall open the meeting with an explanation for the record as to why the meeting is being held virtually.

(b) The Chairperson shall take roll call at both the beginning and end of the virtual meeting.

(c) All members shall keep their video camera on during the entire meeting.

(d) The Chairperson shall poll each individual member to vocalize their support, opposition, or abstention to any motion.

105.143-98. ~~*Conferences and Training*~~ *Conferences, Training, and Travel.* ~~An appointed or elected~~ member of any entity, ~~elected or appointed~~, shall be reimbursed in accordance with the Nation's policy for travel and per diem, for attending a conference or training. ~~P~~ provided that:

(a) All entities shall be in compliance with the Nation's travel policies.

(b) A member shall be eligible for a stipend for attending a conference or training, when attendance at the conference or training is required by law, bylaw, or resolution.

(1) The amount of the stipend a member is eligible to receive for attendance at a conference or training shall be dependent on whether the member attended up to four (4) hours of a conference or training, or more than four (4) hours of a conference or training.

(c**b**) A member shall not be eligible for a conference and training stipend if that training is not required by law, bylaw, or resolution.

(d**e**) No stipend payments shall be made for those days spent traveling to and from the conference or training.

(e) The board, committee, or commission approves reimbursement for the member.

105.14**3-109**. *Business Expenses*. All members of entities shall be eligible for reimbursement for normal business expenses naturally related to membership in the entity.

(a) Before a member is eligible for reimbursement of normal business expenses, the board, committee, or commission must approve such expenses.

105.14**3-110**. *Task Force and Ad Hoc Subcommittees*. Members of task force, ad hoc committees and subcommittees shall not be eligible for stipends unless specific exception is made by the Oneida Business Committee or the Oneida General Tribal Council.

105.15. Official Oneida Nation E-mail Address.

105.15-1. Each member of an entity shall be provided with an official Oneida e-mail address upon election or appointment for the purpose of conducting business of the entity electronically.

(a) If a member is also an employee of the Nation, they shall receive a separate email address from their regular work e-mail address.

(b) A member of an entity shall have thirty (30) days after appointment or election to activate their official e-mail address.

(c) An individual who holds a position as an ad hoc or alternate member of an entity shall be exempt from the requirement to be provided with an official e-mail address, unless determined that an e-mail address is necessary for the role and responsibilities of the ad hoc or alternate member.

(d) A member of an entity shall sign an acknowledgment form provided by the Secretary indicating notice of the Nation's applicable computer and media related laws, policies, and rules. The Secretary shall maintain a record of all such acknowledgment forms.

(e) A member of an entity shall exclusively use their official e-mail address to electronically conduct any business of the entity.

(f) Immediately upon receipt of notice of a vacancy, the Secretary shall instruct the Digital Technology Services department to disable the e-mail address for the member having vacated the position.

105.164. Standards of Conduct

105.16-1. *Good Mind*. All members shall serve with a Good Mind guided by wisdom, compassion, and responsibility and shall avoid actions or situations that give rise to the appearance of impropriety, undue influence, or favoritism.

105.16-2. *Cultural Accountability*. Members are reminded that their conduct reflects not only on themselves but on the Nation as a whole. They are expected to uphold the teachings of the Good Mind, protect the well-being of the community, and serve with humility, honor, and respect.

105.16-3. *Prohibited Conduct*. Members are expected to walk with the Good Mind, honoring the trust of the people and the teachings of the Great Law of Peace. The following conduct is prohibited as it undermines the integrity of governance, the dignity of the Nation, and the responsibilities entrusted to those who serve. No member shall:

- 773 (a) Use their position for personal gain, financial benefit, or advancement of family,
774 friends, or associates.
- 775 (b) Engage in any form of bribery, coercion, or undue influence in the performance of their
776 duties.
- 777 (c) Misuse or misappropriate Nation resources, including funds, property, or confidential
778 information.
- 779 (d) Discriminate against or harass any individual based on race, gender, age, religion, tribal
780 affiliation, or any other protected status.
- 781 (e) Retaliate against any person who reports unethical behavior, misconduct, or violations
782 of this law.
- 783 (f) Falsify records, reports, or communications related to their official duties.
- 784 (g) Accept gifts, gratuities, or honoraria in violation of Section 105.15-10.
- 785 (h) Participate in decisions where a conflict of interest exists, as defined in Section 105.15-
786 8.
- 787 (i) Engage in nepotism or favoritism in hiring, supervision, or contracting, as prohibited in
788 Section 105.15-9.
- 789 (k) Act in a manner that brings dishonor to the Oneida people or undermines the public's
790 trust in the Nation's government.
- 791 105.16-4. Attendance and Meeting Conduct. Members shall honor their responsibility to
792 participate fully and professionally in the governance of the Nation. Attendance and conduct
793 during meetings reflect the integrity of leadership and the trust placed in members by the Oneida
794 people. Accordingly:
- 795 (a) Commitment to Presence and Preparedness. Members shall attend all scheduled
796 meetings unless excused or prevented by circumstances beyond their control. Absences
797 should be communicated promptly and with respect for the entity's ability to conduct
798 business. Members are expected to arrive prepared, having reviewed all materials
799 necessary for informed decision making.
- 800 (b) Engagement and Respectful Dialogue. Meetings shall be conducted in a manner that
801 upholds the Good Mind and fosters constructive dialogue. Members shall:
- 802 (1) Actively and thoughtfully participate.
- 803 (2) Contribute to deliberations with clarity and respect.
- 804 (3) Listen attentively to others, avoid interruptions, and ensure that all voices are
805 heard.
- 806 (4) Refrain from conduct that disrupts proceedings or diminishes the dignity of the
807 office.
- 808 (c) Professionalism and Integrity in Deliberation. Decisions shall be made based on merits,
809 facts, and the collective good of the Nation. Members shall:
- 810 (1) Avoid side conversations, electronic distractions, or any behavior that signals
811 disengagement.
- 812 (2) Maintain confidentiality of closed-session discussions and sensitive
813 information.
- 814 (3) Conduct themselves in a manner that reflects honor, impartiality, and
815 accountability.

(d) *Responsibility for Governance Continuity.* Attendance and participation are essential to the functioning of the Nation's government. Persistent failure to meet these expectations may constitute a breach of trust and be subject to review under enforcement provisions.

105.16-5. *Fair Dealing and Impartiality.* Members shall carry out their duties with fairness, honesty, and impartiality, honoring the trust placed in them by the Oneida people. Members shall:

- (a) Refrain from granting special treatment beyond what is available to others under the law.
- (b) Make decisions based solely on merit, facts, and the well-being of the Nation, free from bias, favoritism, or personal interest.
- (c) Avoid conduct that creates the appearance of impropriety or undermines community trust.
- (d) Treat all individuals with respect and dignity, and foster an environment of equity, justice, and inclusion in governmental dealings.

105.16-6. *Accountability and Transparency.* Public service is a sacred responsibility. Members are entrusted by the Oneida people to act with integrity, humility, and accountability. Their actions shall reflect the values of the Nation and honor the trust placed in them by the community.

- (a) *Duty to be Accountable.* Members shall be answerable to the Oneida people for their decisions, conduct, and use of authority; explain their actions, accept responsibility for mistakes, and take corrective steps when necessary. Accountability is not only a legal obligation, but also a cultural duty rooted in respect for the people and the teachings of the Good Mind.
- (b) *Transparency in Governance.* Transparency is essential to maintaining the good mind and the confidence of the people. Members shall:
 - (1) conduct public business in a manner that is open, honest, and accessible to the community;
 - (2) provide timely and accurate information about decisions, policies, and the use of Nation resources; and
 - (3) ensure that records, reports, and proceedings are maintained and made available in accordance with the laws and customs of the Nation.
- (c) *Community Engagement.* Members shall actively seek the voices of the people, respecting the wisdom of elders, the concerns of families, and the guidance of traditional knowledge. Decisions shall reflect the collective good and be made with the understanding that leadership is a service to the Nation not a privilege.

105.16-7. ~~Confidentiality Information~~ 105.14-1. All members of an entity shall maintain in a confidential manner all information obtained through their position on the entity. The Nation requires that all members of an entity who have access to the Nation's confidential information be subject to specific limitations in order to protect the interest of the Nation and ensure that no individuals persons engaged in by the Nation, nor their relatives or associates, benefit from the use of confidential information.

- (a) Confidential information shall be considered and kept as the private and privileged records of the Nation and will not be divulged to any person, firm, corporation, or other entity except by direct written authorization of the Oneida Business Committee.
- (b) A member of an entity will continue to treat as private and privileged any confidential information, and will not release any such information to any person, firm, corporation,

or other entity, either by statement, deposition, or as a witness, except upon direct written authority of Oneida Business Committee, and the Nation shall be entitled to an injunction by any competent court to enjoin and restrain the unauthorized disclosure of such information. Such restriction continues after termination of the relationship with the Nation and the entity.

(c) Upon completion or termination of ~~his or her~~ their appointed or elected ~~or appointed~~ term of membership in an entity, for any cause ~~whatsoever~~, the member of the entity will surrender to the Nation, in good condition, all records kept by the member of the entity.

(d) No member of an entity shall disclose confidential information acquired by reason of ~~his~~ their other relationship or status with the Nation ~~for his or her~~ their personal advantage, gain, or profit, or for the advantage, gain, or profit of a relative or associate.

(e) If a member does intentionally disclose confidential information, that member will be subject to fines or penalties set forth in a fine and penalty schedule adopted by the Oneida Business Committee.

~~105.14-8.~~ (f) Any records created or obtained while serving as a ~~member~~ official of an entity are the property of the Nation and shall only be removed or destroyed by approval from a majority vote of the entity at a duly called meeting. All removal or destruction of documents shall be made in accordance with the Nation's laws and policies governing open records and open meetings.

~~105.14-3. Official Oneida Nation E-mail Address. Each member of an entity shall be provided an official Oneida e-mail address upon election or appointment for the purpose of conducting business of the entity electronically.~~

~~(a) If a member is also an employee of the Nation, he or she shall receive a separate email address from his or her regular work e-mail address.~~

~~(b) A member of an entity shall have thirty (30) days upon election or appointment to an entity to activate his or her e-mail address.~~

~~(c) An individual who holds a position as an ad hoc or alternate member of an entity shall be exempt from the requirement to be provided an official e-mail address, unless determined that an e-mail address is necessary for the role and responsibilities of the ad hoc or alternate member.~~

~~(d) A member of an entity shall sign an acknowledgment form provided by the Nation's Secretary indicating notice of the Nation's applicable computer and media related laws, policies and rules. The Nation's Secretary shall maintain a record of all such acknowledgment forms.~~

~~(e) A member of an entity shall exclusively use his or her official e-mail address to electronically conduct any business of the entity, and shall not use a personal or work e-mail address to electronically conduct any business of the entity.~~

~~(f) Immediately upon receipt of notice of an entity vacancy, the Nation's Secretary shall instruct the Management Information Systems department to disable the e-mail address for the member having vacated the position.~~

~~105.16-8. Conflicts of Interest. 105.15-1. All members of an entity are required to adhere to the Nation's laws and policies governing conflicts of interest. 105.15-2. A m~~ Members of an entity shall disclose a conflict of interest in writing to the ~~Nation's~~ Secretary as soon as the conflict

arises and update a conflict of interest disclosure form with the ~~Nation's~~ Secretary on an annual basis.

(a) Disclosure Forms.

(1) The Oneida Law Office shall create both annual and as-needed disclosure forms.

(2) The Office of the Oneida Nation Secretary shall distribute, collect, and maintain these disclosure forms.

(3) All members shall submit disclosure forms annually and within a reasonable time after a conflict arises or becomes known.

~~(b)~~ Upon receiving information of a potential conflict of interest, the ~~Nation's~~ Secretary shall request a determination from the Oneida Law Office whether further action shall be taken by the Nation regarding the status of the official.

(1) Entities may develop an internal conflict of interest mitigation plan for eligible conflicts in consultation with the Oneida Law Office, the Nation's Human Resources Department, and other departments of the Nation as needed.

~~105.15-3. (c) Ineligibility Due to Conflicts of Interest.~~ Due to the potential for ~~an actual or implied a real or perceived~~ conflict of interest ~~to exist~~, the following individuals ~~shall may~~ not be eligible to serve on an appointed or elected entity unless they obtain approval from their immediate supervisor; the individual may also be required to complete a conflict mitigation plan:

~~(1a)~~ political appointees;

~~(2b)~~ an employee of the Nation's Internal Audit Department, Finance Administration, Oneida Law Office, ~~Business Committee Support Office~~ BCC Department, Government Administrative Office, or Intergovernmental Affairs ~~and Communications~~; and

~~(3e)~~ an employee who serves as a direct report to the Oneida Business Committee or the Chief Executive Officer of Nation Services. General Manager.

(d) Ongoing Duty to Disclose. Members who become aware of a conflict of interest shall promptly disclose and comply with the requirements of the conflict of interest mitigation plan.

105.16-9. Nepotism Prohibited. The Oneida people expect their leaders to act with integrity and impartiality. Avoiding nepotism is essential to maintaining the trust between the government and the community, and to ensuring that all Oneida people have equal opportunity to serve and contribute to the Nation.

(a) Commitment to Fairness. Members shall be guided by fairness, respect, and the Good Mind. Favoring family members in employment, appointments, or decision-making undermines the trust of the people and disrupts the balance that is essential to good governance.

(b) Preferential Treatment Prohibited. No member shall use their position to secure employment, advancement, contracts, or other benefits for immediate family members or close relatives. All decisions shall be made based on merit, qualifications, and the best interests of the Nation.

(c) Employment and Oversight Restrictions. No member shall supervise, evaluate, or participate in employment decisions involving a family member. The Nation shall

implement procedures to ensure that hiring and promotion processes are free from undue influence and favoritism.

105.16-10. Gifts and Honorarium.

(a) Prohibition on Gifts for Business Privilege. No member shall accept any gift, gratuity, or honorarium of any value in exchange for, or as a condition of, doing business with the Nation.

(b) Reporting Requirements. Members shall report any gift, honorarium, or sponsored event with a fair market value of one thousand dollars (\$1000) or more that is given in connection with activities organized by or participated in on behalf of the Nation.

(1) Sponsored events not paid for or reimbursed by the Nation or another government entity for official duties, including fundraisers, social events, recreational events, or entertainment events and any associated travel costs must be recorded as a gift.

(2) Travel provided or reimbursed by a federal, state, or tribal government entity for the purpose of carrying out official government functions, such as tribal consultations, meetings, or trainings, is considered official business and is not reportable under this section.

(c) Gift Disclosure Form and Public Record. Gifts or gratuities meeting the criteria in 105.15-10(a) shall be documented using the Gift Disclosure Form and submitted to the Office of the Nation's Secretary within ten (10) business days of receipt.

(1) The Office of the Secretary shall maintain a public record of all reported gifts and honoraria; and

(2) The Oneida Law Office shall maintain and update the Gift Disclosure Form and related procedures.

(d) Gifts below the Reporting Threshold. Gifts or honoraria valued at nine hundred ninety-nine dollars (\$999) or less are not required to be reported on the Gift Disclosure Form.

(e) Cultural and Ceremonial Gifts. Gifts given in the context of traditional, ceremonial, or cultural exchange may be exempt from reporting requirements, provided they are not of significant monetary value and do not create a conflict of interest. Members are encouraged to consult with the Oneida Law Office when in doubt.

105.176. Use of the Nation's Assets

105.176-1. Entities shall maintain all bank accounts for the Nation's funds in the name of the Oneida Nation. Bank accounts will be reflected on the Oneida Nation's books in accordance with Generally Accepted Accounting Principles.

105.176-2. Each member of an entity shall comply with the system of internal accounting controls sufficient to provide assurances that:

(a) all transactions are executed in accordance with management's authorization; and

(b) access to assets is permitted only in accordance with management's authorization; and

(c) all transactions are recorded to permit preparation of financial statements in conformity with Generally Accepted Accounting Principles or other applicable criteria.

105.176-3. Any evidence of noncompliance with any policy regarding the use of the Nation's tribal assets shall be immediately reported to the Internal Audit department. If the Internal Audit department finds evidence of noncompliance, they shall notify the Oneida Law Office, who will

then provide a recommendation to the Government Administrative Office on how to proceed.
~~make a determination of further action to be taken, if any.~~

105.187. Dissolution of an Entity

105.187-1. *Dissolution of a Task Force or Ad Hoc Committee.* A task force or ad hoc committee dissolves upon a set date or acceptance of a final report. Unless otherwise indicated, the materials generated by a task force or ad hoc committee shall be forwarded to the Business Committee Support Office BCC Department for proper disposal within ~~two~~ four (24) weeks of the dissolution.

105.187-2. *Dissolution of an Entity.* All other entities of the Nation shall be dissolved only by motion of the Oneida General Tribal Council or the Oneida Business Committee.

105.187-3. *Notice of Dissolution.* Within five (5) business days of the Oneida General Tribal Council or the Oneida Business Committee taking official action to dissolve an entity, the Oneida Business Committee shall provide the entity with a written notice of the dissolution.

105.187-4. *Management of Records and Materials.* All Chairpersons and Secretaries of dissolved entities shall be responsible for finalizing closing-out open business of the entity and forwarding all materials and records to the Business Committee Support Office BCC Department for proper storage and disposal within ~~two-four~~ (24) weeks of dissolution. The entity shall not alter or destroy any records. The Business Committee Support Office BCC Department may utilize the assistance of the Records Management Department and/or any other appropriate department for the storage and disposal of the records and materials.

(a) The entity may request the Oneida Business Committee to grant ~~an one (1) week~~ extension of the time allowed to close out open business of the entity and forward all materials and records to the Business Committee Support Office BCC Department.

105.198. Enforcement

105.198-1. Any appointed member of an entity found to be in violation of this law may be subject to:

(a) termination of appointment by the Oneida Business Committee;

(b) loss of stipend;

(1) when an appointed member's stipend is withheld, the Secretary shall submit written notices to the member, the entity's Chairperson or Vice-Chairperson, as applicable, and the BCC Department; or

(c) any other penalty identified by the entity in the entity's bylaws.

105.19-2. Any elected member of an entity found to be in violation of this law may be subject to:

(a) loss of stipend or any other sanctions and penaltyies in accordance with any laws or policies of the Nation governing sanctions and ~~or~~ penalties;

(b) removal pursuant to any laws or policies of the Nation²s governing removal; or

(c) any other penalty identified by the entity in the entity's bylaws.

~~if the individual is a member of an elected entity; or~~

(e) ~~termination of appointment by the Oneida Business Committee, if the individual is a member of an appointed entity.~~

1033 105.19-3. All entities shall identify in their bylaws the procedures for withholding a member’s
1034 stipend and any other sanctions or penalties identified by that entity as long as those sanctions or
1035 penalties meet the requirements of this law and all other laws, policies, and rules of the Nation.
1036 105.19-4. Appeal. If applicable, a member shall have the right to appeal an enforcement action
1037 pursuant to the requirements and procedures regarding appeals of the law under which the member
1038 received a sanction or penalty.

1039
1040
1041 *End.*
1042

1043
1044 Adopted - BC-08-02-95-A
1045 Amended - BC-05-14-97-F
1046 Emergency Amended - BC-04-12-06-JJ Amended - BC-09-27-06-E (permanent adoption of emergency
1047 amendments)
1048 Amended – BC-09-22-10-C
1049 Amended – BC-09-26-18-C
1050 Emergency Amended – BC-03-11-20-B
1051 Emergency Amended – BC-03-17-20-C
1052 Amended – BC-08-12-20-B

Title 1. Government and Finances – Chapter 105
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BOARDS, COMMITTEES, AND COMMISSIONS

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105.1. Purpose and Policy

105.1-1. *Purpose.* It is the purpose of this law to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees, and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions.

(a) This law shall not apply to the Oneida Business Committee or standing committees of the Oneida Business Committee.

(b) This law does not apply to Tribal corporations due to the corporate structure and autonomy of those entities.

105.1-2. *Policy.* It is the policy of the Nation to have consistent and standard procedures for choosing and appointing or electing the most qualified individuals to boards, committees, and commissions, for creation of bylaws governing boards, committees, and commissions, and for the maintenance of information created by, and for, boards, committees, and commissions.

(a) It is further the policy of the Nation that appointed and elected individuals serving on a board, committee, or commission of the Nation carry themselves in a way that brings honor to the Oneida people and government. They shall walk with integrity, follow the laws of the Nation, and uphold the highest standards of ethical conduct in all their duties. All appointed and elected individuals shall strive to exhibit and uphold the Nation's core values of The Good Mind as expressed by On<yote>a=ka, which includes:

(1) Kahletsyal&sla. The heartfelt encouragement of the best in each of us.

(2) Kanolukhw@sla. Compassion, caring, identity, and joy of being.

(3) Ka>nikuhli=y%. The openness of the good spirit and mind.

(4) Ka>tshatst^sla. The strength of belief and vision as a People.

(5) Kalihwi=y%. The use of the good words about ourselves, our Nation, and our future.

(6) Twahwahts\$lay<. All of us are family.

(7) Yukwats\$stay<. Our fire, our spirit within each one of us.

105.2. Adoption, Amendment, Repeal

105.2-1. This law was adopted by the Oneida Business Committee by resolution BC-05-14-97-F and amended by resolutions BC-09-27-06-E, BC-09-22-10-C, BC-09-26-18-C, BC-08-12-20-B, and BC-____-____-____-____.

105.2-2. This law may be amended or repealed by the Oneida Business Committee or the General Tribal Council pursuant to the procedures set out in the Legislative Procedures Act.

105.2-3. Should a provision of this law or the application thereof to any person or circumstances be held as invalid, such invalidity shall not affect other provisions of this law which are considered to have legal force without the invalid portions.

105.2-4. In the event of a conflict between a provision of this law and a provision of another law, the provisions of this law shall control.

105.2-5. This law is adopted under authority of the Constitution of the Oneida Nation.

105.3. Definitions

105.3-1. This section shall govern the definitions of words and phrases used within this law. All words not defined herein shall be used in their ordinary and everyday sense.

(a) "Application" means the form by which a person seeks to be appointed to fill a vacancy on an entity.

(b) "Appointment" means the process by which a person is chosen to fill a vacancy on an entity by the Oneida Business Committee.

(c) "BCC Department" means the Boards, Committees, and Commissions Department.

(d) "Business day" means Monday through Friday from 8:00 a.m. to 4:30 p.m., excluding holidays recognized by the Nation.

(e) "Bylaws" means a document which provides a framework for the operation and management of a board, committee, or commission of the Nation chiefly for the government of its members and the regulation of its affairs.

(f) "Conference" means any training, seminar, meeting, or other assembly of individuals which is not an assembly of the entity.

(g) "Confidential information" means all information or data, whether printed, written, or oral, concerning business or customers of the Nation, disclosed to, acquired by, or generated by a member of an entity in confidence at any time during their appointed or elected term or during their employment.

(h) "Conflict of interest" means any financial, personal, or political interest, actual or implied in which an appointed or elected member or any member of their immediate family, has that conflicts with any right of the Nation to property, information, or any other right to own and operate activities free from undisclosed competition or other violation of such rights of the Nation or to any transaction between the Nation and an outside party.

(i) "Direct report" means a position which requires direct contact and supervision by the Oneida Business Committee because of the position, the duties, or the services provided. Direct reports shall be identified by the Oneida Business Committee through resolution.

(j) "Entity" means a board, committee, or commission created by the General Tribal Council or the Oneida Business Committee whose members are appointed by the Oneida Business Committee or elected by the Nation's membership.

(k) "E-poll" means an electronic poll, which is the act of delivering an e-mail to all officials of an entity, in order to seek a response which identifies a vote in favor of, opposing, or abstaining to an issue requiring approval by the entity.

(l) "Fiscal year" means the one (1) year period each year from October 1st to September 30th.

(m) "Joint meeting" means a meeting with the Oneida Business Committee.

(n) "Letter" means a written or printed message addressed to a specific person or organization; for the purposes of this law, a letter can be on paper or sent electronically.

(o) "Member" means all individuals who are appointed or elected to serve on a board, committee, or commission created by the Oneida Business Committee or the Oneida General Tribal Council.

(p) "Nation" means the Oneida Nation.

(q) "Per diem" means the payment made by the Nation to offset the costs of being on travel on behalf of the Nation.

(r) "Political appointee" means a person who assists an elected member of the Oneida Business Committee in their daily activities and operations.

(s) "Prohibited drugs" means marijuana, cocaine, opiates, amphetamines, phencyclidine (PCP), hallucinogens, methaqualone, barbiturates, narcotics, and any other substance included in Schedules I through V, as defined by Section 812 of Title 21 of the United States Code. This also includes prescription medication or over-the-counter medicine used in an unauthorized or unlawful manner.

(t) "Secretary" means the person elected and serving as the Nation's Secretary; an officer position of the Oneida Business Committee.

(u) "Stipend" means the amount paid by the Nation to a person serving on a board, committee, or commission of the Nation in order to compensate the individual for their contribution of time, effort, and work for their board, committee, or commission for the betterment of the Nation.

(v) "Subcommittee" means a subgroup of an entity; which is comprised of fewer than all members of the entity; which is designated one (1) or more specific responsibilities on behalf of the entity.

(w) "Substantiated complaint" means a complaint or allegation in a complaint that was found to be valid by clear and convincing evidence.

(x) "Task Force or Ad Hoc" means a group of individuals gathered to pursue a single goal, the accomplishment of which means the disbanding of the group. The goal is generally accomplished in a short time period, i.e. less than one year, but the goal itself may be long term.

(y) "Vacancy" means any position on any board, committee, or commission caused by resignation, end of term, removal, termination, or creation of a new position.

105.4. Creation of an Entity

105.4-1. An entity of the Nation shall be created by a resolution or law adopted by the Oneida Business Committee or General Tribal Council.

105.4-2. The law or resolution establishing the entity shall state the purpose of the entity and all powers and responsibilities delegated to the entity.

105.4-3. The Oneida Business Committee or designee shall be responsible for drafting the initial bylaws of the entity.

105.4-4. The Oneida Business Committee shall be responsible for approving the initial bylaws of the entity.

105.5. Applications

105.5-1. The BCC Department shall approve all applications to serve on an entity of the Nation. All application materials shall be available in any location identified by, or in the offices of, the BCC Department

(a) All applications shall include:

(1) a statement explaining the reporting requirements of section 105.13-3; and

(2) a section regarding disclosures of conflicts of interest.

(b) An additional application form shall be required for those entities that require a background investigation. This background investigation application shall include the applicant's social security number and any other information required for a background investigation. The background investigation application shall be solely used for the background investigation and not included in the application materials that are then shared with the Oneida Business Committee, entity, or the Election Board.

105.5-2. Applications shall be filed with the BCC Department by 4:30 p.m. of the deadline date.

105.5-3. Within eight (8) business days after the posted deadline for filing applications, the BCC Department shall notify all individuals who have filed an application of the date their application was received and if their application met the deadline to be considered for the election or appointment.

105.5-4. Applications for elected positions shall be verified according to the Nation's laws, bylaws, or policies governing elections. Applications for appointed positions shall be verified by the BCC Department as needed or as required in the bylaws of the entity.

105.5-5. *Insufficient Applicants*. In the event that there are an insufficient number of applicants after the deadline has passed for appointed positions, the BCC Department may repost.

(a) If the number of applicants is equal to or less than the number of vacancies then it shall be determined to be an insufficient number of applicants.

(b) The BCC Department shall notify the Oneida Business Committee if a position will be reposted.

(c) In the event of reposting, prior applicants will be considered to have filed applications within the deadline period.

(d) The Oneida Business Committee may consider late applicants.

105.6. Vacancies

105.6-1. The manner by which an individual fills a vacancy, either through appointment or election, shall determine that member's status as an appointed or elected official, despite the entity's classification as an appointed or elected entity pursuant to the entity's bylaws.

105.6-2. A position on an entity shall be considered vacant in the following situations:

(a) *End of Term*. A vacancy is effective as of 4:30 p.m. on the last day of the month in which the term ends.

(1) Although a position is considered vacant once the term ends, the member of the entity may remain in office until the member's successor has been sworn in by the Oneida Business Committee, provided that the position may not be held by the predecessor for longer than sixty (60) business days, in an effort to prevent a discontinuation of business or a loss of quorum for the entity.

(b) *Removal*. Removal is effective, pursuant to any law or policy of the Nation regarding removal.

(c) *Termination of Appointment.* A termination is effective upon a two-thirds (2/3) majority vote of the Oneida Business Committee in favor of a member's termination of appointment.

(d) *Resignation.* A resignation is effective upon:

(1) deliverance of a letter to the BCC Department and to the Chairperson of the entity, or designee; or

(2) acceptance by motion of the entity of a verbal resignation; and

(3) certification and acceptance by the Secretary.

(e) *New Positions.* Vacancies on new entities are effective upon adoption of bylaws.

105.6-3. An entity shall notify the BCC Department as soon as the entity learns that a position has or will become vacant. All notices of vacancy shall be sent to the entities for clarification or confirmation prior to notification to the Oneida Business Committee.

105.6-4. The BCC Department shall forward the notice of vacancy to the Secretary. The Secretary shall request and receive approval from the Oneida Business Committee to post the notice of vacancy. The BCC Department shall post notice of vacancies at the following times:

(a) *End of Term.* Automatically sixty (60) days prior to completion of the term.

(b) *Removal.* No later than the next Oneida Business Committee meeting following the effective date of the removal.

(c) *Resignation.* No later than the next Oneida Business Committee meeting following the BCC Department's receipt of notice of an effective resignation from the entity.

(d) *New Positions.* Upon one of the following conditions:

(1) if not specified, immediately upon the creation of an entity or the adoption of bylaws, whichever is later; or

(2) upon the date specified when creating the entity.

(e) *Termination of appointment.* No later than the next Oneida Business Committee meeting following the effective date of the termination.

105.6-5. Notice of vacancies shall be posted by the BCC Department in all official media outlets of the Nation, as determined by the Oneida Business Committee, as well as any other location deemed appropriate by the Secretary.

105.7. Appointment to an Entity

105.7-1. *Appointment Selection.* The following procedures shall be used to determine how the applicant for an appointed position is selected:

(a) Within eight (8) business days after the posted deadline for submitting an application, or within twenty-one (21) business days of the posted deadline if the entity requires a background investigation to be completed as part of the application process, the BCC Department shall:

(1) deliver all applications, along with a summary of qualifications to hold office, and the results of the background investigation if required, to each member of the Oneida Business Committee as well as the entity's Chairperson; and

(2) place the appointment for the entity on the next executive session portion of the agenda of a regular or special Oneida Business Committee meeting in which the appointment is intended to be made; or

(3) request additional time from the Oneida Business Committee to complete the requirements of section 105.7-1(a)(1)-(2) if delays in compiling the applications, summary of qualifications, or results of any investigations exist.

(b) Each member of the Oneida Business Committee shall review the application materials prior to executive session and be prepared to discuss and select an applicant for appointment.

(1) The entity may review the application materials and the entity may submit a recommendation to the BCC Department to include in the application materials to be reviewed by the Oneida Business Committee.

(A) The recommendation shall be submitted to the BCC Department in accordance with the submission deadlines for the Oneida Business Committee meeting in which the appointment is intended to be made.

(c) During executive session, the Oneida Business Committee shall have a full and complete discussion of the merits and qualifications of the potential applicants and any recommendations made by the entity. After completing a thorough discussion the Oneida Business Committee shall:

(1) select an applicant for appointment;

(2) ask the Secretary to re-notice the vacancy because of ineligible, unqualified, or under qualified applicants;

(3) ask the Secretary to re-notice the vacancy because of an actual or implied conflict of interest;

(4) direct the Election Board to hold a special election; or

(5) defer to the next administration of the Oneida Business Committee.

(d) All appointments shall be made by the Oneida Business Committee during the open session of a regular or special Oneida Business Committee meeting. The Oneida Business Committee shall not appoint an applicant who fails to meet the requirements set out in the entity's bylaws.

(e) During the open session of the regular or special Oneida Business Committee meeting, a member of the Oneida Business Committee may make a motion to appoint an individual. Oneida Business Committee members may:

(1) accept the selected applicant and vote to appoint the individual to the vacant position; or

(2) reject the selected applicant and vote to oppose the appointment.

(f) If the Oneida Business Committee rejects the selected applicant, the matter will be deferred to the next Oneida Business Committee meeting where another applicant may be recommended by the Oneida Business Committee or the Oneida Business Committee may direct the vacancy to be reposted. When a vacancy is reposted under this section, all applications from the first posting shall be considered to have been filed within the deadline period.

105.7-2. *Notification of Appointment.* Once an individual is selected for appointment at an Oneida Business Committee meeting, the Secretary shall notify all applicants of the final status of their application.

(a) The Secretary shall include on the notice to the applicant selected for appointment the following paragraph: "The Oneida Nation reports all income paid by the Oneida Nation in whatever form. The Internal Revenue Service of the United States considers stipends paid to members of boards, committees, and commissions to be income which may be offset by expenses related to that income. You will receive an income report which is also forwarded to the Internal Revenue Service, it is also your responsibility to keep documentation of expenses related to this income."

262 105.7-3. *Declination of Appointment.* An individual who has been selected for appointment to an
263 entity by the Oneida Business Committee may decline the appointment.

264 (a) An individual may decline an appointment to an entity in the following ways:

265 (1) delivery of a letter to the BCC Department stating that the individual wishes to
266 decline the appointment; or

267 (2) failure to take the oath of office within thirty (30) days or within two (2)
268 regularly scheduled Oneida Business Committee meetings of being selected for
269 appointment by the Oneida Business Committee.

270 (b) The BCC Department shall notify the Oneida Business Committee if an individual
271 declines an appointment to an entity. The Oneida Business Committee shall then use the
272 original pool of applications for the vacancy posting and the process outlined in section
273 105.7-1 to select another applicant for appointment.

274 105.7-4. *Termination of Appointment.* An appointed member of an entity serves at the discretion
275 of the Oneida Business Committee. Upon the recommendation of a member of the Oneida
276 Business Committee or the entity, a member of an appointed entity may have their appointment
277 terminated by the Oneida Business Committee.

278 (a) A two-thirds majority vote of the Oneida Business Committee shall be required in
279 order to terminate the appointment of an individual.

280 (b) The Oneida Business Committee's decision to terminate an appointment is final and
281 not subject to appeal.
282

283 **105.8. Election to an Entity**

284 105.8-1. All elected positions shall be nominated at a caucus called by the Oneida Election
285 Board, or apply for ballot placement, in accordance with the Nation's laws or policies governing
286 elections, except where an entity's bylaws allow for a vacancy to be filled by appointment.

287 (a) When the Election Board notifies an applicant or nominee that they are eligible to be
288 placed on the ballot, the following paragraph shall be included: "The Oneida Nation
289 reports all income paid by the Nation in whatever form. The Internal Revenue Service of
290 the United States considers stipends paid to members of boards, committees, and
291 commissions to be income which may be offset by expenses related to that income. You
292 will receive an income report which is also forwarded to the Internal Revenue Service, it
293 is also your responsibility to keep documentation of expenses related to this income."

294 105.8-2. All other processes for the election of a member of an entity shall be pursuant to the
295 Nation's laws or policies governing elections.
296

297 **105.9. Oath of Office**

298 105.9-1. All appointed and elected positions are official upon taking an oath during a regular or
299 special Oneida Business Committee meeting or at an alternative time and location as determined
300 by the Secretary. All rights and delegated authorities of membership in the entity shall vest upon
301 taking the oath. The Secretary shall notify the chosen individuals when they shall appear for
302 taking the oath.

303 (a) When taking an oath, the appointed or elected member shall appear in person to take
304 their oath, except if granted permission by the Secretary to appear through video
305 conferencing, or through other telecommunications.

306 (b) If an oath is administered outside of an Oneida Business Committee meeting, a
307 quorum of Oneida Business Committee members shall be present to witness the oath.

105.9-2. The Oneida Business Committee shall approve wording of oaths. Any revisions of oaths shall be approved by the Oneida Business Committee prior to usage. Oaths shall be kept on file by the BCC Department.

105.9-3. Originals of the signed oath, or electronic copies of the originals of the signed oath, shall be maintained by the BCC Department. Copies of the oath shall be forwarded to the new member of the entity and the entity.

105.9-4. The following oath is the standard oath to be used unless a specific oath for the entity is pre-approved by the Oneida Business Committee: "I, [name], hereby promise to uphold the laws and regulations of the Oneida Nation, the General Tribal Council, and the Oneida Nation Constitution. I will perform my duties to the best of my ability and on behalf of the Oneida people with honor, respect, dignity, and sincerity and will strictly maintain confidential information. I will carry out the duties and responsibilities as a member of the [entity name], and all recommendations shall be made in the best interest of the Oneida Nation as a whole."

105.9-5. All oaths shall be sufficient to make the appointed or elected member of an entity aware of their duty to the Nation and as members of the entity.

105.10. Other Responsibilities

105.10-1. *Onboarding*. Before a new member begins performing their duties and in addition to taking the oath of office, the new member must complete the entity's onboarding requirements in accordance with an approved standard operating procedure. This procedure shall include, but is not limited to the following:

(a) Conflict of Interest.

(b) Confidentiality Agreement.

(c) Training:

(1) Regarding the Nation and the State of the Nation, in general. Such training may include, but will not be limited to, the Nation's Economic Impact Statement, organizational chart, and government goals and vision.

(2) Regarding the training required by the specific entity's bylaws.

(3) Regarding human resources as determined by the Nation's Human Resources Department to the extent that entity directly supervises employees of the Nation.

105.10-2. *Offboarding*. When a member leaves an entity that member and the BCC Department or the Government Administrative Office shall be responsible for ensuring the member completes offboarding in accordance with an approved standard operating procedure. The offboarding procedure may include, but is not limited to:

(a) Transition of assigned duties and responsibilities.

(b) Return of equipment.

(c) De-activation of email, identification card, and access card.

(d) Exit interview or survey.

105.11. Bylaws

105.11-1. All entities of the Nation shall have bylaws that conform to the requirements of this law. Bylaws shall become effective upon approval of the Oneida Business Committee, unless General Tribal Council approval is additionally required. (a) All existing entities shall comply with this format and present bylaws for adoption within a reasonable time after creation of the entity, or within a reasonable time after adoption or amendment of this law.

(b) Bylaws shall contain at least the minimum information required by law, although more information is not prohibited.

(c) *Exemption*. Task Forces and Ad Hoc Committees are exempted from the requirement to have bylaws. However, these entities shall have, at minimum, mission or goal statements for completion of the task.

105.11-2. *Articles*. Bylaws shall contain, at a minimum, the following Articles:

(a) Article I. Authority.

(b) Article II. Officers.

(c) Article III. Meetings.

(d) Article IV. Expectations.

(e) Article V. Stipends and Compensation.

(f) Article VI. Records and Reporting.

(g) Article VII. Amendments.

105.11-3. *Sections*. Articles shall be divided into the following Sections.

(a) "Article I. Authority" shall consist of the following:

(1) *Name*. The full name of the entity shall be stated, along with any short name that will be officially used.

(2) *Establishment*. This section shall state the citation and name, if any, of the creation document.

(3) *Authority*. This section shall state the purpose for which the entity was created and what, if any, authority the entity is delegated.

(4) *Office*. There shall be listed the official office or post box of the entity.

(5) *Membership*. The following information shall be in this section:

(A) number of members on the entity;

(B) if members on the entity are appointed or elected, and how a member is appointed or elected;

(C) how vacancies are filled; and

(D) qualifications for membership on the entity.

(i) In order to qualify for membership on an entity, a person shall meet the minimum age requirements set forth for status as a qualified voter of the Nation, unless a law, policy, or directive sets forth a minimum age requirement.

(6) *Termination or Removal*. This section shall identify causes for termination or removal, if any, in addition to those already identified in laws or policies of the Nation.

(7) *Trainings and Conferences*. This section shall address travel for training and conferences. Travel for training and conferences is allowable in accordance with the Nation's travel policies. All entities shall be in compliance with the Nation's travel policies.

(b) "Article II. Officers" shall consist of the following:

(1) *Chairperson and Vice-Chairperson*. This section creates the Chairperson and Vice-Chairperson positions of the entity. Other officer positions may also be created here.

(2) *Responsibilities of the Chairperson*. Because of the importance of this position, all duties and responsibilities of the Chairperson, as well as limitations of the Chairperson shall be specifically listed here.

- 399 (3) *Responsibilities of the Vice-Chairperson*. Because of the importance of this
400 position, all duties and responsibilities of the Vice-Chairperson, as well as
401 limitations of the Vice-Chairperson shall be specifically listed here.
- 402 (4) *Responsibilities of Additional Officers*. There may be additional sections as
403 needed for every officer position created in subsection one (1) above. These
404 sections shall state all duties and responsibilities of the officer, as well as any
405 limitations of the officer.
- 406 (5) *Selection of Officers*. This section shall identify how a member of the entity
407 shall be selected for an official officer position in the entity.
- 408 (6) *Purchases and Travel*. This section shall identify how the entity shall approve
409 purchases or travel on behalf of the entity.
- 410 (A) An entity shall follow the Nation's policies and procedures regarding
411 purchasing and sign-off authority.
- 412 (B) Upon formal approval of a purchase by an entity, the BCC Department
413 shall have official budgetary sign off authority for the entity.
- 414 (C) An entity shall approve a member's request to travel on behalf of the
415 entity by majority vote at a regular or emergency meeting of the entity.
- 416 (7) *Personnel*. This section shall state the entity's authority for hiring personnel, if
417 any, and the duties of such personnel.
- 418 (c) "Article III. Meetings" shall consist of the following:
- 419 (1) *Regular meetings*. This section shall identify when and where regular
420 meetings shall be held, and how the entity shall provide notice of the meeting
421 agenda, documents, and minutes.
- 422 (2) *Emergency meetings*. This section shall identify what constitutes an
423 emergency meeting, how emergency meetings shall be called, and how the entity
424 shall provide notice of the emergency meeting.
- 425 (A) All bylaws shall include a provision requiring that within seventy-two
426 (72) hours after an emergency meeting, the entity shall provide the
427 Secretary with notice of the meeting, the reason for the emergency
428 meeting, and an explanation of why the matter could not wait for a regular
429 meeting.
- 430 (3) *Joint Meetings*. This section shall identify if joint meetings shall be held, the
431 frequency and location of joint meetings, and how the entity shall provide notice
432 of the meeting agenda, documents, and minutes.
- 433 (4) *Quorum*. This section shall identify how many members of an entity create a
434 quorum.
- 435 (5) *Order of Business*. This section sets out how the agenda will be set up.
- 436 (6) *Voting*. This section shall identify voting requirements, such as, but not limited
437 to:
- 438 (A) the percentages that shall be needed to pass different items;
439 (B) if, and when, the Chairperson is allowed to vote;
440 (C) if the use of an e-poll is permissible; and
441 (D) if the use of an e-poll is permissible, who will serve as the
442 Chairperson's designee for the responsibility of conducting an e-poll, if a
443 designee is utilized.
- 444 (d) "Article IV. Expectations" shall consist of the following information:

(1) *Behavior of Members*. This section shall identify the behavioral expectations and requirements of a member of the entity required by this law and any additional expectations and requirements specific to the entity and identify how the entity shall enforce these behavioral expectations.

(2) *Prohibition of Violence*. This section shall prohibit any violent, intentional act committed by a member of the entity that inflicts, attempts to inflict, or threatens to inflict emotional or bodily harm on another person, or damage to property, and set forth any further expectations regarding the prohibition of violence.

(3) *Drug and Alcohol Use*. This section shall prohibit the use of alcohol and prohibited drugs for a member of an entity when acting in their official capacity and set forth any further expectations regarding the use of prohibited drugs and alcohol.

(4) *Social Media*. This section shall identify expectations for the use of social media regarding official business of the entity.

(5) *Conflict of Interest*. This section shall state any standards and expectations additional to those required by this law regarding conflicts of interest and how they are handled, as well as requirements related to prohibited activities resulting from disclosed conflicts of interest and means by which a party can alleviate or mitigate the conflict of interest.

(6) *Conflict Resolution*. This section shall address how the entity will handle conflict resolution. At a minimum, the entity's procedures and requirements for conflict resolution shall conform to any policy of the Nation's Human Resources Department.

(7) *Leave of Absence*. This section shall address leave of absence, at a minimum, as it is allowed to employees of the Nation pursuant to policies of the Nation's Human Resources Department.

(e) "Article V. Stipends and Compensation" shall consist of the following information:

(1) *Stipends*. This section shall include a comprehensive list of all stipends members are eligible to receive and the requirements for collecting each stipend, if any, in addition to those contained in this law. This section shall also include the procedure to withhold a member's stipend if a member does not meet the identified requirements needed to collect each stipend.

(2) *Compensation*. This section shall include details regarding all other forms of compensation members are eligible to receive and the requirements for collecting such compensation, if any, in addition to those contained in this law.

(f) "Article VI. Records and Reporting" shall consist of the following information:

(1) *Agenda Items*. Agenda items shall be maintained in a consistent format as identified by this section.

(2) *Minutes*. Minutes shall be typed and in a consistent format designed to generate the most informative record of the meetings of the entity. This may include a summary of action taken by the entity. This section shall identify the format for minutes, and a reasonable timeframe by which minutes shall be submitted to the BCC Department.

(3) *Attachments*. Handouts, reports, memoranda, or other relevant documents may be attached to the minutes and agenda, or may be kept separately, provided that all

materials can be identified to the meeting in which they were presented. This section shall identify how records of attachments shall be kept.

(4) *Oneida Business Committee Liaison*. Entities shall regularly communicate with the Oneida Business Committee member who is their designated liaison. This section shall identify a format and frequency for communication which may be as the liaison and entity agree to, but not less than that required in any law or policy on reporting developed by the Oneida Business Committee or Oneida General Tribal Council. The liaison shall act as a support to that entity.

(5) *Audio Recordings*. An entity shall audio record all meetings. This section shall state how the entity shall audio record meetings and how the entity shall maintain the audio records.

(A) Exception. Audio recordings of executive session portions of a meeting shall not be required.

(g) "Article VII. Amendments" consists of:

(1) *Amendments to Bylaws*. This section shall describe how amendments to the bylaws are made. Any amendments to bylaws shall conform to the requirements of this law and any other policy of the Nation. Amendments to bylaws shall be approved by the Oneida Business Committee, in addition to the General Tribal Council when applicable, prior to implementation.

105.12. Electronic Polling

105.12-1. An entity may utilize an e-poll when approval of an action may be required before the next available meeting agenda of the entity.

105.12-2. *Conducting an E-Poll*. The Chairperson of the entity, or designee, shall e-mail the e-poll to all members of the entity. Requests for an e-poll shall be sent only from an official e-mail address of the entity. The e-poll's message shall include the following information:

(a) a summary of the reason for the request and why the request cannot be presented at the next available meeting of the entity; and

(b) a deadline date for a response.

(1) E-poll requests shall be open for response not less than one (1) hour and no more than twenty-four (24) hours.

(2) The Chairperson of the entity, or designee, is responsible for creating a time frame for responses based on urgency, scheduling, and any other pertinent factors.

105.12-3. *Response to an E-Poll*. Only the member of an entity shall respond to an e-poll. A response from a member of an entity shall be valid if received from an official e-mail address of the entity. No responses from unknown e-mails or personal e-mails shall be accepted. An e-poll request shall receive responses from a majority of members of the entity in order to be an official vote.

(a) E-polls that receive at least a majority of supporting votes by the deadline are considered to be approved.

(b) E-polls for which insufficient responses were received by the deadline are considered to have failed to receive support, and result in a denied request.

(c) E-polls that result in a denied request may be reconsidered by the entity at the next available meeting.

(d) The Chairperson, or designee, shall monitor all responses and deadline dates for responses.

105.12-4. *Entering an E-Poll in the Record*. Both approved and denied e-poll requests shall be placed on the next meeting agenda of the entity to be entered into the record. The agenda item shall contain the following information:

- (a) Original e-poll request and all supporting documentation;
- (b) A summary of the e-poll results identifying each member of the entity and their response; and
- (c) A copy of any comment by a member of the entity if comments are made beyond a vote.

105.13. Reporting Requirements

105.13-1. *Minutes*. All minutes shall be submitted to the BCC Department within a reasonable time after approval by the entity, as identified in the entity's bylaws.

(a) Actions taken by an entity are valid upon approval of the action by vote, unless the bylaws of the entity otherwise require minutes to be approved by the entity before the actions are valid.

(b) Minutes shall be filed according to this section, and any specific directions within approved bylaws.

(c) No action or approval of minutes is required by the Oneida Business Committee on minutes submitted by an entity unless specifically required by the bylaws of that entity.

105.13-2. *Standard Operating Procedures*. All standard operating procedures established by an entity shall be submitted to the BCC Department where they shall be kept on file.

105.13-3. *Reports to the Oneida Business Committee*. Every fiscal year entities shall provide at least two reports to the Oneida Business Committee in accordance with the reporting schedule approved by the Oneida Business Committee. The reports shall be approved by official entity action before they are submitted. The reports shall not contain any information that conflicts with any law, resolution, or policy of the Nation. At least one (1) member of the entity shall attend the Oneida Business Committee meeting where the report is an agenda item. Reports shall follow a format prescribed by the Oneida Business Committee and contain the following information:

(a) *Contact Information*. The name of the entity, the member submitting the report, the Oneida Business Committee liaison; and a list of the members and their titles, term expiration dates, and contact information.

(b) *Meetings*. When and how often the entity is holding meetings and whether any emergency meetings have been held.

(1) If emergency meetings were held, the report shall indicate the basis of the emergency for each meeting.

(c) *Accomplishments*. Details of what the entity has accomplished since the last report, including any special events held during the reporting period and any travel by the members or staff.

(d) *Goals*. Details of both the entity's long-term goals, the entity's goals for the next reporting period, and projected activities during the next reporting period.

(e) *Budget*. The amount of the entity's budget, the status of the budget, the amount of each stipend a member may be eligible to receive, how the budget is being utilized by the entity, and projected budgetary uses for the next reporting period.

(f) *Requests*. Details of any requests to the Oneida Business Committee.

(g) *Other*. And any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

105.13-4. *Annual and Semi-Annual Reports to the General Tribal Council.* Entities shall provide annual reports to the Oneida General Tribal Council based on their activities during the previous fiscal year and semi-annual reports based on their activities during the current fiscal year. All annual and semi-annual reports shall follow a format prescribed by the Oneida Business Committee.

(a) Annual and semi-annual reports shall contain information on the number of substantiated complaints against all members of the entity.

(b) Each entity with oversight of a department shall also submit annual and semi-annual reports for each department the entity oversees.

105.13-5. Any failure to comply with the reporting requirements may result in the Oneida Business Committee placing a hold on the release of a stipend payment.

105.14. Stipends, Reimbursement, and Compensation

105.14-1. Stipends and reimbursement for expenses shall follow the procedures as set out in this section and according to procedures for payment as set out by the Nation, unless otherwise declined by the entity through its bylaws, or declined by a member.

105.14-2. The Oneida Business Committee shall set stipend amounts by resolution. The Oneida Business Committee shall periodically review the amounts provided for stipends and, based on the availability of funds, shall adjust those amounts accordingly by amending the resolution. Stipends are paid in the form of cash or cash equivalent.

105.14-3. *Meeting Stipends.* A member of an entity shall only receive a meeting stipend for a regular or emergency meeting where a quorum has been established in accordance with the duly adopted bylaws of that entity, that lasts for at least one (1) hour, and the member collecting the stipend is present for the entire meeting. Meetings can occur in person, by telephone, through videoconferencing, or through other telecommunications.

(a) *Meeting Stipends for an Appointed Entity.* An individual serving on an appointed entity shall be paid no more than twelve (12) meeting stipends per fiscal year.

(b) *Meeting Stipends for an Elected Entity.* An individual serving on an elected entity shall be paid no more than twenty-four (24) meeting stipends per fiscal year.

(c) *Demonstrating Presence During a Meeting.* An entity shall demonstrate the presence of its members during a meeting by taking roll call on the record at both the beginning and conclusion of a meeting.

(d) *Technological Issues Affecting Presence During a Meeting.* If a member of an entity experiences a technological issue during a regular or emergency meeting held by telephone, through videoconferencing, or through other telecommunications, and the technological issue disrupts the member's presence during the meeting, the member shall notify the entity of the technological issue as soon as possible.

(1) An exception from the stipend eligibility requirement to be present for the entire meeting may be granted if the entity certifies by a majority vote that the member was present for a majority of the meeting despite the technological issue which disrupted the member's presence during the meeting.

105.14-4. *Joint Meeting Stipends.* A member of an entity shall only receive a stipend for a joint meeting where a quorum has been established in accordance with the duly adopted bylaws of that entity, that lasts for at least one (1) hour, and the member collecting the stipend is present for the entire meeting. Joint meetings can occur in person, by telephone, through videoconferencing, or through other telecommunications.

(a) An individual shall receive a stipend for their attendance at a duly called joint meeting.

(1) A joint meeting stipend does not count towards the limitation on meeting stipends as provided for in section 105.14-3(a)-(b).

(b) *Demonstrating Presence During a Joint Meeting.* An entity shall demonstrate the presence of its members during a joint meeting by taking roll call on the record at both the beginning and conclusion of a joint meeting.

(c) *Technological Issues Affecting Presence During a Joint Meeting.* If a member of an entity experiences a technological issue during a joint meeting held by telephone, through videoconferencing, or through other telecommunications, and the technological issue disrupts the member's presence during the joint meeting, the member shall notify the entity of the technological issue as soon as possible.

(1) An exemption to the stipend eligibility requirement to be present for the entire joint meeting may be granted if the entity certifies by a majority vote that the member was present for a majority of the joint meeting despite the technological issue which disrupted the member's presence during the joint meeting.

105.14-5. *Oneida Judiciary Hearings.* A member of an entity shall receive a Judiciary hearing stipend if the member's attendance at the Judiciary hearing is required by official subpoena.

105.14-6. *Hearings of an Entity.* A member of an entity that maintains hearing authority may obtain one hearing stipend for conducting a hearing administered by the entity. A hearing consists of all functions related to the resolution of the matter, including, but not limited to, decision drafting. A member may receive additional stipends for any continuation if a continuation is necessary to resolve the matter.

105.14-7. *Other Stipends.* The Oneida Business Committee shall determine if, and when, any other stipends are appropriate to compensate members of entities for their official actions. All possible stipends shall be included in the Oneida Business Committee resolution which sets stipend amounts.

105.14-8. *Virtual Meetings.* The entity may hold a virtual meeting pursuant to any requirements established by the Oneida Business Committee and pursuant to any additional requirements established by the entity. At a minimum those requirements for members shall be:

(a) The Chairperson shall open the meeting with an explanation for the record as to why the meeting is being held virtually.

(b) The Chairperson shall take roll call at both the beginning and end of the virtual meeting.

(c) All members shall keep their video camera on during the entire meeting.

(d) The Chairperson shall poll each individual member to vocalize their support, opposition, or abstention to any motion.

105.14-9. *Conferences, Training, and Travel.* An appointed or elected member of any entity shall be reimbursed in accordance with the Nation's policy for travel and per diem, for attending a conference or training provided that:

(a) All entities shall be in compliance with the Nation's travel policies.

(b) A member shall be eligible for a stipend for attending a conference or training, when attendance at the conference or training is required by law, bylaw, or resolution.

(1) The amount of the stipend a member is eligible to receive for attendance at a conference or training shall be dependent on whether the member attended up to

four (4) hours of a conference or training, or more than four (4) hours of a conference or training.

(c) A member shall not be eligible for a conference and training stipend if that training is not required by law, bylaw, or resolution.

(d) No stipend payments shall be made for those days spent traveling to and from the conference or training.

(e) The board, committee, or commission approves reimbursement for the member.

105.14-10. *Business Expenses*. All members of entities shall be eligible for reimbursement for normal business expenses naturally related to membership in the entity.

(a) Before a member is eligible for reimbursement of normal business expenses, the board, committee, or commission must approve such expenses.

105.14-11. *Task Force and Ad Hoc Subcommittees*. Members of task force, ad hoc committees and subcommittees shall not be eligible for stipends unless specific exception is made by the Oneida Business Committee or the Oneida General Tribal Council.

105.15. Official Oneida Nation E-mail Address.

105.15-1. Each member of an entity shall be provided with an official Oneida e-mail address upon election or appointment for the purpose of conducting business of the entity electronically.

(a) If a member is also an employee of the Nation, they shall receive a separate email address from their regular work e-mail address.

(b) A member of an entity shall have thirty (30) days after appointment or election to activate their official e-mail address.

(c) An individual who holds a position as an ad hoc or alternate member of an entity shall be exempt from the requirement to be provided with an official e-mail address, unless determined that an e-mail address is necessary for the role and responsibilities of the ad hoc or alternate member.

(d) A member of an entity shall sign an acknowledgment form provided by the Secretary indicating notice of the Nation's applicable computer and media related laws, policies, and rules. The Secretary shall maintain a record of all such acknowledgment forms.

(e) A member of an entity shall exclusively use their official e-mail address to electronically conduct any business of the entity.

(f) Immediately upon receipt of notice of a vacancy, the Secretary shall instruct the Digital Technology Services department to disable the e-mail address for the member having vacated the position.

105.16. Standards of Conduct

105.16-1. *Good Mind*. All members shall serve with a Good Mind guided by wisdom, compassion, and responsibility and shall avoid actions or situations that give rise to the appearance of impropriety, undue influence, or favoritism.

105.16-2. *Cultural Accountability*. Members are reminded that their conduct reflects not only on themselves but on the Nation as a whole. They are expected to uphold the teachings of the Good Mind, protect the well-being of the community, and serve with humility, honor, and respect.

105.16-3. *Prohibited Conduct*. Members are expected to walk with the Good Mind, honoring the trust of the people and the teachings of the Great Law of Peace. The following conduct is prohibited as it undermines the integrity of governance, the dignity of the Nation, and the responsibilities entrusted to those who serve. No member shall:

- (a) Use their position for personal gain, financial benefit, or advancement of family, friends, or associates.
- (b) Engage in any form of bribery, coercion, or undue influence in the performance of their duties.
- (c) Misuse or misappropriate Nation resources, including funds, property, or confidential information.
- (d) Discriminate against or harass any individual based on race, gender, age, religion, tribal affiliation, or any other protected status.
- (e) Retaliate against any person who reports unethical behavior, misconduct, or violations of this law.
- (f) Falsify records, reports, or communications related to their official duties.
- (g) Accept gifts, gratuities, or honoraria in violation of Section 105.15-10.
- (h) Participate in decisions where a conflict of interest exists, as defined in Section 105.15-8.
- (j) Engage in nepotism or favoritism in hiring, supervision, or contracting, as prohibited in Section 105.15-9.
- (k) Act in a manner that brings dishonor to the Oneida people or undermines the public's trust in the Nation's government.

105.16-4. *Attendance and Meeting Conduct.* Members shall honor their responsibility to participate fully and professionally in the governance of the Nation. Attendance and conduct during meetings reflect the integrity of leadership and the trust placed in members by the Oneida people. Accordingly:

(a) *Commitment to Presence and Preparedness.* Members shall attend all scheduled meetings unless excused or prevented by circumstances beyond their control. Absences should be communicated promptly and with respect for the entity's ability to conduct business. Members are expected to arrive prepared, having reviewed all materials necessary for informed decision making.

(b) *Engagement and Respectful Dialogue.* Meetings shall be conducted in a manner that upholds the Good Mind and fosters constructive dialogue. Members shall:

- (1) Actively and thoughtfully participate.
- (2) Contribute to deliberations with clarity and respect.
- (3) Listen attentively to others, avoid interruptions, and ensure that all voices are heard.
- (4) Refrain from conduct that disrupts proceedings or diminishes the dignity of the office.

(c) *Professionalism and Integrity in Deliberation.* Decisions shall be made based on merits, facts, and the collective good of the Nation. Members shall:

- (1) Avoid side conversations, electronic distractions, or any behavior that signals disengagement.
- (2) Maintain confidentiality of closed-session discussions and sensitive information.
- (3) Conduct themselves in a manner that reflects honor, impartiality, and accountability.

(d) *Responsibility for Governance Continuity.* Attendance and participation are essential to the functioning of the Nation's government. Persistent failure to meet these expectations may constitute a breach of trust and be subject to review under enforcement provisions.

765 105.16-5. *Fair Dealing and Impartiality*. Members shall carry out their duties with fairness,
766 honesty, and impartiality, honoring the trust placed in them by the Oneida people. Members shall:

767 (a) Refrain from granting special treatment beyond what is available to others under the
768 law.

769 (b) Make decisions based solely on merit, facts, and the well-being of the Nation, free from
770 bias, favoritism, or personal interest.

771 (c) Avoid conduct that creates the appearance of impropriety or undermines community
772 trust.

773 (d) Treat all individuals with respect and dignity, and foster an environment of equity,
774 justice, and inclusion in governmental dealings.

775 105.16-6. *Accountability and Transparency*. Public service is a sacred responsibility. Members are
776 entrusted by the Oneida people to act with integrity, humility, and accountability. Their actions
777 shall reflect the values of the Nation and honor the trust placed in them by the community.

778 (a) *Duty to be Accountable*. Members shall be answerable to the Oneida people for their
779 decisions, conduct, and use of authority; explain their actions, accept responsibility for
780 mistakes, and take corrective steps when necessary. Accountability is not only a legal
781 obligation, but also a cultural duty rooted in respect for the people and the teachings of the
782 Good Mind.

783 (b) *Transparency in Governance*. Transparency is essential to maintaining the good mind
784 and the confidence of the people. Members shall:

785 (1) conduct public business in a manner that is open, honest, and accessible to the
786 community;

787 (2) provide timely and accurate information about decisions, policies, and the use
788 of Nation resources; and

789 (3) ensure that records, reports, and proceedings are maintained and made available
790 in accordance with the laws and customs of the Nation.

791 (c) *Community Engagement*. Members shall actively seek the voices of the people,
792 respecting the wisdom of elders, the concerns of families, and the guidance of traditional
793 knowledge. Decisions shall reflect the collective good and be made with the understanding
794 that leadership is a service to the Nation not a privilege.

795 105.16-7. *Confidentiality*. All members of an entity shall maintain in a confidential manner all
796 information obtained through their position on the entity. The Nation requires that all members of
797 an entity who have access to the Nation's confidential information be subject to specific
798 limitations in order to protect the interest of the Nation and ensure that no individuals engaged by
799 the Nation, nor their relatives or associates, benefit from the use of confidential information.

800 (a) Confidential information shall be considered and kept as the private and privileged
801 records of the Nation and will not be divulged to any person, firm, corporation, or other
802 entity except by direct written authorization of the Oneida Business Committee.

803 (b) A member of an entity will continue to treat as private and privileged any confidential
804 information, and will not release any such information to any person, firm, corporation,
805 or other entity, either by statement, deposition, or as a witness, except upon direct written
806 authority of Oneida Business Committee, and the Nation shall be entitled to an injunction
807 by any competent court to enjoin and restrain the unauthorized disclosure of such
808 information. Such restriction continues after termination of the relationship with the
809 Nation and the entity.

(c) Upon completion or termination of their appointed or elected term of membership in an entity, for any cause, the member of the entity will surrender to the Nation, in good condition, all records kept by the member of the entity.

(d) No member of an entity shall disclose confidential information acquired by reason of their other relationship or status with the Nation for their personal advantage, gain, or profit, or for the advantage, gain, or profit of a relative or associate

(e) If a member does intentionally disclose confidential information, that member will be subject to fines or penalties set forth in a fine and penalty schedule adopted by the Oneida Business Committee.

(f) Any records created or obtained while serving as a member of an entity are the property of the Nation and shall only be removed or destroyed by approval from a majority vote of the entity at a duly called meeting. All removal or destruction of documents shall be made in accordance with the Nation's laws and policies governing open records and open meetings.

105.16-8. *Conflicts of Interest*. Members of an entity shall disclose a conflict of interest in writing to the Secretary as soon as the conflict arises and update a conflict of interest disclosure form with the Secretary on an annual basis.

(a) *Disclosure Forms*.

(1) The Oneida Law Office shall create both annual and as-needed disclosure forms.

(2) The Office of the Oneida Nation Secretary shall distribute, collect, and maintain these disclosure forms.

(3) All members shall submit disclosure forms annually and within a reasonable time after a conflict arises or becomes known.

(b) Upon receiving information of a potential conflict of interest, the Secretary shall request a determination from the Oneida Law Office whether further action shall be taken by the Nation regarding the status of the official.

(1) Entities may develop an internal conflict of interest mitigation plan for eligible conflicts in consultation with the Oneida Law Office, the Nation's Human Resources Department, and other departments of the Nation as needed.

(c) *Ineligibility Due to Conflicts of Interest*. Due to the potential for an actual or implied conflict of interest, the following individuals may not be eligible to serve on an appointed or elected entity unless they obtain approval from their immediate supervisor; the individual may also be required to complete a conflict mitigation plan:

(1) political appointees;

(2) an employee of the Nation's Internal Audit Department, Finance Administration, Oneida Law Office, BCC Department, Government Administrative Office, or Intergovernmental Affairs; and

(3) an employee who serves as a direct report to the Oneida Business Committee or the Chief Executive Officer of Nation Services.

(d) *Ongoing Duty to Disclose*. Members who become aware of a conflict of interest shall promptly disclose and comply with the requirements of the conflict of interest mitigation plan.

105.16-9. *Nepotism Prohibited*. The Oneida people expect their leaders to act with integrity and impartiality. Avoiding nepotism is essential to maintaining the trust between the government and

the community, and to ensuring that all Oneida people have equal opportunity to serve and contribute to the Nation.

(a) *Commitment to Fairness.* Members shall be guided by fairness, respect, and the Good Mind. Favoring family members in employment, appointments, or decision-making undermines the trust of the people and disrupts the balance that is essential to good governance.

(b) *Preferential Treatment Prohibited.* No member shall use their position to secure employment, advancement, contracts, or other benefits for immediate family members or close relatives. All decisions shall be made based on merit, qualifications, and the best interests of the Nation.

(c) *Employment and Oversight Restrictions.* No member shall supervise, evaluate, or participate in employment decisions involving a family member. The Nation shall implement procedures to ensure that hiring and promotion processes are free from undue influence and favoritism.

105.16-10. *Gifts and Honorarium.*

(a) *Prohibition on Gifts for Business Privilege.* No member shall accept any gift, gratuity, or honorarium of any value in exchange for, or as a condition of, doing business with the Nation.

(b) *Reporting Requirements.* Members shall report any gift, honorarium, or sponsored event with a fair market value of one thousand dollars (\$1000) or more that is given in connection with activities organized by or participated in on behalf of the Nation.

(1) Sponsored events not paid for or reimbursed by the Nation or another government entity for official duties, including fundraisers, social events, recreational events, or entertainment events and any associated travel costs must be recorded as a gift.

(2) Travel provided or reimbursed by a federal, state, or tribal government entity for the purpose of carrying out official government functions, such as tribal consultations, meetings, or trainings, is considered official business and is not reportable under this section.

(c) *Gift Disclosure Form and Public Record.* Gifts or gratuities meeting the criteria in 105.15-10(a) shall be documented using the Gift Disclosure Form and submitted to the Office of the Nation's Secretary within ten (10) business days of receipt.

(1) The Office of the Secretary shall maintain a public record of all reported gifts and honoraria; and

(2) The Oneida Law Office shall maintain and update the Gift Disclosure Form and related procedures.

(d) *Gifts below the Reporting Threshold.* Gifts or honoraria valued at nine hundred ninety-nine dollars (\$999) or less are not required to be reported on the Gift Disclosure Form.

(e) *Cultural and Ceremonial Gifts.* Gifts given in the context of traditional, ceremonial, or cultural exchange may be exempt from reporting requirements, provided they are not of significant monetary value and do not create a conflict of interest. Members are encouraged to consult with the Oneida Law Office when in doubt.

105.17. Use of the Nation's Assets

105.17-1. Entities shall maintain all bank accounts for the Nation's funds in the name of the Nation. Bank accounts will be reflected on the Nation's books in accordance with Generally Accepted Accounting Principles.

105.17-2. Each member of an entity shall comply with the system of internal accounting controls sufficient to provide assurances that:

- (a) all transactions are executed in accordance with management's authorization; and
- (b) access to assets is permitted only in accordance with management's authorization; and
- (c) all transactions are recorded to permit preparation of financial statements in conformity with Generally Accepted Accounting Principles or other applicable criteria.

105.17-3. Any evidence of noncompliance with any policy regarding the use of the Nation's assets shall be immediately reported to the Internal Audit department. If the Internal Audit department finds evidence of noncompliance, they shall notify the Oneida Law Office, who will then provide a recommendation to the Government Administrative Office on how to proceed.

105.18. Dissolution of an Entity

105.18-1. *Dissolution of a Task Force or Ad Hoc Committee.* A task force or ad hoc committee dissolves upon a set date or acceptance of a final report. Unless otherwise indicated, the materials generated by a task force or ad hoc committee shall be forwarded to the BCC Department for proper disposal within four (4) weeks of the dissolution.

105.18-2. *Dissolution of an Entity.* All other entities of the Nation shall be dissolved only by motion of the Oneida General Tribal Council or the Oneida Business Committee.

105.18-3. *Notice of Dissolution.* Within five (5) business days of the Oneida General Tribal Council or the Oneida Business Committee taking official action to dissolve an entity, the Oneida Business Committee shall provide the entity with a written notice of the dissolution.

105.18-4. *Management of Records and Materials.* All Chairpersons and Secretaries of dissolved entities shall be responsible for finalizing open business of the entity and forwarding all materials and records to the BCC Department for proper storage and disposal within four (4) weeks of dissolution. The entity shall not alter or destroy any records. The BCC Department may utilize the assistance of the Records Management Department or any other appropriate department for the storage and disposal of the records and materials.

- (a) The entity may request the Oneida Business Committee to grant an extension of the time allowed to close out open business of the entity and forward all materials and records to the BCC Department.

105.19. Enforcement

105.19-1. Any appointed member of an entity found to be in violation of this law may be subject to:

- (a) termination of appointment by the Oneida Business Committee;
- (b) loss of stipend;
 - (1) when an appointed member's stipend is withheld, the Secretary shall submit written notices to the member, the entity's Chairperson or Vice-Chairperson, as applicable, and the BCC Department; or
- (c) any other penalty identified by the entity in the entity's bylaws.

105.19-2. Any elected member of an entity found to be in violation of this law may be subject to:

- (a) loss of stipend or any other sanction and penalty in accordance with any laws or policies of the Nation governing sanctions and penalties;

945 (b) removal pursuant to any laws or policies of the Nation governing removal; or

946 (c) any other penalty identified by the entity in the entity's bylaws.

947 105.19-3. All entities shall identify in their bylaws the procedures for withholding a member's
948 stipend and any other sanctions or penalties identified by that entity as long as those sanctions or
949 penalties meet the requirements of this law and all other laws, policies, and rules of the Nation.

950 105.19-4. *Appeal*. If applicable, a member shall have the right to appeal an enforcement action
951 pursuant to the requirements and procedures regarding appeals of the law under which the member
952 received a sanction or penalty.

953

954 *End.*

955

956

957 Adopted - BC-08-02-95-A

958 Amended - BC-05-14-97-F

959 Emergency Amended - BC-04-12-06-JJ Amended - BC-09-27-06-E (permanent adoption of emergency
960 amendments)

961 Amended – BC-09-22-10-C

962 Amended – BC-09-26-18-C

963 Emergency Amended – BC-03-11-20-B

964 Emergency Amended – BC-03-17-20-C

965 Amended – BC-08-12-20-B

FINANCE ADMINISTRATION
Fiscal Impact Statement



MEMORANDUM

TO: RaLinda Ninham-Lamberies, Chief Financial Officer
FROM: Rae Skenandore, Sr. Analyst/Budget Coordinator
DATE: July 23, 2026
RE: Fiscal Impact of the Amendments to the Boards, Committees and Commissions Law

I. Estimated Fiscal Impact Summary

Fiscal Impact of the Amendments to the Boards, Committees and Commissions Law		
Implementing Agency	Oneida Business Committee Boards, Committees, and Commissions Department Oneida Nation Government Administrative Office (GAO)	
Estimated Impact	Year One (1)	Five (5) Year Estimate
Total Estimated Fiscal Impact	Indeterminate	Indeterminate

II. Background

The Boards, Committees and Commissions Law was adopted through resolution BC-08-02-95-A in August of 1995. The law was subsequently amended by the Oneida Business Committee through the following resolutions:

- BC-05-14-97-F
- BC-09-22-10-C
- BC-03-17-20-C
- BC-04-12-06-JJ
- BC-09-26-18-C
- BC-08-12-20-B
- BC-09-27-06-E
- BC-03-11-20-B

The law was added to the active files in February of 2024.

The purpose of this law is to govern boards, committees, and commissions of the Nation, including the procedures regarding the appointment and election of individuals to boards, committees and commissions, creation of bylaws, maintenance of official records, compensation, to establish clear standards of conduct, and other items related to boards, committees, and commissions. The amendments to the Law contain the following:

- Clarifies the purpose of the amendments is to establish clear standards of conduct.
- Clarifies the policy of the Nation is that appointed and elected individuals serving on a board, committee, or commission of the Nation carry themselves in a way that brings honor to the Oneida people and government.
- Strengthens, clarifies, and add definitions.

- Clarifies that the Oneida Business Committee or designee shall be responsible for drafting the initial bylaws and the Oneida Business Committee will approve the initial bylaws.
- Clarifies the responsibilities of the Boards, Committees, Commissions Department, including:
 - responsibilities once managed by the Business Committee Support Office.
 - managing offboarding procedures for when a member leaves an entity.
- Clarifies when a member's term ends and that the member may remain in their position until the successor is sworn in but no longer than sixty (60) business days.
- Clarifies that all entities must be in compliance with the Nation's travel policies.
- Clarifies that all entities must address conflict resolution and leaves of absence in their bylaws.
- Clarifies that all entities must include a procedure for withholding a member's stipend in their bylaws.
- Clarifies that rather than the requirement to submit quarterly reports to the Oneida Business Committee, all entities will be required to submit at least two reports each fiscal year to the Oneida Business Committee.
- Clarifies that all entities may hold virtual meetings pursuant to any requirements established by the Oneida Business Committee and pursuant to any additional requirements established by the entity.
- Clarifies that every appointed and elected member will receive an official Oneida Nation email address.
- Clarifies standards of conduct such as:
 - good mind
 - cultural accountability
 - several instances of prohibited conduct
 - attendance and meeting conduct
 - nepotism
 - gifts and honoraria
 - fair dealing and impartiality
- Clarifies how the Nation will manage actual or implied conflicts of interest including the creation and maintenance of annual and as-needed disclosure forms.
- Adds a requirement that all members shall submit disclosure forms annually and within a reasonable time after a conflict arises or becomes known.
- Clarifies that all entities may develop an internal conflict of interest mitigation plan for eligible conflicts in consultation with the Oneida Law Office, the Nation's Human Resources Department, and other departments of the Nation as needed.
- Clarifies which positions may not be eligible to serve on an appointed or elected board because of the potential for an actual or implied conflict of interest.
- Clarifies that members have an ongoing duty to disclose and shall promptly disclose and comply with the requirements of a conflict of interest mitigation plan.
- Clarifies enforcement provisions.

- Includes appeal rights; if applicable, a member shall have the right to appeal an enforcement action pursuant to the requirements and procedures regarding appeals of the law under which the member received a sanction or penalty.
- Other minor grammatical changes.

III. Methodology and Assumptions

A “Fiscal Impact Statement” means an estimate of the total identifiable fiscal year financial effects associated with a petition or 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

Based on the language in the amendments, the law appears to create a new department titled the Boards, Committees, Commissions Department. It is anticipated that the creation of a new department will include costs. Information on the additional costs has not been provided.

V. Financial Impact

Fiscal impact is indeterminate.

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 have the information with which to render a decision.

Enter the e-poll results into the record regarding the approved recommendation from the Chief of Police to

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

Bonnie M. Pigman

From: Secretary
Sent: Wednesday, August 5, 2026 11:04 AM
To: Tehassi Tasi Hill; Lawrence E. Barton; Lisa A. Liggins; Jameson J. Wilson; Jennifer A. Webster; Jonas G. Hill; Kirby W. Metoxen; Secretary
Cc: Danelle A. Wilson; Janice M. Decorah; David P. Jordan; Fawn L. Cottrell; Fawn J. Billie; Rhiannon R. Metoxen; Kristal E. Hill; BC_Agenda_Requests
Subject: E-POLL RESULTS: To accept the recommendation from the Chief of Police as information; to appoint Brandon VandeHei as the primary OPD representative, and Alexis Woelfel, as the alternate OPD representative to the PFSC with terms ending August 31, 2029
Attachments: EPOLL REQUEST Accept recommendation from Chief of Police as information; appoint Brandon VandeHei and Alexis Woelfel to PFSC as OPD representatives with terms ending 8-31-29.pdf

E-POLL RESULTS

The e-poll to accept the recommendation from the Chief of Police as information; to appoint Brandon VandeHei as the primary Oneida Police Department representative, and Alexis Woelfel, as the alternate Oneida Police Department representative, to the Pardon and Forgiveness Screening Committee with terms ending August 31, 2029, **has carried**. Below are the results:

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

Yawáko,

Brooke Doxtator
Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452

From: Secretary
Sent: Monday, August 3, 2026 12:57 PM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Janice M. Decorah <jdecora2@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: To accept the recommendation from the Chief of Police as information; to appoint Brandon VandeHei as the primary OPD representative, and Alexis Woelfel, as the alternate OPD representative to the PFSC with terms ending August 31, 2029

Summary:

The current Oneida Police Department representatives on the Pardon and Forgiveness Screening Committee terms were scheduled to expire on August 31, 2026; however, both representatives have retired and won't be available for the Pardon hearing scheduled in August. New Oneida Police Department representatives need to be appointed in accordance with the Pardon and Forgiveness Screening Committee bylaws.

Justification for E-Poll:

New Oneida Police Department representatives need to be appointed in accordance with the Pardon and Forgiveness Screening Committee bylaws before the next Pardon hearing scheduled on August 20, 2026. An appointment through e-poll will allow us time to schedule their oaths of office at the next Business Committee meeting.

Requested Action:

To accept the recommendation from the Chief of Police as information; to appoint Brandon VandeHei as the primary Oneida Police Department representative, and Alexis Woelfel, as the alternate Oneida Police Department representative, to the Pardon and Forgiveness Screening Committee with terms ending August 31, 2029.

Deadline for response:

Responses are due no later than **4:30 p.m., Tuesday, August 4, 2026.**

Voting:

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

Yawáko,

Brooke Doxtator

Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452



CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

Business Committee Agenda Request

1. Meeting Date Requested:**2. Session:**☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:☐

Accept as information; OR

To accept the recommendation from the Chief of Police as information; to appoint Brandon VandeHei as the primary Oneida Police Department representative, and Alexis Woolfel as the alternate Oneida Police Department

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

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

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

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: Brooke Doxtator, GSIM

Instructions:

- 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) Attach a memo addressed to the Business Committee describing your request
- 4) E-mail this form and all supporting materials in a *.pdf file(s) to:
BC_Agenda_Requests@oneidanation.org
- 5) If you are submitting a resolution for adoption, please send the **Word** version of the resolution along with the Agenda Request file.
- 6) Please email BC_Agenda_Requests@oneidanation.org with any questions regarding this form.



Memorandum

TO: Oneida Business Committee

FROM: Brooke Doxtator, BCC Supervisor 

DATE: July 31, 2026

RE: Pardon and Forgiveness Screening Committee Appointment – Oneida Police Department Representatives

Background

According to the Pardon and Forgiveness Screening Committee Bylaws, section 1-5. Membership

(a) Number of Members. The PFSC shall consist of four (4) members and four (4) alternates from three (3) representative areas who shall serve a term consistent with that of the Oneida Business Committee's term of office.

(2) The three (3) representative areas shall be made up of:

(A) One (1) member and one (1) alternate representative from the Oneida Police Department

Joel Maxam, Chief of Police recommended Brandon Vande Hei as the primary Oneida Police Department representative and Alexis Woelfel as the alternate Oneida Police Department representative.

Select action(s) provided below:

- 1) To accept the recommendation from the Chief of Police as information; to appoint Brandon VandeHei as the primary Oneida Police Department representative, and Alexis Woelfel, as the alternate Oneida Police Department representative, to the Pardon and Forgiveness Screening Committee with terms ending August 31, 2029.

**Qualifications
Matrix:**

**Pardon and Forgiveness Screening Committee (PFSC) – Oneida Police
Department Representatives**

Application Deadline: Not Applicable # of Vacancies: Two (2) # of Representatives: Two (2) – one regular & one alternate For Term Ending: August 31, 2029

Qualifications 1-5. (d) (1) (A) & (B)	Applicant Name				
	Brandon VandeHei	Alexis Woelfel			
Be an enrolled member of the Oneida Nation; and	X	X			
Have a written recommendation from the Chief of Police for the Oneida Police Department for appointment to the PFSC	X	X			
No conflicts of interest pertaining to 105.15-3 ¹	OPD	OPD			
Other BCC's to which the applicant is elected or appointed:	none	none			

¹ 105.15-3. Ineligibility Due to Conflicts of Interest. Due to the potential for a real or perceived conflict of interest to exist, the following individuals shall not be eligible to serve on an appointed or elected entity:

- (a) political appointees;
- (b) an employee of the Nation's Internal Audit Department, Finance Administration, Law Office, Business Committee Support Office, or Intergovernmental Affairs and Communications; and
- (c) an employee who serves as a direct report to the Oneida Business Committee or General Manager.



Oneida Police Department

P.O. Box 365, Oneida, WI 54155

Joel J. Maxam
Chief of Police



To: Oneida Business Committee

From: Joel Maxam, Chief of Police

A handwritten signature in black ink, appearing to be "J. Maxam".

Date: July 21, 2026

Re: Pardon & Forgiveness Screening Committee Appointments

Dear Oneida Business Committee, I am respectfully recommending Lieutenant Brandon VandeHei for consideration as the primary member for the Pardon & Forgiveness Screening Committee. I am recommending Detective Sergeant Alexis Woelfel as the alternate member. Brandon and Alexis have expressed interest in participating on the committee, and I can confidently endorse both as fine representatives of The Oneida Police Department. Thank you for your consideration.

A large, stylized handwritten signature in black ink, appearing to be "Joel Maxam".

Joel Maxam

From: [TrustEnrollments](#)
To: [Boards](#)
Subject: RE: Enrollment Verification-PFSC
Date: Wednesday, July 22, 2026 3:56:26 PM
Attachments: [image001.png](#)

Hello,
Listed below is the information you requested.

Kelly Danforth
Payment/Enrollment Supervisor
Trust Enrollment Department



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

office 920.869.6204
fax 920.869.2995

PO Box 365
Oneida WI 54155-0365

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: Boards <Boards@oneidanation.org>
Sent: Wednesday, July 22, 2026 10:32 AM
To: TrustEnrollments <TrustEnrollments@oneidanation.org>; Mirac W. Ellis
<mellis1@oneidanation.org>
Cc: Boards <Boards@oneidanation.org>
Subject: Enrollment Verification-PFSC

Please verify if the following individual(s) are enrolled.

Name	Roll #	DOB	Enrolled? Yes/No	Trust Enrollment Department Initials
Brandon VandeHei	██████	██████	Yes	KD
Alexis Woelfel	██████	██████	Yes	KD

Accept the July 9, 2026, regular Finance Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☒ Accept as information; OR

Accept the FC Minutes for 7/9/26 & E-Poll

4. Areas potentially impacted or affected by this request:

☒ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☒ Boards, Committees, or Commissions

☒ Other: All areas that require FC
approval

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager



INTERNAL MEMORANDUM

TO: FINANCE COMMITTEE
FROM: ASHLEY BLAKER, OFFICE MANAGER
SUBJECT: E-POLL RESULTS – FC MINUTES OF JULY 9, 2026
DATE: 7/9/26

An E-Poll vote of the Finance Committee was conducted to approve the Finance Committee meeting minutes of July 9, 2026. The E-Poll and minutes were sent out today and concluded today. The results of the completed E-Poll are as follows:

E-POLL RESULTS:

There was a Majority of 5 FC members voting to approve the July 9, 2026, Finance Committee Meeting Minutes. FC Members voting included: *Lisa Liggins, Jonas Hill, RaLinda Ninham-Lamberies, Taryn Webster, and Sarah White.*

These Finance Committee Minutes of July 9, 2026, will be placed on the next Finance Committee agenda to acknowledge this E-Poll action. Per the FC By-Laws all Minutes of the FC will be submitted to the Secretary's Office once a month for BC acceptance.

**FINANCE COMMITTEE****FC REGULAR MEETING****JULY 9, 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-Lamberies, CFO/FC Vice-Chair

Sarah White, Purchasing Director

Jennifer Webster, BC Council Member

Jonas Hill, BC Council Member

Lisa Liggins, BC Secretary

Taryn Webster, CEO – Oneida Casino Hotel

FC MEMBERS EXCUSED: Chad Fuss, Asst. GGM-Finance Casino Hotel

OTHERS PRESENT: Ryan Northway, Timothy Zellmar, Brian Moreno, Debbie Gerondale, Kyle Skenandore, David Emerson, Paul Truttmann, Carrie Blohowiak, James Petitjean, Mary Wasurick, Aliskwet Ellis, Brad Kroupa, Danielle Greendeer, Priscilla Gresens, Elaine Krizenesky, Jill Harp, Deanna Novak, Danielle Hill Greendeer, David Jordan, and Ashley Blaker taking notes.

I. CALL TO ORDER:

The FC Regular Meeting was called to order by the FC Chair at 8:27 A.M.

II. APPROVAL OF AGENDA: JULY 9, 2026

Motion by Jennifer Webster to approve the July 9, 2026, Finance Committee Meeting

Agenda noting the one deletion under Capital Expenditures #1 and under Donation

Requests #1 being deferred to the next Finance Committee meeting. Seconded by Jonas Hill. Motion carried unanimously.

III. FC MINUTES: June 11, 2026 (Approved via E-Poll on 6/11/26)

Motion by Jonas Hill to acknowledge the FC E-Poll action taken on June 11, 2026,

approving the June 11, 2026, Finance Committee Meeting Minutes. Seconded by Jennifer Webster. Motion carried unanimously.

IV. SPECIAL FC E-POLL:

1. FY26 Blkt PO Increase – Tweet Garot for Gaming Facilities Amount: \$120,000.00
Nathan Maufort, Gaming – Facilities Total PO: \$169,000.00
(Approved via E-Poll on 6/18/26)

Motion by Jonas Hill to acknowledge the FC E-Poll action taken on June 18, 2026, approving the FY26 Blkt PO Increase – Tweet Garot for Gaming Facilities in the amount of \$120,000.00.

Seconded by Jennifer Webster. Abstained by Sarah White. Motion carried.

2. FY26 Blkt PO Increase – D&T Construction, LLC Amount: \$75,000.00
Amber Cornelius, CHD Total PO: \$135,000.00
(Approved via E-Poll on 6/22/26)

Motion by Jonas Hill to acknowledge the FC E-Poll action taken on June 22, 2026, approving the FY26 Blkt PO Increase – D&T Construction, LLC in the amount of \$75,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

V. CAPITAL EXPENDITURES:

1. Creative Sign Inc. – Updating Signage NHC/Turtle School Amount: \$139,660.00
Jason Wheelock, Engineering

Deleted from the Agenda.

2. FY25 Blkt PO Increase – Vinton Construction Co. – Recons. of Parking Lots (4) Amount: \$251,237.52
Paul Witek, Engineering Total PO: \$2,658,564.21

Motion by Jennifer Webster to approve FY25 Blkt PO Increase – Vinton Construction Co. – Recons. of Parking Lots (4) in the amount of \$251,237.52. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

3. FY26 Blkt PO Increase – Oneida Construction Services – Mission Park Updates Amount: \$24,052.00
Paul Witek, Engineering Total PO: \$120,062.00

Motion by Jennifer Webster to approve FY26 Blkt PO – Oneida Construction Services – Mission Park Updates in the amount of \$24,052.00. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

4. Northeast Asphalt, Inc. – Judiciary Parking Lot Replacement Amount: \$139,056.50
Paul Truttmann, Engineering

Motion by Jennifer Webster to approve Northeast Asphalt, Inc. – Judiciary Parking Lot Replacement in the amount of \$139,056.50. Seconded by Sarah White. Motion carried unanimously.

5. Aristocrat – Purchase (10) Games Amount: \$266,825.00
David Emerson, Gaming – Slots

Motion by Jonas Hill to approve the Capital Expenditures requests for #5, #6, and #7 in the amounts requested. Seconded by Lisa Liggins. Motion carried unanimously.

Lisa present at 8:33 AM.

6. Sega Sammy – Purchase (6) Games Amount: \$155,820.00
David Emerson, Gaming – Slots

- See Action in Capital Expenditures #5.

7. Aristocrat – Purchase (8) Games Amount: \$213,460.00
David Emerson, Gaming – Slots

- See Action in Capital Expenditures #5.

VI. NEW BUSINESS:

1. FY26 Blkt PO Increase – Bellin Health Lab Testing Amount: \$119,000.00
Carrie Blohowiak, Comp. Health Total PO: \$294,000.00

Motion by Sarah White to approve FY26 Blkt PO Increase – Bellin Health Lab Testing in the amount of \$119,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

2. FY26 Blkt PO Increase – IGT Revenue Shares Amount: \$510,000.00
Tonia Skenandore, Gaming – Sports Betting Total PO: \$1,260,000.00

Motion by Sarah White to approve FY26 Blkt PO Increase – IGT Revenue Shares in the amount of \$510,000.00. Seconded by Lisa Liggins. Motion carried unanimously.

3. FY26 Blkt PO – VVC Holding LLC – Annual Maint. & Support Amount: \$662,905.37
Deborah Gerondale, Comp. Health

Motion by RaLinda Ninham-Lamberies to approve FY26 Blkt PO – VCC Holding LLC – Annual Maint. & Support in the amount of \$662,905.37. Seconded by Lisa Liggins. Motion carried unanimously.

4. US Venture-Exxon Mobile Contract Extension – Year 1 of 10 Amount: \$16,000,000.00
James Petitjean, Retail

Motion by Jonas Hill to approve US Venture-Exxon Mobile Contract Extension – Year 1 of 10 in the amount of \$16,000,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

5. FY26 Blkt PO Increase – Virgen Inc. Amount: \$40,000.00
Heather Ohuafi, Gaming – Marketing Total PO: \$88,000.00

Motion by Jennifer Webster to approve FY26 Blkt PO Increase – Virgen Inc. in the amount of \$40,000.00. Seconded by Sarah White. Motion carried unanimously.

6. FY26 Blkt PO Increase – STAT Temporary Services Amount: \$275,000.00
Timothy Zellmer, Comp. Health Total PO: \$1,250,000.00

Motion by Jennifer Webster to approve FY26 Blkt PO Increase – STAT Temporary Services in the amount of \$275,000.00. Seconded by Jonas Hill. Motion carried unanimously.

7. City of Green Bay – FY26 Annual Gov. Agreement Payment Amount: \$575,000.00
Melinda Danforth, Legislative Affairs

Motion by RaLinda Ninham-Lamberies to approve City of Green Bay – FY26 Annual Gov. Agreement Payment in the amount of \$575,000.00. Seconded by Jennifer Webster. Motion carried unanimously.

8. Village of Ashwaubenon – FY26 Annual Agreement Payment Amount: \$341,432.00
Melinda Danforth, Legislative Affairs

Motion by Jennifer Webster to approve the New Business requests for #8 and #9 in the amounts requested. Seconded by Jonas Hill. Motion carried unanimously.

9. Village of Ashwaubenon – FY26 EMS Annual Agreement Payment Amount: \$25,000.00
Melinda Danforth, Legislative Affairs

- See Action in New Business #8.

10. Town of Oneida – FY26 Governance Agreement Payment Amount: \$180,000.00
Melinda Danforth, Legislative Affairs

Motion by RaLinda Ninham-Lamberies to approve Town of Oneida – FY26 Governance Agreement Payment in the amount of \$180,000.00. Seconded by Jennifer Webster.
Motion carried unanimously.

VII. ONEIDA FINANCE FUND:

REPORT:

1. Oneida Finance Fund Report – July 2026
Ashley Blaker, Office Manager

Motion by Jonas Hill to accept the Oneida Finance Fund Report for July 2026. Seconded by Jennifer Webster. Motion carried unanimously.

VIII. DONATION:

REPORT:

1. FC Donation Report – June 2026
Ashley Blaker, Office Manager

Motion by Jennifer Webster to accept the FC Donation Report for June 2026.
Seconded by Jonas Hill. Motion carried unanimously.

REQUEST(S):

1. Visionary Ventures NFP Corp. – Donation Amount: \$3,000.00
Requester: Shelly Tucciarelli, Executive Director

Deferred to next Finance Committee meeting per requester.

2. Amplifying MKE Pathways – Donation Amount: \$3,000.00
Requester: Brad Kroupa, Founder

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Amplifying MKE Pathways – Donation in the amount of \$3,000. Seconded by Jonas Hill. Motion carried unanimously.

3. International Dyslexia Association WI Branch – Sponsorship
Requester: Priscilla Gresens, President

Amount: \$3,000.00

Motion by RaLinda Ninham-Lamberies to approve from the Finance Committee Donations the request from International Dyslexia Association WI Branch – Sponsorship in the amount of \$3,000 noting that this will be a Fiscal Year 2027 PO due to the event happening in October 2026 and contingent on having a continuing resolution or an adopted budget for Fiscal Year 2027. Seconded by Jennifer Webster. Motion carried unanimously.

4. Mooring Programs Inc. DBA Apricity – Donation

Amount: \$3,000.00

Requester: Elaine Krizenesky, Sr. Development Manager

Motion by Jonas Hill to approve from the Finance Committee Donations the request from Mooring Programs Inc. DBA Apricity – Donation in the amount of \$3,000. Seconded by Jennifer Webster. Motion carried unanimously.

5. Cerebral Palsy, Inc. – Sponsorship

Amount: \$3,000.00

Requester: Deanna Novak, Major Gifts Coordinator

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Cerebral Palsy, Inc. – Sponsorship in the amount of \$3,000. Seconded by RaLinda Ninham-Lamberies. Motion carried unanimously.

6. Earth Circle Foundation DBA Wings of America – Donation

Amount: \$3,000.00

Requester: Danielle Hill Greendeer, CEO

Motion by Jennifer Webster to approve from the Finance Committee Donations the request from Earth Circle Foundation DBA Wings of America – Donation in the amount of \$3,000. Seconded by Lisa Liggins. Motion carried unanimously.

IX. EXECUTIVE SESSION: None

X. ADMINISTRATIVE /INTERNAL: None

XI. FOLLOW UP: None

XII. FOR INFORMATION ONLY:

1. LNW – Table Games Progressives FT
Lambert Metoxen, Gaming – Table Games

Motion by RaLinda Ninham-Lamberies to accept as FYI LNW – Table Games Progressives FT.

Seconded by Jennifer Webster. Motion carried unanimously.

2. Aristocrat – Lease (4) Slot Machines – \$75 Per Day
David Emerson, Gaming – Slots

Motion by Jennifer Webster to accept as FYI Aristocrat – Lease (4) Slot Machines - \$75 Per

Day. Seconded by Jonas Hill. Motion carried unanimously.

XIII. ADJOURN Motion by RaLinda Ninham-Lamberies to adjourn. Seconded by Jennifer Webster. Motion carried unanimously. Time: 9:02 A.M.

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

Finance Committee Approval Date of Minutes via E-Poll: July 9, 2026

Accept the July 15, 2026, regular Legislative Operating Committee meeting minutes

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: Personnel Related

3. Requested Motion:

☒ Accept as information; OR

Accept the July 15, 2026, Legislativve 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

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



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



LEGISLATIVE OPERATING COMMITTEE MEETING MINUTES
Oneida Business Committee Conference Room-2nd Floor Norbert Hill Center
July 15, 2026
9:00 a.m.

Present: Jameson Wilson, Jonas Hill, Kirby Metoxen [*Microsoft Teams*]

Excused: Jennifer Webster

Others Present: Clorissa Leeman, Grace Elliott, Carolyn Salutz,

Others Present on Microsoft Teams: Ashley Blaker, Rhiannon Metoxen, Fawn Cottrell, David Jordan, Melissa Alvarado, Rae Skenandore, Kaylynn Biely, Jodi Tess, Shad Webster, Martin Prevost, Krystal John, Mkedemkokwe Montgomery-Elm, Kristal Hill, Fawn Billie, Efren Riveria, Joel Maxam, Thurston Denny, Eric McLester, Lora Danforth

I. Call to Order and Approval of the Agenda

Jameson Wilson called the July 15, 2026, Legislative Operating Committee meeting to order at 9:00 a.m.

Motion by Jonas Hill to adopt the agenda; seconded by Kirby Metoxen. Motion carried unanimously.

II. Minutes to be Approved

1. July 1, 2026 LOC Meeting Minutes

Motion by Jonas Hill to approve the July 1, 2026, LOC meeting minutes and forward to the Oneida Business Committee; seconded by Kirby Metoxen. Motion carried unanimously.

III. Current Business

1. Ten Day Notice Policy Amendments.

Motion by Jonas Hill to approve the public comment review memorandum, draft, and legislative analysis for the proposed amendments to the Ten Day Notice Policy; seconded by Kirby Metoxen. Motion carried unanimously.

Motion by Jonas Hill to approve the fiscal impact statement request memorandum and direct the Finance Department to provide the LOC with a fiscal impact statement of the Ten day Notice Policy amendments by July 29, 2026; seconded by Kirby Metoxen. Motion carried unanimously.



2. Boards, Committees, and Commissions Law Amendments.

Motion by Jonas Hill to approve the updated public comment review memorandum, draft, and legislative analysis for the proposed amendments to the Boards, Committees, and Commissions law; seconded by Kirby Metoxen. Motion carried unanimously.

Motion by Jonas Hill to approve the fiscal impact statement request memorandum and direct the Finance Department to provide the LOC with a fiscal impact statement of the Boards, Committees, and Commissions law amendments by July 29, 2026; seconded by Kirby Metoxen. Motion carried unanimously.

3. Safe Neighborhoods Law.

Motion by Jonas Hill to approve the draft and the legislative analysis of the proposed Safe Neighborhoods law; seconded by Kirby Metoxen. Motion carried unanimously.

IV. New Submissions**V. Additions****VI. Administrative Updates****VII. Executive Session****VIII. Adjourn**

Motion by Kirby Metoxen to adjourn at 9:19 a.m.; seconded by Jonas Hill. Motion carried unanimously.

Approve the travel request - Councilwoman Jennifer Webster - 57th Annual National Indian Education...

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☒ Accept as information; OR

Approve Travel request Jennifer Webster 57th Annual National Indian Education Association (NIEA) Convention October 7-11, 2027 Buffalo, New York.

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: Oneida Business Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 8 / 12 / 26 ☐ e-poll requested

2. General Information:

Event Name: 57th Annual National Indian Education Association (NIEA) Convention

Event Location: Buffalo, NY Attendee(s): Jennifer Webster

Departure Date: Oct 7, 2027 Attendee(s):

Return Date: Oct 11, 2027 Attendee(s):

3. Budget Information:

☐ Funds available in individual travel budget(s)

☐ Unbudgeted

☒ Grant Funded or Reimbursed

Cost Estimate: \$ 1,957.00 (Grant Funded)

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster -The National Indian Education Association will be holding their 57th Annual NIEA Convention on October 7-10, 2026 at the Buffalo Convention Center in Buffalo, NY.

The conference invites educators, leaders, and community experts to share research-informed and practice-based sessions, created by and with Indigenous educators, experts, and communities.

Oneida Reads submitted our proposal "Title: The Journey of Oneida Reads in Driving Systems Change in 3rd Grade Reading Proficiency" and was accepted.

Seeking approval to attend as a presenter, and community champion for Oneida Reads.

Requested Action: Approve travel request-Councilwomen Jennifer Webster

5. Submission

Sponsor: Jennifer Webster, Councilmember

1) Save a copy of this form for your records.

2) Print this form as a *.pdf OR print and scan this form in as *.pdf.

3) E-mail this form and all supporting materials in a **SINGLE** *.pdf file to: BC_Agenda_Requests@oneidanation.org

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
Legal name as it appears on Travelers Driver's License or State ID, no nicknames			
Employee Number	[REDACTED]		
Destination City	Buffalo, NY		
Departure date	10/07/2027	Return date	10/11/2027
Purpose of travel	NIEA 57th Annual NIEA Convention & Trade Show		
Charged GL Account	001-4210001-888-701000-000		

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**

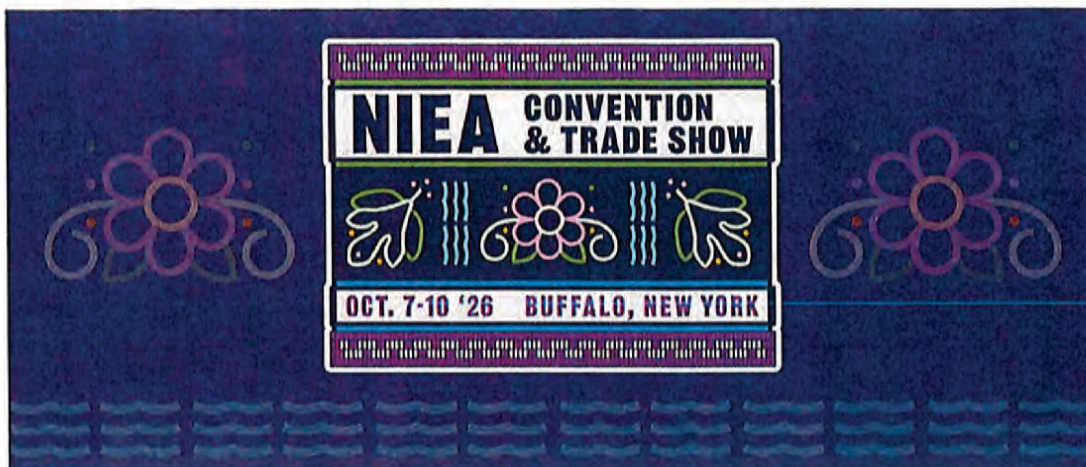
Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 80.00	0.75	1	\$ 60.00
Per Diem full day at destination	\$ 80.00	1.00	3	\$ 240.00
Per Diem for return travel date	\$ 80.00	0.75	1	\$ 60.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 360.00
Lodging including room, taxes, fees, and hotel parking	\$ 126.00		4	\$ 504.00
Airfare				\$ 593.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,597.00
Total Cost Estimate				\$ 1,957.00

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		7-13-24
Department Sign-off	Eric Krawczyk	Digitally signed by Eric Krawczyk Date: 2026.07.13 12:01:46 -05'00'

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



Hello NIEA Community,

NIEA is now accepting session proposals for the **57th Annual NIEA Convention & Trade Show**, taking place **October 7-10, 2026**, at the Buffalo Convention Center in **Buffalo, NY**.

This year's theme, **Strength in Community: Building the Future Together**, invites educators, leaders, and community experts to share research-informed and practice-based sessions created by and with Indigenous educators, experts, and communities. Strong submissions elevate Indigenous ways of knowing, center community-based knowledge, and support the holistic success of Native learners, families, and communities across educational settings.

Session Types

We are accepting proposals for three distinct session types:

- **Convention Sessions**
Sessions for the general Convention audience, taking place on October 8, 9, or 10, 2026.
- **Educator Day Sessions**
Sessions for PK-12 educators, focused on practical classroom strategies and resources, taking place on Wednesday, October 7, 2026.
- **Student Day Sessions**
Sessions for youth (grades 6-12), taking place on Friday, October 9, 2026.

All sessions are organized into specific strands. To learn more about the submission process and review proposal guides, **please visit our website through the button below**.

We look forward to reviewing your ideas and working together to build a Convention program that reflects the strength, knowledge, and leadership of our communities.

Best regards,

Approve the travel request - Councilwoman Jennifer Webster - Department of Health & Human Services.

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☒ Accept as information; OR

Approve Travel request Jennifer Webster Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC) September 21,2026 -September 25, 2026 Jamul, CA

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: Oneida Business Committee

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: (Name, Title/Entity)

Oneida Business Committee Travel Request

1. OBC Meeting Date Requested: 8 / 12 / 26 ☐ e-poll requested

2. General Information:

Event Name: Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC)

Event Location: Jamul, CA

Attendee(s): Jennifer Webster

Departure Date: 09/21/2026

Attendee(s):

Return Date: 09/25/2026

Attendee(s):

3. Budget Information:

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

Cost Estimate: \$ 1,533.00

4. Justification:

Describe the justification of this Travel Request:

Travel Request Council Member Jennifer Webster - During the STAC mtg, there will be an overview of the HHS Budget, current updates on the budget process, and an overview of the current budget situation. STAC will have the opportunity to engage with the Directors from the following area's:

SAMSHA, HRSA, ACF, NIH who will provide an overall update on work as it relates to Indian Country. Secretary Kennedy is expected to attend to meet directly with STAC members.

Travel estimate does not include airfare as HHS provides that.

Request:

Approve travel request (Note: all travel costs reimbursed)

5. Submission

Sponsor: Jennifer Webster, Councilwoman

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number	[REDACTED]		
Destination City	Jamul, CA		
Departure date	09/21/2026	Return date	09/25/2026
Purpose of travel	Department of Health and Human Services Secretary's Tribal Advisory Committee (STAC)		
Charged GL Account	001-427200-009-701000-000		

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

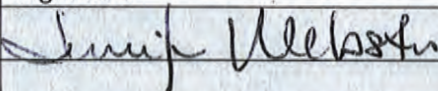
Per Diem rate per day (meals)	\$ 86.00
-------------------------------	----------

Cost Estimate Information**Personal Automobile Mileage Expenses**

Total miles		Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	4	\$ 344.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 473.00
Lodging including room, taxes, fees, and hotel parking	\$ 125.00		4	\$ 500.00
Airfare				\$ 0.00
Luggage Fees				\$ 60.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,060.00
Total Cost Estimate				\$ 1,533.00

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		8-4-26
Department Sign-off		

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

DEPARTMENT OF HEALTH AND HUMAN SERVICES
SECRETARY'S TRIBAL ADVISORY COMMITTEE

September 22-24, 2026
*All times in Pacific Time
Location: Jamul, CA
Zoom Link TBD

TUESDAY, SEPTEMBER 22

- 8:00 – 9:00 AM **TRIBAL CAUCUS**
- 9:00 – 9:15 AM **TRIBAL OPENING**
Speaker:
Erica Pinto, Chairwoman, Jamul Indian Village
- 9:15 – 9:45 AM **MEETING WELCOME and LOGISTICS**
Speakers:
Victor Joseph, Chair, Secretary's Tribal Advisory Committee
Darcie Johnston, Principal Deputy Director, Office of Intergovernmental and External Affairs
1. Introductions
 2. Roll Call
 3. Approval of meeting minutes
 4. Logistical rundown of meeting and site visits
 5. Discussion on upcoming meeting date
 6. 2027 meeting dates (*proposed*)
 - a. STAC meetings:
 - December XXX
 - March XXX
 - September XXX
 - b. Annual Tribal Budget Consultation:
 - March XXXX
- 9:45 – 10:30 AM **HHS BUDGET UPDATES**
Purpose: This session is designed for the Office of Budget, Office of the Assistant Secretary for Financial Resources, to give a brief overview of the HHS Budget, current updates on the budget process, and an overview of the current budget situation. It will include a broad overview, provide Tribal specific information, and have time for question and answers.
Speaker: *Gustav Chiarello*, Assistant Secretary
- 10:30 – 11:30 AM **HEALTH RESOURCES and SERVICES ADMINISTRATION**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the HRSA Administrator, who will provide an overall update on the work of HRSA regarding issues in Indian Country.
Speaker: *Thomas J. Engels*, Administrator
- 11:30 – 12:30 PM **SUBSTANCE ABUSE and MENTAL HEALTH SERVICE ADMINISTRATION**
Purpose: This session is designed to provide an opportunity for the STAC to engage with the SAMHSA Assistant Secretary, who will provide an overall update on the

work of SAMHSA as it relates to Indian Country.
Speaker: *Timothy Westlake*, Chief of Staff

12:30 – 1:45 PM

LUNCH

1:45 – 2:45 PM

CENTERS for MEDICARE and MEDICAID SERVICES

Purpose: This session is designed to provide an opportunity for the STAC to engage with CMS leadership, who will provide an overall update on the work of CMS as it relates to Indian Country.

Speaker: *Caprice Knapp*, Principal Deputy Director, Center for Medicaid and CHIP Services, CMS

2:45 – 3:45 AM

INDIAN HEALTH SERVICE

Purpose: This session is designed to provide an opportunity for the STAC to engage with IHS leadership, who will provide an overall update on the work of IHS.

Speaker: *Clayton Fulton*, Chief of Staff

3:45 – 4:45 PM

SECRETARY REMARKS and DISCUSSION

6:00 – 8:00 PM

****CULTURAL NIGHT RECEPTION****

WEDNESDAY, SEPTEMBER 23

SITE VISITS:

9:00 AM

Depart Jamul Casino Resort

- o Estimated Travel Time to Sycuan: 20 minutes

9:20 AM

Arrive Sycuan Health Center

- 5–10 min unloading/buffer
 - 40–45 min facility tour & discussion
- 5–10 min reboarding

10:25 AM

Depart Sycuan Health Center

Estimated Travel Time to SIHC Alpine Clinic: 15–20 minutes

10:45 AM

Arrive SIHC Alpine Clinic,

- 5 min unloading
 - 35–40 min briefing/tour
- 5 min reboarding

11:35 AM

Depart Alpine Clinic

Estimated Travel Time to Viejas Satellite Center: 5 minutes
(Note: Located nearby in Alpine area)

11:40 AM

Arrive Viejas Satellite Center (Viejas Outlets)

- 5 min unloading
 - 25–30 min walkthrough & discussion
- 5 min reboarding

12:20 PM Depart Viejas Satellite Center
Estimated Travel Time to Jamul Casino Resort: 20–25 minutes

12:40 PM Return to Jamul Casino Resort

12:40 – 1:45 PM LUNCH

1:45 – 2:35 PM ADMINISTRATION for COMMUNITY LIVING

Purpose: This session is designed to provide an opportunity for the STAC to engage with the ACL Administrator, who will provide an overall update on the work of ACL as it relates to Indian Country.

Speaker: Mary Lazare, Acting Administrator and Assistant Secretary for Aging

2:35 – 3:35 PM OFFICE of the ASSISTANT SECRETARY for HEALTH

Purpose: This session is designed to provide an opportunity for the STAC to engage with the OASH Assistant Secretary, who will provide an overall update on the work of OASH as it relates to Indian Country.

Speakers: Brian Christine, Assistant Secretary for Health

3:35 – 4:35 PM ADMINISTRATION for CHILDREN and FAMILIES

Purpose: This session is designed to provide an opportunity for the STAC to engage with the ACF Assistant Secretary, who will provide an overall update on the work of ACF as it relates to Indian Country.

Speaker: Alex Adams, Assistant Secretary

THURSDAY, SEPTEMBER 24

SITE VISTS

8:30 AM – Depart Hotel
Travel to IHC (Valley Center): ~45 minutes

9:15 AM – Indian Health Council

9:15 – 10:00 AM (45 minutes)

- 5 min unload
- 35 min briefing/tour
- 5 min board

10:00 AM – Depart IHC

- Travel to San Diego Community Health Center: ~50 minutes

10:50 AM – Arrive SDCHC

10:50 – 11:30 AM (40 minutes)

- 5 min unload
- 30 min focused briefing
- 5 min board

11:30 AM – Depart SDCHC
Travel to Jamul: ~30 minutes

12:00 PM – Return to Hotel

12:30 – 1:30 PM LUNCH

1:30 – 2:30

NATIONAL INSTITUTES of HEALTH

Purpose: This session is designed to provide an opportunity for the STAC to engage with the NIH Acting Director, who will provide an overall update on the work of the NIH as it relates to Indian Country.

Speaker: Jay Bhattacharya, Director

2:30 – 3:30

CENTERS for DISEASE CONTROL and PREVENTION

Purpose: This session is designed to provide an opportunity for the STAC to engage with the CDC Director, who will provide an overall update on the work of CDC as it relates to Indian Country.

Speaker: Jay Bhattacharya, Acting Director

3:30

ADJOURN

Approve the travel request - Councilman Jameson Wilson - 83rd National Congress of American Indians..

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Approve travel request for Councilman Jameson Wilson to attend the 83rd Annual National Congress of American Indians (NCAI) Convention and Marketplace October 18-22, 2026 in Palm Springs, California.

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: OBC

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Fawn Cottrell, Executive Assistant to Councilman Wilson

Oneida Business Committee Travel Request**1. OBC Meeting Date Requested:** 08 / 12 / 26 ☐ e-poll requested**2. General Information:**Event Name: 83rd National Congress of American Indians Annual Convention and MarketplaceEvent Location: Palm Springs, CA Attendee(s): Jameson WilsonDeparture Date: Oct 17, 2026 Attendee(s): Return Date: Oct 23, 2026 Attendee(s): **3. Budget Information:**☒ Funds available in individual travel budget(s)☐ Unbudgeted☐ Grant Funded or ReimbursedCost Estimate: \$ 3,849**4. Justification:**

Describe the justification of this Travel Request:

Representing the Nation at events of this caliber allows for the opportunity to engage with diverse groups of people and establish my presence as a leader of the Oneida Nation. With the current political climate, this convention is an essential gathering for Indian Country to unite, amplify voices, and shape a powerful collective future. Tribal leaders, NCAI members, Native youth, and allies from across Indian Country will gather to tackle critical issues, strategize for the future, and strengthen nation-to-nation relationships.

I will also be fulfilling my duties as NCAI Midwest Region Vice President and serving on the Executive Council while attending the convention.

5. SubmissionSponsor: Jameson Wilson, Councilmember

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jameson Wilson		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Palm Springs, California		
Departure date	10/17/2026	Return date	10/23/2026
Purpose of travel	83rd Annual NCAI Convention & Marketplace		
Charged GL Account	001-4272000-006-701000-000		

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

Per Diem rate per day (meals)	\$ 86.00
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Cost Estimate Information

Personal Automobile Mileage Expenses

Total miles	0	Multiply by the Mileage rate	\$0.70	\$ 0.00
Description	Rate	Factor	Days	Total
Per Diem for initial travel date	\$ 86.00	0.75	1	\$ 64.50
Per Diem full day at destination	\$ 86.00	1.00	5	\$ 430.00
Per Diem for return travel date	\$ 86.00	0.75	1	\$ 64.50
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 559.00
Lodging including room, taxes, fees, and hotel parking	\$ 250.00		6	\$ 1,500.00
Airfare				\$ 1,200.00
Luggage Fees				\$ 90.00
Car Rental				\$ 0.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 3,290.00
Total Cost Estimate				\$ 3,849.00

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		08/04/2026
Department Sign-off		

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

Approve the travel request in accordance with §216.16-2 for seven (7) Oneida Gaming Commission staff

Business Committee Agenda Request

1. Meeting Date Requested: 8/12/26

2. Session:

☒

Open

☐

Executive – must qualify under §107.4-1.

Justification: Choose or type justification

3. Requested Motion:

☐

Accept as information; OR

Requesting OBC approval for a Travel Request for tentatively 7 people to atten



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

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

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

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

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Michelle Braaten, OGC Vice-Chair

Primary Requestor: Crystal Metoxen, OGC Executive Assistant



OGC Travel Request

Oneida
Gaming
Commission

To: Oneida Business Committee

From: Michelle Braaten, Oneida Gaming Commission Vice-Chair

Date: 08/03/26

We are seeking approval due to the number of attendees we would like to send and to comply with the Nation's Travel Policy. The Gaming Commission allocates funds within its travel budget to support the Gaming Commission and staff attendance at these conferences. All travel expenses are managed within one business unit.

This conference will be held on September 1 – September 3, 2026, at the Mystic Lake Casino Hotel in Prior Lake, MN. At this conference, National Tribal Gaming Commissioners & Regulators (NTGCR) is the meet-up for advancing regulatory education in Tribal gaming. These events bring together commissioners, regulators, and industry professionals from across the country for in-depth training sessions, insightful general presentations, and valuable networking opportunities. The conferences also feature a trade show and provide a platform for sharing best practices, strengthening Tribal sovereignty, and promoting consistency in regulatory standards.

It serves as a means of professional learning and development for varying staff levels that cannot be obtained by only a select few attending and bringing back information. We will be utilizing a tribal vehicle if possible.

The Gaming Commission is respectfully requesting seven (7) employees to attend.

Gaming Commissioners – 3

Executive Director – 1

Surveillance – 3

Should you have any questions please feel free to contact me at 497-5850 ext. 5665 or via email at mbraaten@oneidanation.org.

Sincerely,

Michelle Braaten Vice-Chair
Oneida Gaming Commission

Cc: OGC
Derrick King, OGC Executive Director



NTGCR Fall Conference
September 1-3, 2026
Mystic Lake Casino Hotel
Prior Lake, Minnesota



We hope you can join us at the National Tribal Gaming Commissioners & Regulators® (NTGCR®) Fall Conference being held, September 1-3, 2026 being held at Mystic Lake Casino Hotel, located in Prior Lake, Minnesota. We have three (3) full days of events happening, general assemblies, 24 workshops covering the topics of: Audit/Licensing, Commission, Compliance, and Technology to choose from, panel presentations, roundtables and more.

During this conference we will be holding elections for the Chairman and Treasurer positions. Member tribes delegate or alternate are eligible to vote.

We also hope you will participate in the cornhole tournament and silent auction to benefit the NTGCR Scholarship Fund. Welcome Reception & Cornhole tournament will be held on Monday evening and silent auction will run throughout the conference.

Hotel Reservations:

Call: **952-445-9000** and mention they are part of the **(National Tribal Gaming Commissioners)** group.

Booking Link:

https://book.onagilysys.com/wbe/group/1602/MysticLakeCasinoHotel/auth?group=2608NATION_001

Password: NTGC2026

Block cutoff date is August 5, 2026

Airport Information:

Minneapolis International Airport
Airport Code: MSP

Transportation to/from Hotel:

Taxi, rental cars and Uber/Lyft are available

No shuttle service is available

Agenda

A detailed agenda identifying the workshop will be posted soon.

August 31, 2026 – Monday

4:00 p.m. – 6:00 p.m. Registration Open (*Avoid the Tuesday morning lines, stop by today!*)

September 1, 2026 – Tuesday

6:30 a.m.	Sunrise Walk
8:00 a.m.	Registration (<i>Continental breakfast provided</i>)
9:00 a.m.	General Assembly
9:30 a.m.	Roll Call of Membership
10:15 a.m.	Break
10:30 a.m.	Introduction of Candidates for Election of Chairman and Treasurer
10:30 a.m.	Regional Caucuses
11:00 a.m.	Regional Updates
12:00 p.m.	Lunch (<i>Provided</i>) Silent Auction Begins
1:00 p.m.	General Assembly – Chairman Jamie Hummingbird
1:00 p.m.	Election of Chairman and Treasurer
1:30 p.m.	NIGC update (Invited)
2:00 p.m.	Break
2:15 p.m.	Panel Presentation
3:15 p.m.	Panel Presentation
5:00 p.m.	Dinner (<i>On your own</i>)
7:00 p.m.	Welcome Reception & Corn Hole Tournament

September 2, 2026 – Wednesday

6:30 a.m.	Sunrise Walk
8:00 a.m.	Registration (<i>Continental breakfast provided</i>)
9:00 a.m. -10:15 a.m.	Workshop Series 1
10:15 a.m.	Break
10:30 a.m. – 11:45 a.m.	Workshop Series 2
11:45 a.m.	Lunch (on your own)
1:00 p.m. – 2:15 p.m.	Workshop Series 3
2:30 p.m. – 3:30 p.m.	Workshop Series 4
3:30 p.m.	Break
3:45 p.m. – 5:00 p.m.	Roundtables
5:00 p.m.	NTGCR Board Meeting

September 3, 2026 – Thursday

6:30 a.m.	Sunrise Walk
8:00 a.m.	Continental breakfast provided
9:00 a.m. -10:15 a.m.	Workshop Series 5
10:15 a.m.	Break
10:30 a.m. – 11:45 a.m.	Workshop Series 6
11:45 a.m.	Lunch (<i>on your own</i>)
12:00 p.m.	Silent Auction Ends
1:00	General Assembly
	Panel Presentation
2:30 p.m.	Closing Remarks, Door Prizes & Adjourn

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Derrick King		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.000.70100.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jason King		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.500.701000.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jeremy King		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.000.70100.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Michelle Braaten		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.000.701000.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Mark A. Powless Sr.		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.000.701000.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Steven Archiquette		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.500.701000.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	William Reed		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Prior Lake, MN		
Departure date	08/31/2026	Return date	09/04/2026
Purpose of travel	NTGCR 2026 Fall Conference		
Charged GL Account	001.4273003.500.701000.000		

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

Per Diem rate per day (meals)	\$ 68.00
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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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				\$ 19.00
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 287.00
Lodging including room, taxes, fees, and hotel parking	\$ 183.77		4	\$ 735.08
Airfare				\$ 0.00
Luggage Fees				\$ 0.00
Car Rental				\$ 0.00
Registration				\$ 550.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,785.08
Total Cost Estimate				\$ 2,072.08

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

Signatures / Approvals

	Signature	Date
Traveler		
Department Sign-off		

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

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

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

- | | | |
|--|---|-------------------------------------|
| ☒ Budgeted | ☐ Budgeted – Grant Funded | ☐ Unbudgeted |
| ☐ Not Applicable | ☒ Other: Per Diem will be reimbursed after the travel | |

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

Bonnie M. Pigman

From: Secretary
Sent: Friday, July 31, 2026 12:59 PM
To: Tehassi Tasi Hill; Lawrence E. Barton; Lisa A. Liggins; Jameson J. Wilson; Jennifer A. Webster; Jonas G. Hill; Kirby W. Metoxen; Secretary
Cc: Danelle A. Wilson; Janice M. Decorah; David P. Jordan; Fawn L. Cottrell; Fawn J. Billie; Rhiannon R. Metoxen; Kristal E. Hill; BC_Agenda_Requests
Subject: E-POLL RESULTS: Approve the travel request - Chairman Tehassi Hill - Prediction Market Roundtable Discussion - Washington, DC - August 3 - 5, 2026.
Attachments: EPOLL REQUEST Approve the travel request - Chairman Tehassi Hill - Prediction Market Roundtable Discussion - Washington DC -August 3-5, 2026.pdf

E-POLL RESULTS

The e-poll to Approve the travel request - Chairman Tehassi Hill - Prediction Market Roundtable Discussion - Washington, DC - August 3 - 5, 2026., **has carried**. Below are the results:

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

Yawłko,

Brooke Doxtator

Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Thursday, July 30, 2026 9:20 PM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Janice M. Decorah <jdecora2@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request - Chairman Tehassi Hill - Prediction Market Roundtable Discussion - Washington, DC - August 3 - 5, 2026.

E-POLL REQUEST**Summary:**

Chairman Hill, as Vice Chairman of Indian Gaming Association (IGA), was requested by IGA Chairman Bean to attend the Roundtable Discussion – Tracking Prediction Markets’ Exponential Growth: Tribal Implications and Beyond. IGA will cover airfare and hotel. Per diem will be reimbursed after the travel.

Justification for E-Poll:

The travel dates are before the next BC meeting.

Requested Action:

Approve the travel request - Chairman Tehassi Hill - Prediction Market Roundtable Discussion - Washington, DC - August 3 - 5, 2026.

Deadline for response:

Responses are due no later than **4:30 p.m., Friday, July 31, 2026.**

Voting:

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

Yawáko,

Brooke Doxtator

Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452



CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

Oneida Business Committee Travel Request**1. OBC Meeting Date Requested:** ___ / ___ / ___☒ e-poll requested**2. General Information:**

Event Name: Roundtable Discussion - Tracking Prediction Markets' Exponential Growth: Tribal Implications and Beyond

Event Location: Washington, DCAttendee(s): Tehassi HillDeparture Date: 08/03/2026Attendee(s): Return Date: 08/05/2026Attendee(s): **3. Budget Information:**☐ Funds available in individual travel budget(s)☐ Unbudgeted☒ Grant Funded or ReimbursedCost Estimate: \$230**4. Justification:**

Describe the justification of this Travel Request:

Chairman Hill (Vice Chairman Indian Gaming Association) was requested to attend the Senate Committee on Indian Affairs, Roundtable discussion - Tracking Prediction Markets' Exponential Growth: Tribal Implications and Beyond, by IGA Chairman Bean.

Chairman Hill will represent tribes on a national level, and continue driving home and protecting tribal sovereignty.

Requested Action: Approve the travel request for Chairman Hill - Prediction Market Roundtable Discussion, Washington, DC, August 3 - 5, 2026

5. SubmissionSponsor: Tehassi Hill, Chairman1) Save a copy of this form for your records. [Save a Copy...](#)

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

From: Adkins, Haley (Indian Affairs) <Haley_Adkins@indian.senate.gov>

Sent: Wednesday, July 29, 2026 10:17 AM

To: David Bean <DBean@indiangaming.org>

Cc: Ebarb, Amber (Indian Affairs) <Amber_Ebarb@indian.senate.gov>; Murfitt, Lucy (Indian Affairs) <Lucy_Murfitt@indian.senate.gov>; Broman, Jocelyn (Indian Affairs) <Jocelyn_Broman@indian.senate.gov>; Romero, Jennifer (Indian Affairs) <Jennifer_Romero@indian.senate.gov>; Modzelewski, Darren (Indian Affairs) <Darren_Modzelewski@indian.senate.gov>; Chelsea Blake <CBlake@indiangaming.org>; Jason Giles <jgiles@indiangaming.org>

Subject: Senate Committee on Indian Affairs - Roundtable Invitation – August 4, 2026

Caution: This message was sent from outside your organization.

Dear Mr. Bean,

Attached, please find an invitation to participate in a roundtable discussion titled, “Tracking Prediction Markets’ Exponential Growth: Tribal Implications and Beyond.” The roundtable will be held on Tuesday, August 4, 2026 at 4:00 p.m. (ET) in Room 628 of the Dirksen Senate Office Building.

This event is open to the public, with available seating on a first-come, first-served basis. As a participant, you may bring whomever you want as support staff. Please indicate the amount of support staff you plan to bring, and we will reserve seating for them. The event will also be livestreamed.

For more information, please contact (202) 224-2251.

Sincerely,

Haley Adkins

Hearing Clerk & Staff Assistant

U.S. Senate Committee on Indian Affairs

838 Hart Senate Office Building

Washington, DC 20510

Enter the e-poll results into the record regarding the approved travel request - Councilwoman Jennifer...

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Jennifer Webster, Councilwoman

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

Bonnie M. Pigman

From: Secretary
Sent: Wednesday, July 15, 2026 4:14 PM
To: Tehassi Tasi Hill; Lawrence E. Barton; Lisa A. Liggins; Jameson J. Wilson; Jennifer A. Webster; Jonas G. Hill; Kirby W. Metoxen; Secretary
Cc: Danelle A. Wilson; Janice M. Decorah; David P. Jordan; Fawn L. Cottrell; Rhiannon R. Metoxen; Kristal E. Hill; BC_Agenda_Requests
Subject: E-POLL RESULTS: Approve the travel request - Councilwoman Jennifer Webster - ACF-TAC - Worley, ID - August 3-6, 2026
Attachments: BCAR Approve the travel request - Councilwoman Jennifer Webster - ACF-TAC - Worley, ID - Aug 3-6, 2026.pdf

Follow Up Flag: Follow up
Flag Status: Flagged

E-POLL RESULTS

The e-poll to Approve the travel request - Councilwoman Jennifer Webster - ACF-TAC - Worley, ID - August 3-6, 2026, **has carried**. Below are the results:

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

Yawáko,

Brooke Doxtator

Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Monday, July 13, 2026 1:51 PM
To: Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Tehassi Tasi Hill <thill7@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Janice M. Decorah <jdecora2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>
Subject: E-POLL REQUEST: Approve the travel request - Councilwoman Jennifer Webster - ACF-TAC - Worley, ID - August 3-6, 2026

E-POLL REQUEST**Summary:**

Councilwomen Jennifer Webster is Bemidji Area Alternate Representative and also serves at the Secretary for the ACF Tribal Advisory Committee. This is a face-to-face meeting between TAC and the Assistant Secretary for Children & Families to develop an outline of concerns/issues for TAC to address in consultation with tribes. The ACF-TAC's primary purpose is to seek consensus, exchange views, share information, provide advice and/or recommendations, and facilitate any other interaction related to intergovernmental responsibilities or administration of ACF Programs. Partial list of departments we will be meeting with: Office of Child Care, Office of Head Start, Office of Early Childhood Development, Children's Bureau, Office of Child Support Enforcement, Office of Community Services, Office of Trafficking in Persons.

Justification for E-Poll:

Seeking approval asap for reduction in travel costs dates August 3-6, 2026.

Requested Action:

Approve the travel request for Councilwoman Jennifer Webster to attend the Administration for Children & Families- Tribal Advisory Committee in Worley, ID – August 3-6, 2026

Deadline for response:

Responses are due no later than **4:30 p.m., Tuesday, July 14, 2026.**

Voting:

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

Lisa Liggins

Secretary

Oneida Business Committee

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

Oneida Business Committee Travel Request**1. OBC Meeting Date Requested:** ___ / ___ / ___ ☒ e-poll requested**2. General Information:**

Event Name: Administration for Children & Families—Tribal Advisory Committee (ACF)

Event Location: Worley, Idaho Attendee(s): Jennifer Webster

Departure Date: Aug 3, 2026 Attendee(s):

Return Date: Aug 6, 2026 Attendee(s):

3. Budget Information:☒ Funds available in individual travel budget(s)☐ Unbudgeted☐ Grant Funded or Reimbursed

Cost Estimate: \$ 2,215.00

4. Justification:

Describe the justification of this Travel Request:

Council Member Jennifer Webster - ACF -TAC Meeting. Councilwomen Jennifer Webster is Bemidji Area Alternate Representative, and also serves at the Secretary for the ACF Tribal Advisory Committee. This is a face-to face meeting between TAC and the Assistant Secretary for Children & Families to develop an outline of concerns/ issues for TAC to address in consultation with tribes. The ACF-TAC's primary purpose is to seek consensus, exchange views, share information, provide advice and/or recommendations and facilitate any other interaction related to intergovernmental responsibilities or administration of ACF Programs. Partial list of departments we will be meeting with: Office of Child Care, Office of Head Start, Office of Early Childhood Development, Children's Bureau, Office of Child Support Enforcement, Office of Community Services, Office of Trafficking in Persons.

Requested Action: Approve travel request-Councilwomen Jennifer Webster ACF- TACMtg.

5. Submission

Sponsor: Jennifer Webster, Councilmember

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

ONEIDA NATION
TRAVEL AUTHORIZATION REQUEST

General Travel Information

Name of Traveler	Jennifer Webster		
<i>Legal name as it appears on Travelers Driver's License or State ID, no nicknames</i>			
Employee Number			
Destination City	Worley, Idaho		
Departure date	08/03/2026	Return date	08/06/2026
Purpose of travel	Administration for Children & Families—Tribal Advisory Committee (ACF)		
Charged GL Account	001-427200-009-701000-000		

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

Per Diem rate per day (meals)	\$ 68.00
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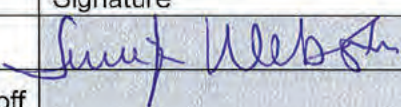
Cost Estimate Information

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	\$ 68.00	0.75	1	\$ 51.00
Per Diem full day at destination	\$ 68.00	1.00	3	\$ 204.00
Per Diem for return travel date	\$ 68.00	0.75	1	\$ 51.00
Included meals total				
Miscellaneous expenses: taxi, parking, fees, etc.				
Sub-Total = Travel Advance				\$ 306.00
Lodging including room, taxes, fees, and hotel parking	\$ 132.00		2	\$ 264.00
Airfare				\$ 969.00
Luggage Fees				\$ 60.00
Car Rental				\$ 116.00
Registration				\$ 0.00
Allowable price adjustment				\$ 500.00
Sub-Total = Virtual Card				\$ 1,909.00
Total Cost Estimate				\$ 2,215.00

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		7-13-26
Department Sign-off		

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

From: Gomez, Rosie (ACF) <Rosie.Gomez@ACF.hhs.gov>

Sent: Thursday, July 9, 2026 10:56 AM

To: Alicia Mousseau <alicia.mousseau@oglala.org>; Amber Caldera <ambers@pgst.nsn.us>; amber.tubbs@mwtribe-nsn.gov <amber.tubbs@mwtribe-nsn.gov>; ashawna-miles@cherokee.org; Unok, Alberta (ANHB.ORG) <aunok@anhb.org>; Austin Lowes <alowes@saulttribe.net>; Brian Weeden <brian.weeden@mwtribe-nsn.gov>; Brandon M. Wisneski <bwisnesk@oneidanation.org>; chairperson (nsn.us) <chairperson@pgst.nsn.us>; chief.allan (cdatribe-nsn.gov) <chief.allan@cdatribe-nsn.gov>; cmiller@pgst.nsn.us <cmiller@pgst.nsn.us>; cnejo@palatribe.com; cskenanore@moheganmail.com; David Sullivan <dsullivan@kiowatribe.org>; denisewilliams@shinnecock.org <denisewilliams@shinnecock.org>; Wait, Dorothy (TOLOWA.COM) <dwait@tolowa.com>; Erin Burggraf <Erin.Burggraf@pokagonband-nsn.gov>; Germain Smith <germainsmith@shinnecock.org>; Hicks, Minisha (ACF) <Minisha.Hicks@acf.hhs.gov>; Jennifer A. Webster <jwebste1@oneidanation.org>; Kathleen Wooden Knife <kathleen.woodenknife@rst-nsn.gov>; Katy.Morseau-Rader@pokagonband-nsn.gov; Kim baker <kbaker@moheganmail.com>; Lenore Myers-Nault <lenoremyers@chippewa-cree.org>; lewis.goodvoiceeagle@rst-nsn.gov <lewis.goodvoiceeagle@rst-nsn.gov>; Platero, Laura (NPAIHB.ORG) <lplatero@npaihb.org>; Macdonald Lonetree, Hope (ACF) <Hope.Macdonaldlonetree@acf.hhs.gov>; Mary David <mdavid@kawerak.org>; mhenry@avcp.org <mhenry@avcp.org>; Michele Scott <msscott@mptr-nsn.gov>; Robert H. Smith <rsmith@palatribe.com>; Shella Bowlin <shella-bowlin@cherokee.org>; shelly.reynolds@tolowa.gov; SSshelleby1@saulttribe.net; sswan@pgst.nsn.us <sswan@pgst.nsn.us>; Stephen Hudson <stephen.hudson@SRPMIC-nsn.gov>; Tasha Mousseau <tasha.mousseau@wichitatribe.com>; tyrel.stevenson@cdatribe-nsn.gov; Vivian Korthuis <vkorthuis@avcp.org>
Cc: Acey, Mandie (ACF) <Mandie.Acey@acf.hhs.gov>; Rudman, Valerie (ACF) (CTR) <Valerie.Rudman@acf.hhs.gov>
Subject: FW: Action Required: Complete Travel Profile and Required Forms for the August 4–5 TAC Meeting

Good morning,

For those who will be attending in person, we need to start your travel plans as soon as possible. Please read the information below. If you have any specific travel questions, you may reach out to Mandie Acey at mandie.acey@acf.hhs.gov.

Thank you!



Rosie Gomez

Senior Advisor

Administration for Native Americans

Administration for Children and Families

202-809-0923

Help us achieve **A Home for Every Child.**

Learn more about fostering [here](#).

From: Rudman, Valerie (ACF) (CTR) <Valerie.Rudman@acf.hhs.gov>

Sent: Tuesday, June 30, 2026 12:16 PM

Subject: Action Required: Complete Travel Profile and Required Forms for the August 4–5 TAC Meeting

Dear Esteemed TAC Members,

We are excited to gather for our next TAC meeting on the traditional homelands of the Coeur d'Alene Tribe in Worley, Idaho, on **August 4–5**. The meeting will be here before we know it, and we are eager to begin coordinating travel.

I would also like to introduce **Mandie Acey**, who will be assisting with your travel arrangements and serving as your primary point of contact throughout the process.

To ensure we can begin making travel arrangements, the **first step** is completing your **Travel Profile - ANA TRAVELER PROFILE**. Our records indicate the following members still need to complete a travel profile.

- Chairman Austin Lowes
- Chairman Robert H. Smith
- President Kathleen Wooden Knife
- Chairman Chief J. Allan
- Secretary Kim Baker
- Chairman David Sullivan
- Councilor Michelle Scott

Once your Travel Profile is complete, please also submit your **Direct Deposit Form** and **Travel Request Form**. These forms are required before ACF can authorize and arrange your travel.

Travel Reminders

- **ACF is required to book all airfare** for TAC members. This allows the Government to modify or cancel travel, if necessary, without unnecessary costs.
- **Travel must be pre-authorized.** ACF cannot reimburse travel expenses that have not been approved in advance.
- **TAC members will book their hotel room at the Coeur d'Alene Casino Resort Hotel.** When we have established the room block, we will let you know. Each participant will contact the hotel directly to reserve their room within the block.
- If you choose to stay at a different hotel you will be reimbursed at the government per diem rate for lodging.
- **Travel receipts must be submitted within five (5) days** following travel to ensure timely reimbursement.
- Once the travel has been approved obligated changes should not be made unless it is an emergency. If any changes need to be made, please reach out to Mandie Acey.

If you have questions or need assistance with any of the required forms or travel arrangements, please contact **Mandie Acey** at mandie.acey@acf.hhs.gov.

Thank you for your prompt attention to these requirements. We appreciate your cooperation and look forward to seeing everyone in Worley this August.

Best,

Accept the memorandum regarding the progress report on the General Welfare Assistance (GWA) as...

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

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

☐ MIS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☐ Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Mark W. Powless, General Manager

Primary Requestor: (Name, Title/Entity)

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



To: Oneida Business Committee

From: Mark W. Powless, CEO – Nation Services

Date: August 4, 2026

Re: Progress Report: GWA as Income

This purpose of this memorandum is to provide an update on the progress of Comprehensive Housing Division (CHD) in efforts to exclude General Welfare Assistance (GWA) from income-based rent calculations and evaluating the use of rent credits to credit tenants rent reflecting GWA as income.

Background

During the May 27, 2026, Regular BC Meeting the following motion was approved:

Motion by Jonas Hill to direct the CEO-Nation Services to bring back a report on the fiscal impact of rent credits using the retroactive date of January 1, 2025, and using retroactive date of September 1, 2023, seconded by Kirby Metoxen. Motion carried:

The following is a quick summary of events leading to the current status:

December 2022: Initial correspondence with the U.S. Department of Housing and Urban Development (the primary source of funding for CHD) to inquire about the use of GWA when calculating rent for CHD tenants.

February 2023: Received response from HUD after they received a legal opinion. Based on the current Section 8 method for rent calculation, CHD was required to use GWA for rent calculation. While not taxable it was considered income under the Section 8 method.

September 2023: Launch meeting by CHD to propose rule changes. These rule changes also included an ONCOA request to prohibit smoking in common corridor rental units. Use of GWA as income conversations continued.

September 2023: Oneida Law Office provided an opinion that upon review of GWA and HUD requirements, based on the current Section 8 method, GWA is required to be used in the rent

calculation for CHD. The opinion stated various options for rent calculation, including the IRS method that does not include GWA as income but questioned why CHD would need to change their method of calculation. The correspondence also commended CHD for a clear explanation of why GWA was counted as income in a communication to tenants.

August 2024: Motion by Jonas Hill to direct the General Manager, Intergovernmental Affairs and Communications and the Law Office to create a project team with the General Manager as the lead to identify where GWA payments are included as income within the Nation's programs and services and to take steps to amend program and service requirements to exclude GWA payments as income whether funded by Tribal Contribution, federal or state funding, or third party funding and to report quarterly on the status of this project team and an initial report due the second Business Committee meeting in September to identify the programs, income formula, and funding source, seconded by Lawrence Barton. Motion carried:

September 2024: Launch of CEO work meetings to determine how to exclude GWA payments as income.

October 2024: Communication from HUD explaining how to exclude GWA payments as income.

December 2024: Further explanation from HUD clarifying how to exclude GWA payment as income.

December 2024: Notice from the U.S. Department of the Treasury use of GWA payments by Tribal governments.

January 2025: CHD determines solution to count GWA for eligibility while not counting GWA for rent calculation. This approach deemed the most beneficial for tenants. Work begins to revise the rule (Landlord-Tenant Rule No. 2 – Income Based Rental Program Eligibility, Selection and Other Requirements) with all-encompassing changes.

December 2025: CHD received first draft of rule changes after several months of meetings with the Oneida Law Office.

April 2026: Revisions to the rule continued

Since the May 2026 motion CHD determined the best approach to apply rent credits is to review each individual household due to the varying impacts of using GWA as income. The complexity is a result of:

- A household may receive three different levels of GWA payments based on the age of the recipient.
- A household may receive a varied number of GWA payments based on the number of tenants in the household receiving the payment.

- Rent for some tenants may not have been impacted due to ceiling rents or flat rate rent models.

During a July OBC Work Session, the OBC informally approved retroactive rent credits to January 2025 which has been identified as the earliest possible date to have determine how to not include GWA payments in the rent calculations based on clarification at the federal level of GWA use by Tribal governments.

As an initial analysis 88 homes with known impacts were assessed with an impact of \$91,000. A further analysis of 232 accounts will need to be completed. The total impact after completion should not exceed \$300,000 in rent credits. The total calculation will be completed by October 2026.

Correspondence with HUD has confirmed that no changes to rent calculation should occur until after changes have been approved to Oneida Nation rules.

Next steps

Changes to the rule will open to public comment on August 18, 2026, with the public comment period concluding on August 27, 2026. Based on the comments changes may be incorporated and submitted to earliest available Regular BC Meeting date. Approval of the rule will determine the end date for rent credit application.

Conclusion

CHD has supported modifying rent calculations to exclude GWA in accordance with federal law and tribal policy. Diligent work with the Oneida Law Office has resulted in changes to the rule that will be open to public comment on August 18, 2026. CHD also approves the application of rent credits and is awaiting a response from HUD on the best method to apply rent credits. While this topic is a relevant and a critical issue for tenants, tenant feedback does not highlight this issue as a critical issue. A recent survey of tenants, with a response rate of approximately 25%, indicates that 91% of tenants feel their rent is affordable. In 66 written comments, 1 person expressed concern about the use of “per capita”, now GWA, being used in rent calculation. Since the use of GWA as income did not increase the rent for any tenant, the application of rent credits may be a pleasant surprise.

Accept the Nation Building Closeout Report for term 2023-2026

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☒ Accept as information; OR

Accept the Nation Building closeout report for term 2023-2026 as information

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☒ Other: BC, Community,
Organization

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Name, Title/Entity OR Choose from List

Primary Requestor: Nicolas Reynolds



Memorandum

To: OBC

From: Nation Building Coordination Team

Date: 8/4/26

Re: Nation Building Closeout Report for term 2023-2026

Purpose

This memorandum summarizes key accomplishments, observations, and lessons learned during this reporting period as part of the Oneida Nation's ongoing Nation Building efforts.

The Oneida Nation continues to advance its commitment to Nation Building by strengthening governance systems, leadership practices, and long-term strategic initiatives. Throughout leadership transitions and implementation activities, the Nation Building framework has served as a stabilizing force, ensuring continuity, accountability, and alignment with long-term priorities.

Long-Term Initiative Alignment

All long-term initiatives remain aligned with the Nation Building project methodology:

- Explore
- Draft
- Plan
- Build
- Launch
- Close

This structured approach continues to provide a consistent framework for decision-making, project development, and organizational alignment across initiatives. During this reporting period, emphasis shifted toward strategic decision-making and governance capacity building. Efforts focused on:

- Ensuring initiatives are appropriately scoped and prioritized.
- Identifying leadership ownership and accountability.
- Positioning projects for long-term sustainability and success.
- Strengthening coordination between governance and operational functions.

An important lesson reinforced throughout this period is that progress is not always linear. Strategic pauses, delegation of responsibilities, and project rescoping have demonstrated increasing organizational maturity rather than delay.

The Nation Building framework continues to help leaders distinguish between:

- **Governance responsibilities** focused on direction, priorities, and policy.
- **Operational responsibilities** focused on implementation and daily execution.

This distinction strengthens institutional capacity and supports more effective leadership decision-making.

Looking Forward

The next phase of work will focus on maintaining momentum, strengthening project planning, and supporting leadership in implementing long-term priorities. These efforts will ensure Nation Building remains a living and adaptive process that advances:

- Sovereignty
- Strategic governance
- Institutional capacity
- Long-term Nation success

Conclusion

The closeout of this reporting period demonstrates continued progress toward building strong, sustainable governance systems grounded in Nation Building principles. While implementation pathways may evolve, the Nation Building framework continues to provide the stability, structure, and strategic direction necessary to support the Oneida Nation's long-term vision and success.

The most significant achievement during this period was not simply project advancement, but the continued strengthening of governance practices and leadership capacity necessary to sustain Nation Building across future generations.

Requested Motion: Accept the Nation Building closeout report for term 2023-2026 as information

Nation Building Initiative Review

2026

TOPIC	PAUSE	KEEP	REACTIVATE	RESCOPE	DELETE	DELEGATE	OTHER
Feasibility Assessment Government Decision-Making Model		X					
Create Continuous Improvement Plan for Government Systems						X	
Initiate Next Round of Constitutional Amendments		X					
Create Oneida Language & Culture Law				X			
Carry Out “I Am Oneida” Project Plan							X
Enhanced Mental Health & Well-being				X			
Create A System of Commerce		X					
Strengthen Capacity for Technology							X
Foster Innovative Solutions to Community Challenges					X		
Invest in Energy Infrastructure		X					
Research Center						X	

- 1. Government Decision-Making Model**—agreed to keep moving forward as is, no change.
- 2. Create Continuous Improvement Plan for Government Systems**—agreed to move to GAO and/or LOC.
- 3. Initiate Next Round of Constitutional Amendments**—keep moving forward, no change.
- 4. Create Oneida Language & Culture Law**—group agreed to rescope.
- 5. Carry Out “I Am Oneida” Project Plan**—Group agreed to delete (delegation is implied because the initiative is redundant).
- 6. Enhanced Mental Health**—agreed to rescope/narrow the scope. Too broad.....needs more specific government focus.
- 7. Create A System of Commerce**—agreed to keep moving forward as is.
- 8. Strengthen Capacity for Technology**—Agreed that current scope needs to be delegated, new scope needs to be developed.
- 9. Foster Innovative Solutions to Community Challenges**—*Deferred to June 18 Quarterly Nation Building Meeting.*
- 10. Invest in Energy Infrastructure**—*Deferred to June 18 Quarterly Nation Building Meeting.*
- 11. Research Center**—*Deferred to June 18 Quarterly Nation Building Meeting.*

Enter the e-poll results into the record regarding the approved letter of support to the Ukwakhwa, Inc. grant.

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BPIGMAN

From: [Secretary](#)
To: [Tehassi Tasi Hill](#); [Lawrence E. Barton](#); [Lisa A. Liggins](#); [Jameson J. Wilson](#); [Jennifer A. Webster](#); [Jonas G. Hill](#); [Kirby W. Metoxen](#); [Secretary](#)
Cc: [Danelle A. Wilson](#); [Janice M. Decorah](#); [David P. Jordan](#); [Fawn L. Cottrell](#); [Rhiannon R. Metoxen](#); [Fawn J. Billie](#); [Kristal E. Hill](#); [BC Agenda Requests](#)
Subject: E-POLL RESULTS: Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program
Date: Wednesday, July 15, 2026 4:34:28 PM
Attachments: [image001.png](#)
[EPOLL REQUEST Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program.pdf](#)

E-POLL RESULTS

The e-poll to Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program, **has carried**. Below are the results:

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

Yawŋko,

Brooke Doxtator

Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452

From: Secretary <TribalSecretary@oneidanation.org>
Sent: Tuesday, July 14, 2026 10:50 AM
To: Tehassi Tasi Hill <thill7@oneidanation.org>; Lawrence E. Barton <lbarton2@oneidanation.org>; Lisa A. Liggins <lliggins@oneidanation.org>; Jameson J. Wilson <jwilson@oneidanation.org>; Jennifer A. Webster <JWEBSTE1@oneidanation.org>; Jonas G. Hill <jhill1@oneidanation.org>; Kirby W. Metoxen <KMETOX@oneidanation.org>; Secretary <TribalSecretary@oneidanation.org>
Cc: Danelle A. Wilson <DWILSON1@ONEIDANATION.org>; Janice M. Decorah <jdecora2@oneidanation.org>; David P. Jordan <djordan1@oneidanation.org>; Fawn L. Cottrell <fcottrel@oneidanation.org>; Fawn J. Billie <fbillie@oneidanation.org>; Rhiannon R. Metoxen <rmetoxe2@oneidanation.org>; Kristal E. Hill <khill@oneidanation.org>
Subject: E-POLL REQUEST: Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program

E-POLL REQUEST

Summary:

On July 13, 2026, Ukwakhwa, Inc. submitted a request to the Secretary for a letter of support for their grant application to the Shakopee Mdewakanton Sioux Community Grants Program to support accessibility improvements at their educational farm. The project would install accessible decomposed granite pathways, improve accessible parking and vehicle access, and add educational and wayfinding signage so that elders, individuals with disabilities, and community members of all ages can more fully participate in their Indigenous food sovereignty programming.

As part of the application, organizations located on reservation lands are required to submit either a Tribal Resolution or a signed Letter of Support from the Tribal Council indicating that the Nation has been informed of Ukwakhwa's intent to seek this funding and supports their application.

Justification for E-Poll:

The application deadline is July 19, 2026, so an e-poll is being requested to approve the letter of support.

Requested Action:

Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program

Deadline for response:

Responses are due no later than **4:30 p.m., Wednesday, July 15, 2026.**

Voting:

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

Yawáko,

Brooke Doxtator

Governance Support & Information Manager
Government Administrative Office (GAO)

office 920.869.4452



CONFIDENTIALITY NOTICE: This message and any included attachments are intended only for the addressee. This message may contain privileged, confidential, or proprietary information. Unauthorized forwarding, printing, copying, distribution, or use of such information is strictly prohibited and may be unlawful. If you have received this message in error, please inform us promptly by reply e-mail, then delete the e-mail and destroy any printed copy.

Business Committee Agenda Request

1. Meeting Date Requested:**2. Session:**

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

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program

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:

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Lisa Liggins, Secretary

Primary Requestor: _____

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



Business Committee Agenda Request – Cover Memo

From: Lisa Liggins, Secretary 

Date: 07/14/26

RE: Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program

PURPOSE

Oneida Business Committee action is needed to approve a letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program.

BACKGROUND

On July 13, 2026, Ukwakhwa, Inc. submitted a request to the Secretary for a letter of support for their grant application to the Shakopee Mdewakanton Sioux Community Grants Program to support accessibility improvements at their educational farm. The project would install accessible decomposed granite pathways, improve accessible parking and vehicle access, and add educational and wayfinding signage so that elders, individuals with disabilities, and community members of all ages can more fully participate in their Indigenous food sovereignty programming.

As part of the application, organizations located on reservation lands are required to submit either a Tribal Resolution or a signed Letter of Support from the Tribal Council indicating that the Nation has been informed of Ukwakhwa's intent to seek this funding and supports their application.

The application deadline is July 19, 2026, so an e-poll is being requested to approve the letter of support. Attached you will find:

- Project narrative and budget
- Grant announcement
- Application requirement for a Tribal Resolution or Letter of Support
- Draft letter of support

REQUESTED ACTION

Approve the letter of support for the Ukwakhwa, Inc. grant application to the Shakopee Mdewakanton Sioux Community Grants Program

Organization History

Ukwakhwa (Our Foods) was founded in 2021 to revitalize Haudenosaunee foodways through agriculture, education, and community engagement. The organization was created in response to generations of disruption caused by colonization, forced assimilation, and the loss of traditional food systems. Our founders recognized the urgent need to restore relationships with Indigenous seeds, plants, and traditional foods while creating opportunities for community members to learn, practice, and carry these traditions forward.

Today, Ukwakhwa operates a 15-acre educational farm on the Oneida Reservation where community members gather to plant, harvest, save seeds, prepare traditional foods, weave baskets, learn Indigenous ecological knowledge, and reconnect with Haudenosaunee cultural practices. Programming includes agricultural education, culinary classes, basket weaving, youth programming, elder engagement, food distribution, traditional arts, and community events.

Our mission is to restore and strengthen Indigenous food sovereignty by cultivating traditional foods, preserving cultural knowledge, and creating opportunities for people of all ages to reconnect with Haudenosaunee agricultural traditions through education, stewardship, and community.

Partnerships & Community Impact

Ukwakhwa primarily serves the Oneida Nation of Wisconsin while welcoming Native community members from neighboring Tribal Nations throughout the region. More than 1,500 participants engage annually in our educational programs, workshops, community meals, volunteer events, and agricultural activities. Participants include elders, youth, families, veterans, adults with disabilities, educators, and Tribal employees.

Current partnerships include Feeding America Eastern Wisconsin, Oneida Nation programs, local schools, University of Minnesota Duluth, Indigenous chefs, artists, seed keepers, community organizations, and numerous Tribal departments that collaborate on educational programming, food distribution, and cultural revitalization.

The proposed accessibility improvements will strengthen these partnerships by making our facilities more inclusive for all participants. Accessible pathways, parking, and educational signage will enable organizations serving elders and individuals with disabilities to participate more fully in programming and create opportunities for new partnerships with healthcare providers, rehabilitation organizations, schools, and Tribal elder services.

For Native communities specifically, this project ensures that traditional knowledge remains accessible to everyone regardless of age or physical ability. Elders carry irreplaceable cultural

knowledge, and removing physical barriers allows them to continue teaching future generations while remaining active participants in Indigenous food sovereignty efforts.

Project Details

Project Title

Growing Access: Improving Accessibility to Indigenous Food Sovereignty

Project Description

Ukwakhwa seeks funding to improve accessibility across our educational farm so that community members of all ages and abilities can safely participate in Indigenous agricultural education and cultural programming.

The project includes:

- Installation of approximately one mile of accessible decomposed granite pathways
- Steel edging and drainage improvements
- Expanded accessible parking
- Improved vehicle and pedestrian access to our Feeding America Elder Food Box production field
- ADA-accessible route connecting major educational areas
- Interpretive educational signage
- Braille and tactile wayfinding signage
- Plant identification signs throughout the farm

Currently, portions of our property become difficult to navigate during wet weather and are inaccessible for wheelchairs, walkers, mobility scooters, and many elders. This limits participation in educational programs and prevents some community members from fully experiencing our farm.

The proposed improvements will allow year-round access to gardens, educational spaces, gathering areas, production fields, and outdoor classrooms while creating a welcoming environment for everyone.

Objectives

- Improve accessibility across the farm.
- Increase participation by elders and people with disabilities.
- Expand access to Indigenous agricultural education.
- Install permanent educational signage.
- Improve access to the Feeding America Elder Food Box production area.

- Create safer circulation throughout the property.

Estimated Cost

Approximately **\$170,000**

Timeline

Planning and contractor selection: Fall 2026

Construction: Spring–Summer 2027

Project completion: Fall 2027

Budget

Item	Estimated Cost
Decomposed granite accessible trails	\$50,000
Steel edging	\$24,000
Trail contingency/materials	\$1,000
Accessible parking lot improvements & blacktop	\$30,000
Accessible access road to Feeding America Elder Garden	\$30,000
Wayfinding, educational, Braille & tactile signage	\$28,000-35,000
Total	\$163,000-\$170,000

Funding Announcement Title: FY2026 GRANTS

Funding Announcement Number:

Announcement Type: Initial

Open Date: Oct 8, 2025, 7:00 PM CDT

Close Date: Jul 19, 2026, 1:00 AM CDT

Announcement Narrative:



SHAKOPEE MDEWAKANTON
SIOUX COMMUNITY

GRANT INFORMATION

WHAT IS A GRANT AND WHO CAN APPLY?

- Monetary Funding for larger projects, such as capital projects, economic construction projects, etc.
- Funding released on a payment schedule over several months to a couple years
- Only Tribal Governments, Native American Organizations, and Native American Serving Schools may apply.
- Organizations are eligible to submit only one (1) grant request per fiscal year. If awarded, organization is not eligible for grant funding until project is closed.

HOW MUCH FUNDING SHOULD YOU APPLY FOR?

- The SMSC does not make any recommendations on how much you should apply for.
- As an organization, we ask that you request what is needed vs what is wanted and are able to justify your request in the application process.

WHAT TYPES OF REQUESTS MAY BE CONSIDERED? (This is not a comprehensive list but broken down to match our budget template)

- Equipment
- IT Equipment
- Supplies
- Furniture/Furnishings
- Infrastructure/Construction/Remodel
- **FUNDING PRIORITIES:** We are getting away from this type of checkbox. We have not seen or heard all the ideas so we need YOU to tell us your project and why it's a good idea in your application.

WHAT TYPES OF REQUESTS WILL NOT BE CONSIDERED FOR GRANTS? (This is not a comprehensive list, but also includes items listed under DONATIONS)

- Projects not Shovel Ready within 6 months of application submittal.
- Requests to fund the majority or total cost of a project. Diversification of funding is required.
- Second or Third party funding and/or funding for redistribution to other organizations
- Start-up costs, Investments, Small business grants
- General Operating, Overhead Costs, Indirect Costs
- Salary/Hourly Pay, Administrative, Benefits costs, Stipends (Any pay that would directly go to a person)
- Marketing, Billboards, Mailings
- Rent, Utilities, Internet and Phone Services
- Land Purchases
- Building Purchases
- Travel Expenses, Hotel, Gas/Mileage Requests
- Feasibility, Consulting or Contractual fees
- Political, Religious Groups or Organizations, Missionary Trips
- Finders' fees

REVIEW PROCESS & TIMELINE:

- Funding period is the SMSC FY2026 (Oct 1, 2025 to September 30, 2026)
- All requests must be submitted via our online portal.
- Recommendation: Submit your request at least 2-3 months before your event or project start date.
- Requests are reviewed once a month. See Review Timeline below.
- The review process takes a MINIMUM of 30 days to several months. DO NOT REACH OUT FOR STATUS UPDATES.
- Once applications have completed the review process, Approvals and Denials are sent via Email to the MAIN ACCOUNT HOLDER listed in your Account Profile.

APPS SUBMITTED BETWEEN:	REVIEW STARTS	NOTIFICATION BY*
10/08/2025 - 10/31/2025	11/10/2025	12/12/2025
11/01/2025 - 11/30/2025	12/08/2025	01/09/2026
12/01/2025 - 12/31/2025	01/12/2026	02/06/2026
01/01/2026 - 01/31/2026	02/09/2026	03/06/2026
02/01/2026 - 02/28/2026	03/09/2026	04/10/2026
03/01/2026 - 03/31/2026	04/13/2026	05/08/2026
04/01/2026 - 04/30/2026	05/11/2026	06/05/2026
05/01/2026 - 05/31/2026	06/08/2026	07/10/2026
06/01/2026 - 06/30/2026	07/13/2026	08/07/2026
07/01/2026 - 07/18/2026	07/27/2026	09/11/2026

* Notifications By dates are not guaranteed. We are a tribal government and a variety of things could impede this*

HELPFUL ITEMS:

- Update your applicant profile before you start a new application with current contacts, mailing address, etc.
- Upload all required documents before starting your application to help save time.
- READ THE BUDGET INSTRUCTIONS BEFORE FILLING OUT THE BUDGET TEMPLATE.
- To view the status of an application, go to My Applicant Profile and click "Award Status."
- If you have questions at any time during the application process, refer to the PDFs listed at [SMSC DONATIONS & GRANTS](#)

YOU WILL RECEIVE A GENERATED EMAIL ONCE YOUR APPLICATION HAS BEEN SUCCESSFULLY SUBMITTED.

**** MAKE SURE TO CHECK YOUR SPAM/JUNK FOLDER****

DO NOT ASSUME YOUR APPLICATION WAS SUBMITTED UNTIL YOU GET THIS EMAIL.

IF YOUR APPLICATION IS DEEMED INCOMPLETE OR MISSING ITEMS, IT WILL BE SENT BACK TO YOU.

**QUESTIONS ABOUT APPLICATIONS, DEADLINES, DOCUMENTS, ETC., CAN BE EMAILED
TO: DONATIONS@SHAKOPEEDAKOTA.ORG**

HAVING WEBSITE ISSUES? EMAIL GRANT VANTAGE FOR SUPPORT: SUPPORT@GRANTVANTAGE.COM

Application Report



Applicant Organization: Ukwakhwa Inc

Project Name:

Funding Announcement: FY2026 GRANTS

Requested Amount:

Section Name: GRANT APP

Sub Section Name: QUESTIONS

1. Applicant Question: App Information

You have read the Information posted and agree your application request meets guidelines.

If you agree, click Yes.

Applicant Response:

Yes

2. Applicant Question: Cover Letter

Attach a cover letter addressed to the SMSC Business Council.

MAKE SURE YOU HAVE THE CORRECT PEOPLE LISTED. <https://shakopeedakota.org/government/how-we-operate/>

Your application will be rejected if you do not submit a proper cover letter.

3. Applicant Question: Organization History

[Please ensure to fill out this section completely. Supplemental documentation can be uploaded, but the main information needs to be in the text box.]

Tell us about the organization.

- When did it start?
- Why did it start?
- What does this organization do?
- What is the organization's Mission Statement?

Applicant Response:

4. Applicant Question: Partnerships & Community Impact

[Please ensure to fill out this section completely. Supplemental documentation can be uploaded, but the main information needs to be in the text box.]

- What community will this project serve? How many people will benefit from this project? Give demographics such as Race, Age, Gender, etc.
- What current partnerships does this organization have in place where the project will happen?
- After the project is completed, how will you maintain or increase partnerships in the surrounding community this project has impacted?
- What opportunities and impact will this project make on the Native American community specifically?

Applicant Response:

5. Applicant Question: Project Details

[Please ensure to fill out this section completely. Supplemental documentation can be uploaded, but the main information needs to be in the text box.]

NOTE: The more information you provide in this section, the better. Your request will be judged on all the information, or lack of, in this section.

- What is the project this organization is requesting funds for?
- Explain in detail what the project will do and why it's needed.
- List the project's objectives.
- What's the estimated total cost of the project?
- What is the timeline of the project? When will it start and be completed?

Applicant Response:

6. Applicant Question: Project Funding - Tribes

There are 10 other tribes in Minnesota and 580 Federally Recognized Tribes throughout the nation.

- Which tribes have you reached out to in addition to the Shakopee Mdewakanton Sioux Community?
- Which tribes do you plan on reaching out to?
- List the Tribe, whether the request was approved, denied, or pending as well as the amount requested & received

You may upload document with the same information as well.

Applicant Response:

7. Applicant Question: Project Funding - Other Sources

- What other sources of funding have you reached out to? (Organizations, Foundations, State, Federal, etc)
- What organizations do you plan on reaching out to?
- List the organization, whether the request was approved, denied, or pending as well as the amount requested & received

Applicant Response:

8. Applicant Question: Project Bids, Quotes, Budgets, etc.

Submit Project Bids, Quotes, Pricing, Budget spreadsheet, etc for this project.

These are backup items for the information you will put on the Budget Template.

9. Applicant Question: Contact List

Submit Names, Title, and Contact info (if allowable) of Organization's Board of Directors, Business/Tribal Council Members, Foundation Chairs, etc.

Applicant Response:

10. Applicant Question: Letters of Support

This question is not a requirement, but we like to read letters of support from the organization's community, partners, or individuals who will benefit from the project.

Letters must be dated from September 1, 2025 to current.

11. Applicant Question: Tribal Resolution or Letter of Support from Tribal Council

This is a protection put in place for Tribal Governments. As a form of Tribal Sovereignty, Tribal Governments maintain their own rules and policies as to who can operate within their reservation. They should be informed of any and all funding that may be benefitting their people and entering their boundaries with intent to benefit their people.

FOR RESERVATION BASED ORGANIZATIONS

- If this organization is located within the boundaries of a Reservation or operates under a Tribal Government, you must submit a Tribal Resolution or signed Letter of Support from the Tribal Council.
- **This resolution/letter indicates that the organization has informed the Tribal Council of its intent to seek funding from the SMSC and has been given permission to do so.**
- **This resolution/letter must be dated within 90 days of your application submittal.**

FOR NON-RESERVATION BASED ORGANIZATIONS

- If this organization is requesting funds for a project/event taking place within the boundaries of a Reservation, you must submit a Tribal Resolution or signed Letter of Support from the Tribal Council.
 - **This resolution/letter indicates that this organization has informed the Tribal Council of its intent to seek funding from the SMSC for a project that will take place within their reservation boundaries and has been given permission to operate within reservation boundaries**
 - **This resolution/letter must be dated within 90 days of your application submittal.**
-

12. Applicant Question: Org W-9

Submit your organization's most recent W-9 FORM.

Information on the W-9 will be used for our vendor payment system and on the agreement, if awarded.
Make sure information on this is current.

13. Applicant Question: 501 IRS Tax Letter

If this organization is a 501, submit your tax letter.

14. Applicant Question: FORM 990

If this organization is a 501 org, submit the most recent FORM 990

990 TYPES

- 990 - N
 - 990 - EZ
 - 990 FULL FORM
 - 990 - PF
-



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



July 15, 2026

Shakopee Mdewakanton Sioux Community Grants Program

RE: Letter of Support for Ukwakhwa Grant Application

The Oneida Nation supports Ukwakhwa, Inc.'s application to the Shakopee Mdewakanton Sioux Community FY2026 Grants Program for its project, *Growing Access: Improving Accessibility to Indigenous Food Sovereignty*.

The Oneida Nation has been informed of Ukwakhwa's intent to seek funding from the Shakopee Mdewakanton Sioux Community to improve accessibility at Ukwakhwa's educational farm located on the Oneida Nation Reservation. The proposed project includes accessible walking paths, accessible parking and access improvements, and educational and wayfinding signage designed to increase participation by elders, individuals with disabilities, and community members of all ages in Indigenous food sovereignty programming.

This letter confirms that the Oneida Nation has been informed of Ukwakhwa's grant application and supports its pursuit of this funding.

If awarded, this project will enhance opportunities for community members to participate in cultural education, traditional agriculture, and Indigenous food sovereignty activities while improving accessibility for all.

Sincerely,

Lisa Liggins
Secretary
Oneida Business Committee

Accept the Anna John Resident Centered Care Community Board FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Lynn Metoxen, Chair/Anna John Resident Centered
Care Community Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Anna John Resident Centered Care Community Board

Approved by official entity action on: July 8, 2026

Submitted by: Lynn Metoxen, Chair

OBC Liaison: Jennifer Webster

OBC Liaison: Lawrence Barton

PURPOSE

The purpose of the Anna John Resident Centered Care Community (AJRCCC) Board is to serve in an advisory capacity to the Anna John Resident Centered Care Community.

AUTHORITY

The Anna John Resident Centered Care Community (AJRCCC) Board is responsible for, including, but not limited to:

- a) Enhancing services between the community, the residents of the AJRCCC, their families and the AJRCCC Administration;
- b) Being involved, visiting and participating in activities with the residents of the AJRCCC;
- c) Ensuring that the AJRCCC is equipped and staffed in a manner that provides the best services for residents of the AJRCCC;
- d) Bringing the Board's and AJRCCC's concerns and/or complaints to the AJRCCC Administration, as well as the Comprehensive Health Division Director and/or the Oneida Business Committee liaison to the Board;
- e) Ensuring that the AJRCCC operates within the guidelines and policies of the Oneida Nation and within all further regulations, rules and policies governing its operations;
- f) Ensuring that the AJRCCC maintains a safe and sanitary environment while providing quality care and services to its residents as ordered by each resident's attending physician; and
- g) Carrying out all other powers and/or duties delegated to the Board by the laws of the Nation.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information

Lynn Metoxen Chair ajc-lmet@oneidanation.org July 31, 2028	Shirley "Jeannie" Schuyler Vice-Chair ajc-ssch@oneidanation.org July 31, 2027
Valerie Groleau Member ajc-vgro@oneidanation.org July 31, 2026	Lorna Skenandore Member ajc-lske@oneidanation.org July 31, 2026
Beverly Anderson Member ajc-band@oneidanation.org July 31, 2027	Jeanette Ninham Member ajc-jnin@oneidanation.org Enter term end date
Brenda VandenLangenberg Member ajc-bvan@oneidanation.org July 31, 2029	Enter Name Enter Title, if any Enter Email Enter term end date

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Lynn Metoxen

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: AJRCCC@oneidanation.org or ajc-lmet@oneidanation.org

MAIN WEBSITE: <https://oneida-nasn.gov/government/boards-committees-and-commissions/appointed/#Anna-John-Resident-Centered-Care-Community-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

2nd Wednesday of each month.

5:00 p.m.

Anna John Resident Centered Care Community in the Congregate Meal Site 2901 S. Overland Dr. Oneida, WI. 54155

Emergency Meetings: None

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

THERE WERE A COUPLE BOARD MEMBERS THAT ATTENDED THE GREAT LAKES NATIVE AMERICAN ELDER ASSOCIATION (GLNAEA) MEETING IN MARCH. THEY ALSO GOT SUGGESTIONS FOR DATES AND TIMES THAT WORK FOR THEM FOR IN-HOUSE TRAINING.

Impact:

CONTINUE TO KEEP THE BOARD ON TOPICS AFFECTING THE ELDER COMMUNITY AS WELL AS PROVIDING THEM WITH INFORMATION THAT IS BENEFICIAL RELATING TO THE NURSING HOME.

ACCOMPLISHMENT #2

Summary:

PROMOTE AND SUPPORT ELDER COMMUNITY EVENTS AND SHARE INFORMATION THAT WOULD BENEFIT AND PROMOTE HEALTH SERVICES THAT MAY BE PROVIDED BY THE ANNA JOHN RESIDENT CENTERED CARE COMMUNITY.

Impact:

THE BOARD SUPPORTED AND PROMOTED THE HOLIDAY EVENTS THAT TOOK PLACE FOR VALENTINE'S DAY AND SUPERBOWL.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

CONTINUE WORKING WITH THE COMPREHENSIVE HEALTH AND NURSING HOME STAFF TO MAINTAIN A STRONG RELATIONSHIP AND COMMUNICATION.

Improving Organizational Changes

Update on Goal:

The Board has continued to maintain an open, positive relationship with the staff of the Nursing Home and Comprehensive Health. We will continue to be a support system for the Anna John Resident Care Community Director and Staff.

LONG-TERM GOAL #2

PROMOTE AND SUPPORT ELDER COMMUNITY EVENTS AND SHARE INFORMATION THAT WOULD BENEFIT AND PROMOTE HEALTH SERVICES THAT MAY BE PROVIDED BY THE ANNA JOHN RESIDENT CENTERED CARE COMMUNITY.

Promoting Positive Community Relations

Update on Goal:

We have been involved in discussions with the Anna John Resident Community Care Center Interim Director, and staff along with the Comprehensive Health Administrative staff regarding different ways in which to update and making changes to promoting the Nursing Home, as well as helping and supporting the issues and concerns that have come from the Community.

LONG-TERM GOAL #3

PARTICIPATE IN TRAINING AND EDUCATION OPPORTUNITIES AND SHARE INFORMATION AND KNOWLEDGE WITH THE ANNA JOHN RESIDENT CENTERED CARE COMMUNITY BOARD MEMBERS WHEN IT COMES TO HELPING RESIDENTS OF THE NURSING HOME.

Improving Organizational Changes

Update on Goal:

Finding additional opportunities to attend training and educational conferences to obtain more knowledge to bring back and share information that may be beneficial for the Board or staff. The Board will continue to work with Sidney White in coordinating some in-house training for the Board.

QUARTERLY GOAL #1

CONTINUE WORKING WITH THE COMPREHENSIVE HEALTH AND NURSING HOME STAFF TO MAINTAIN A STRONG RELATIONSHIP AND COMMUNICATION.

Improving Organizational Changes

Update on Goal:

Continuing to support Comprehensive Health and the Nursing Home helping to promote the public relation campaign plan.

QUARTERLY GOAL #2

PROMOTE AND SUPPORT ELDER COMMUNITY EVENTS AND SHARE INFORMATION THAT WOULD BENEFIT AND PROMOTE HEALTH SERVICES THAT MAY BE PROVIDED BY THE ANNA JOHN RESIDENT CENTERED CARE COMMUNITY.

Promoting Positive Community Changes

Update on Goal:

The Board will work with the AJRCCC Staff to determine how the Board can assist with any special events. We will also reach out to ONCOA and Aging & Disability to inquire if there will be an elder expo.

QUARTERLY GOAL #3

PARTICIPATE IN TRAINING AND EDUCATION OPPORTUNITIES AND SHARE INFORMATION AND KNOWLEDGE WITH THE ANNA JOHN RESIDENT CENTERED CARE COMMUNITY BOARD MEMBERS WHEN IT COMES TO HELPING RESIDENTS OF THE NURSING HOME.

Improving Organizational Changes

Update on Goal:

The Board will be working with Comprehensive Health to set up additional in-house training for the fourth quarter. The Board may also have members attending the GLNAEA conferences in September and December.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$16,600

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$3,450

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Stipends and Training

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$525	1	0	0
May 2026	\$450	1	0	0
June 2026	\$0	0	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

None at this time

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

None at this time

Accept the Oneida Community Library Board FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Stephanie Metoxen, Chair/Oneida Community Library Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Community Library Board

Approved by official entity action on: July 20, 2026

Submitted by: Stephanie Metoxen

OBC Liaison: Marlon Skenandore

OBC Liaison: Jameson Wilson

PURPOSE

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

AUTHORITY

Policy Statement of the Oneida Community Library Board: Supporting and endorsing the American Library Association's Library Bill of Rights and freedom to read statement, the Board accepts that its purpose is to assist the General Tribal Council and library staff:

- (A) To provide quality library and information services to the people of the Oneida community as well as Brown and Outagamie county residents through the continuation of existing tribal, county and inter-library system agreements.
- (B) To encourage and promote the development of library services to meet the informational, educational, cultural and recreational needs of the Oneida Community Library clients.
- (C) To develop policies which will protect the unique resources held by the Oneida Community Library; specifically, those pertaining to the Oneida/Haudenosaunee and other Native American Nations.
- (D) To promote the use of meeting areas within the Oneida Community Library for socially useful and cultural activities.

Powers and Duties. The Board shall be responsible for:

- (1) The monitoring of, and advising on, the programs, services and acquisitions of print/non-print materials provided to Oneida Community Library clientele.
- (2) The carrying out of all powers and duties set forth in Wis. Stat., §43.58, as well as any other law, rule, policy or contractual provision created thereunder.
- (3) The carrying out of any other authority delegated through the laws, policies, rules and resolutions of the Nation.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information

Stephanie Metoxen
Chair
ocl-smet@oneidanation.org
March 31, 2027

Bridget John
Vice-Chair
ocl-bjoh@oneidanation.org
March 31, 2026

Kathleen Cornelius
Member
ocl-kcor@oneidanation.org
March 31, 2027

Carmen Escamea
Member
ocl-cesc@oneidanation.org
March 31, 2028

School Administrator
Vacant
Enter Email
March 31, 2028

Enter Name
Enter Title, if any
Enter Email
Enter term end date

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Stephanie Metoxen

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: Library_Board@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Community-Library-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

3rd Monday of each month.

12:00 PM

Oneida Community Library 201 Elm St. Oneida, WI 54155

Emergency Meetings: None

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

TO HELP PROMOTE THE ONEIDA COMMUNITY LIBRARY MONTHLY EVENTS AND ANY SPECIAL EVENTS, AND CULTURAL AND SOCIAL CHANGES THAT CHALLENGE THE TRADITIONAL LIBRARY EXPERIENCE.

Impact:

IN THE THIRD QUARTER THERE WERE MANY AMAZING EVENTS THAT TOOK PLACE. THERE WAS THE SUMMER READING PROGRAM, ART, CREATE & CONNECT, HOMESCHOOL PROGRAM, AND WINDOW WATCHING JUST TO NAME A FEW AND THERE WERE MANY OTHER EVENTS AND PROGRAMS OFFERED.

ACCOMPLISHMENT #2

Summary:

FIND A WAY TO FILL THE VACANT SCHOOL ADMINISTRATOR POSITION AND HAVE TWELVE CONSECUTIVE MEETINGS. MAY REQUIRE ASSISTANCE FROM THE BOARDS LIAISON(S).

Impact:

THE BOARD REVIEWED THEIR BY-LAWS AND HAVE REQUESTED A LEGAL OPINION REGARDING THE SCHOOL ADMINISTRATOR POSITION. THE BOARD WILL BE REQUESTING TO TALK OUR LIAISON(S) AND ATTORNEY IN THE FOURTH QUARTER.

ACCOMPLISHMENT #3

Summary:

TO HAVE THREE (3) SUCCESSFUL ADOPT A HIGHWAY CLEAN UP SESSIONS.

Impact:

THE BOARD HAS SET AND DETERMINED POTENTIAL DATES FOR THREE (3) ADOPT A HIGHWAY CLEAN UP EVENT THAT WILL TAKE PLACE IN THE FOURTH QUARTERS (APRIL, JUNE AND SEPTEMBER).

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

TO HELP PROMOTE THE ONEIDA COMMUNITY LIBRARY MONTHLY EVENTS AND ANY SPECIAL EVENTS, AND CULTURAL AND SOCIALCHANGES THAT CHALLENGE THE TRADITIONAL LIBRARY EXPERIENCE.

Promoting positive community relations

Update on Goal:

Promoting Library events and services that are provided will help bring in foot traffic to the libraries and allow community members an opportunity to attend educational sessions and obtain cultural knowledge. The Library Board continues to be there as support to help spread the word about services offered at both Library locations through word of mouth and sharing information on social media.

LONG-TERM GOAL #2

FIND A WAY TO FILL THE VACANT SCHOOL ADMINISTRATOR POSITION AND HAVE TWELVE CONSECUTIVE MEETINGS. MAY REQUIRE ASSISTANCE FROM THE BOARDS LIAISON(S).

Improving organizational changes

Update on Goal:

Hoping our liaison(s) or Attorney can assist in the fourth quarter find a solution and get the vacancy filled in FY2027.

LONG-TERM GOAL #3

TO HAVE THREE (3) SUCCESSFUL ADOPT A HIGHWAY CLEAN UP SESSIONS.

Promoting positive community relations

Update on Goal:

Have three (3) new events times determined for April, June and August 2026.

QUARTERLY GOAL #1

TO HELP PROMOTE THE ONEIDA COMMUNITY LIBRARY MONTHLY EVENTS AND ANY SPECIAL EVENTS, AND CULTURAL AND SOCIALCHANGES THAT CHALLENGE THE TRADITIONAL LIBRARY EXPERIENCE.

Promoting positive community relations

Update on Goal:

Will continue to support Eliza and promoting Library events in the 4th quarter.

QUARTERLY GOAL #2

FIND A WAY TO FILL THE VACANT SCHOOL ADMINISTRATOR POSITION AND HAVE TWELVE CONSECUTIVE MEETINGS. MAY REQUIRE ASSISTANCE FROM THE BOARDS LIAISON(S).

Improving organizational changes

Update on Goal:
Hoping our Liaison(s) can assist and finding a way to deal with and look for solutions to fill the vacancy in the 4th quarter.

QUARTERLY GOAL #3

TO HAVE THREE (3) SUCCESSFUL ADOPT A HIGHWAY CLEAN UP SESSIONS.

Promoting positive community relations

Update on Goal:
Hoping to have prep completed for the clean-up in August in July and would like to invite the Business Committee to come out and join us in cleaning up that section of highway.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$5,000

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$1,875
List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Budget is solely used for meeting stipends.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$300	1	0	0
May 2026	\$300	1	0	0
June 2026	\$0	0	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

None at this time

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

None at this time

Accept the Oneida Nation Arts Board FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Harmony Hill, Chair/Oneida Nation Arts Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Nation Arts Board

Approved by official entity action on: July14, 2026

Submitted by: Harmony Hill, Chair

OBC Liaison: Lisa Liggins

OBC Liaison: Jennifer Webster

PURPOSE

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

AUTHORITY

The powers and duties that have been delegated to the Board include, but not limited to, the following:

- 1) *Advisory.*
 - (A) Advise and guide an impactful Oneida Nation Arts Program; and
 - (B) Serve as a sounding board and feedback loop to the ONAP Director for matters related to the arts in the Oneida Nation.
- 2) *Advocacy.*
 - (A) Participate in the arts through teaching, learning, sharing and outreach;
 - (B) Support artists in the community through support of and participation in programs, events, arts groups and activities; and
 - (C) Report ONAP/DAP/Board activities and impact to the Oneida Business Committee.
- 3) *Evaluation.*
 - (A) Evaluate the ONAP by request of the ONAP Director; and
 - (B) Provide support for determining impactful measures of ONAP/DAP success.
- 4) *Fiscal.*
 - (A) Approve policies and procedures for the overall coordination and administration of the Wisconsin Regranting Program and any other governing program guidelines as may be amended from time-to-time hereafter;
 - (B) Review and evaluate regranting annually;
 - (C) Allocate DAP funds annually; and

- (D) Approve Fiscal Sponsorships.
- 5) Carry out all additional powers/duties delegated to the Board through the DAP Lae; Boards, Committees and Commissions law; and any other governing laws, policies, rules and/or resolutions of the Nation.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information

Harmony Hill
Chair
ona-hhil@oneidanation.org
March 31, 2027

Vacant
Member
Email
March 31, 2027

Fred Muscavitch
Member
ona-fmus@oneidanation.org
March 31, 2028

Peter Skenandore
Member
ona-cske@oneidanation.org
March 31, 2028

Paul Smith
Member
ona-psmi@oneidanation.org
March 31, 2028

Paul Gutierrez III
Member
ona-ggui@oneidanation.org
March 31, 2029

Daniel Schuyler
Member
ona-dsch@oneidanation.org
March 31, 2029

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Harmony Hill

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: ona-hhil@oneidanation.org or Boards@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Nation-Arts-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

2nd Tuesday of each month.

5:00 p.m.

Oneida Nation Arts Program Cottage 4 1270 Packerland Dr., Green Bay, WI. 54304 and Microsoft Teams

Emergency Meetings: None

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

SUCCESSFUL MANAGEMENT OF THE ANNUAL WISCONSIN REGRANTING PROGRAM THAT INVOLVES DOLLARS FOR ARTS (DAP) AND PLANTING SEEDS OF KNOWLEDGE (SEEDS) GRANTS.

Impact:

After further discussion regarding the DAP and SEEDS grants this will be discussed at a meeting in the second quarter as there are updates needing to be made.

ACCOMPLISHMENT #3

Summary:

REVIEWING AND UPDATING THE BOARDS BY-LAWS AND SOPS TO ENSURE THE BOARDS ALIGNMENT WITH ALL POLICIES, LAWS AND GOVERNING DOCUMENTS OF THE BOARDS, COMMITTEES AND COMMISSIONS.

Impact:

Upon any changes to the Dollar for Arts law, the board will update and make changes to their by-laws and any SOPs to ensure everything is in alignment.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

SUCCESSFUL MANAGEMENT OF THE ANNUAL WISCONSIN REGRANTING PROGRAM THAT INVOLVES DOLLARS FOR ARTS (DAP) AND PLANTING SEEDS OF KNOWLEDGE (SEEDS) GRANTS.

Promoting Positive Community Relations

Update on Goal:

The Arts Board members will work with the Arts Program and form a sub-committee to review the tribe's DAP law and will continue working on it.

LONG-TERM GOAL #2

REVIEW THE DOLLARS FOR ARTS LAW (TITLE 1. GOVERNMENT AND FINANCES – CHAPTER 128) AND CLARIFY GUIDELINES FOR APPLICANTS TO THE GRANT PROGRAM.

Improving Organizational Changes

Update on Goal:

A continuation of reviewing their By-Laws and SOPs to ensure the boards alignment with all policies, laws and governing documents of Boards, Committees and Commissions.

QUARTERLY GOAL #1

SUCCESSFUL MANAGEMENT OF THE ANNUAL WISCONSIN REGRANTING PROGRAM THAT INVOLVES DOLLARS FOR ARTS (DAP) AND PLANTING SEEDS OF KNOWLEDGE (SEEDS) GRANTS.

Promoting Positive Community Relations

Update on Goal:

The Board will be dedicating time in the April meeting to focus on the DAP law and By-Law amendments.

QUARTERLY GOAL #2

REVIEW THE DOLLARS FOR ARTS LAW (TITLE 1. GOVERNMENT AND FINANCES – CHAPTER 128) AND CLARIFY GUIDELINES FOR APPLICANTS TO THE GRANT PROGRAM.

Improving Organizational Changes

Update on Goal:

Once the Board has updated their By-Laws and the DAP we will work with the Arts Program Director to ensure any SOPs or Policies are in proper alignment.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$5,000

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$1,350

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Budget is solely for stipends, for the third quarter there was still one vacancy. The May meeting was cancelled.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$450	1	0	0
May 2026	\$0	0	0	0
June 2026	\$300	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

None

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

There was an applicant that was appointed in June and took her oath in July. We now have all the board vacancies filled.

Accept the Oneida Nation Veterans Affairs Committee FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Gerald Cornelius, Chair/Oneida Nation Veterans Committee

Primary Requestor: Brooke Doxtator, GSIM

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: BDOXTAT1

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Nation Veteran Affairs Committee

Approved by official entity action on: July 14, 2026

Submitted by: Gerald Cornelius, Chair

OBC Liaison: Jennifer Webster

OBC Liaison: Jameson Wilson, Jonas Hill, and Lawrence Barton

PURPOSE

The PURPOSE of the Oneida Nation Veteran Affairs Committee (ONVAC) is to serve as an advisory body to the Oneida Nation's Veteran Services Office in all matters related to the Oneida Nation's veteran's rights, benefits, veteran affairs issues, and to protect the honor and integrity of the Oneida Nation and all veterans who have served honorably in the United States Uniformed Services. It is the PURPOSE of the ONVAC to assist the Tribal Veterans Services Officer (TVSO) in the formulation and administration of veteran's programs, services, ceremonies, and events as necessary, and to be the advocates for the Chartered Veterans Organizations and other organized veteran groups located on the Oneida Reservation. Furthermore, the ONVAC shall represent the Oneida Nation at the request of the elected Oneida Business Committee (OBC) who have appointed each member to the ONVAC. Finally, the ONVAC shall serve as the responsible party for the management of the Veteran's Memorial site to be officially named by the Oneida Land Commission, soon.

AUTHORITY

ONVAC was established by the Oneida Business Committee (OBC) by motion on January 12, 1994, and further established through the adoption of bylaws on October 29, 1997, which were amended on February 13, 2013, and again on November 14, 2023, which the ONVAC approved. The updated bylaws are currently in the process of being approved by the OBC.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Gerald Cornelius
Chair
onv-gcor@oneidanation.org
December 31, 2028

Kerry Metoxen
Secretary
onv-kmet@oneidanation.org
December 31, 2027

Dan G. Skenandore
Member
onv-dske@oneidanation.org
December 31, 2028

Francis Huntington
Member
onv-fhun@oneidanation.org
December 31, 2028

Myron Vieau
Member
onv-mvie@oneidanation.org
December 31, 2027

Deke Suri
Vice Chair
onv-dsur@oneidanation.org
December 31, 2026

Floyd Hill II
Member
onv-fhil@oneidanation.org
December 31, 2026

Lynn Summers
Member
onv-lsum@oneidanation.org
December 31, 2026

Benjamin Skenandore
Member
onv-bske@oneidanation.org
December 31, 2027

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Gerald Cornelius

TITLE: ONVAC Chair

PHONE NUMBER: 920-615-6521

E-MAIL: onvac@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Nation-Veterans-Affairs-Committee>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

Held every 2nd Tuesday of each month.

5:00 p.m.

Oneida Veteran Services Office 134 Riverdale Dr. Oneida, WI

Emergency Meetings: Zero (0)

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

Color Guard Activities: A full listing may be made available upon request. Multiple Oneida Tribal programs have held conferences at the Oneida Hotel which ONVAC was requested to Present the Colors.

Impact:

Service to the Oneida People as well as representing the veterans of our community by providing honor to all who have served in the United States Uniformed Services. Taking the leadership role in ceremonies, meetings, funerals, etc., the ONVAC continues to “give back” to the People and community who have supported us for our service. We are recognized as representatives of our Oneida Nation and the United States when we participate in the presentation of the colors at various activities.

ACCOMPLISHMENT #2

Summary:

Community Breakfast: Each Friday morning, the Oneida Veteran Service Office staff and veteran volunteers (including ONVAC members) prepare and serve breakfast to the veterans and Oneida community members. This breakfast is financed by donations from the attendees.

Impact:

Camaraderie brings a group of people with like interests together to meet, celebrate, visit, and EAT! The community breakfasts at the Oneida Veterans Service Office are just the place for all the above. Starting off as a kind gesture for our community veterans, the breakfast activity now brings many people together each week and, also provides a forum for educational opportunities for the community.

ACCOMPLISHMENT #3

Summary:

No Major Activity this Quarter

Impact:

In giving we shall receive. Our Oneida Nation Veterans support activities both within and outside of our communities, thereby providing support to the needs and desires of our larger geographic area.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

Strengthen veteran participation in the Oneida community by the continuation of programs and services which are currently being provided and continuously being available to assist wherever and whenever there is a need.

Responsiveness – Availability to the public and timeous reaction to the needs and opinions of the public.

Update on Goal:

ONVAC members continue to be available to our People and community. We participate in community activities which enhance the community's quality of life.

LONG-TERM GOAL #2

Continue to support the efforts to enhance the Veteran Memorial (site) by working with the Oneida Land Commission on the Lease and Naming of the site. Furthermore, working with Tourism and the Oneida Engineering Department on enhancements and improvements as well as replacement of the "paver bricks" and the addition of two new monuments.

Consensus Oriented – Public participation in the planning and implementation of the enhancements with all veterans as well as the Oneida community by providing continuous updates through meetings and multi-media outlets and publications.

Update on Goal:

An "all veteran" meeting was held discussing the Veteran Memorial (site) enhancements currently being completed (construction) with additional meetings as the projects continue. The ONVAC has representatives in the two chartered veteran organizations (VFW & WIVA) and their continuous discussions, plans, etc. continue to occur

QUARTERLY GOAL #1

Strengthen veteran participation in the Oneida community by the continuation of programs and services which are currently being provided and continuously being available to assist wherever and whenever there is a need.

Responsiveness – Availability to the public and timeous reaction to the needs and opinions of the public.

Update on Goal:
ONVAC members continue to be available to our people and community. We participate in community activities which enhance the community’s quality of life.

QUARTERLY GOAL #2

ONVAC will continue to work with the various tribal organizations on enhancing the veteran memorial site.

Enhance and improve our Community for our People and our visitors.

Update on Goal:
The replacement pavers will be ordered and placed within the new proposed location in the Veteran Memorial site. In addition, we will be working on establishing two additional monuments within the site.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$56,874

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$18,852

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Enter budget utilization and projection information.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$675	1	0	0
May 2026	\$525	1	0	0
June 2026	\$450	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

No requests

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Not applicable

Accept the Oneida Public Safety and Security Commission FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Richard VanBoxtel, Chair/Oneida Public Safety and Security Commission

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Public Safety and Security Commission

Approved by official entity action on: July 22, 2026

Submitted by: Richard VanBoxtel, Chair

OBC Liaison: Lisa Liggins

OBC Liaison: Jonas Hill

PURPOSE

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

AUTHORITY

The Commission has all delegated authority established through the laws, policies, rules and resolutions of the Nation, including but not limited to, the Law Enforcement Law.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information

Richard VanBoxtel
Chair
ops-rvan@oneidanation.org
July 31, 2028

Dan Skenandore
Vice-Chair
ops-dske@oneidanation.org
July 31, 2027

Beverly Anderson
Member
ops-band@oneidanation.org
July 31, 2026

Waehiahoweh Maracle
Member
ops-wmar@oneidanation.org
July 31, 2029

William Sauer
Member
ops-wsau@oneidanation.org
July 31, 2030

Enter Name
Enter Title, if any
Enter Email
Enter term end date

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Richard VanBoxtel

TITLE: Chair

PHONE NUMBER: 920-869-4324

E-MAIL: Oneida_Public_SSC@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Oneida-Public-Safety-and-Security-Commission>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

4th Wednesday of each month.

5:00 PM

Oneida Police Department 2783 Freedom Rd. Oneida, WI. 54155

Emergency Meetings: 0

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

DEVELOP AND MAINTAIN POSITIVE RELATIONSHIPS WITH THE ONEIDA POLICE DEPARTMENT, INTERNAL SECURITY, AND THE ONEIDA COMMUNITY

Impact:

With the recent changes within the Police Department, and Chief Boulanger announcing his retirement, and hiring a new Chief of Police; the Commission continues to support Chief Maxam during his transition. The Commission also continues to support the Internal Security Department.

ACCOMPLISHMENT #2

Summary:

COMMISSIONERS HAVING THE OPPORTUNITY TO ATTEND TRAININGS AND/OR CONFERENCES TO CONTINUE TO BE FAMILIAR AND UP TO DATE WITH ISSUES REGARDING LAW ENFORCEMENT

Impact:

Three Commissioners completed Interview Training.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

MAINTAIN POSITIVE RELATIONSHIPS WITH THE ONEIDA POLICE DEPARTMENT, INTERNAL SECURITY, AND THE ONEIDA COMMUNITY.

Promoting Positive Community Relations

Update on Goal:

Continuously attending community events and assisting with developing or supporting or by assisting with funding.

LONG-TERM GOAL #2

THE ONEIDA PUBLIC SAFETY & SECURITY COMMISSION'S LONG-TERM GOAL IS TO SERVE AS A TRUSTED OVERSIGHT BODY THAT UPHOLDS HIGH STANDARDS OF PROFESSIONALISM, FAIRNESS, AND EQUITY ACROSS PUBLIC SAFETY OPERATIONS.

Improving Organizational Changes

Update on Goal:

With the changes to the Law Enforcement Ordinance, it is the Commissions intention to maintain and continue building a trusting, fair and open relationship with the Police and Internal Security Departments.

LONG-TERM GOAL #3

COMMISSIONERS HAVING THE OPPORTUNITY TO ATTEND TRAININGS AND/OR CONFERENCES TO CONTINUE TO BE FAMILIAR AND UP TO DATE WITH ISSUES REGARDING LAW ENFORCEMENT.

Improving Organizational Changes

Update on Goal:

Continue to seek recommendations from the Chief of Police and the Internal Security Depart for training regarding law enforcement and security.

QUARTERLY GOAL #1

MAINTAIN POSITIVE RELATIONSHIPS WITH THE ONEIDA POLICE DEPARTMENT, INTERNAL SECURITY, AND THE ONEIDA COMMUNITY.

Promoting Positive Community Relations

Update on Goal:

In support of National Law Enforcement Week, the Commission provided breakfast and lunch for the Officers. Will be doing the same thing for Security Officer week in September. There is a Highway Clean-Up scheduled for the 3rd quarter for County H that the Library and Library Board will be hosting, we're hoping to show up and assist.

QUARTERLY GOAL #2

THE ONEIDA PUBLIC SAFETY & SECURITY COMMISSION'S LONG-TERM GOAL IS TO SERVE AS A TRUSTED OVERSIGHT BODY THAT UPHOLDS HIGH STANDARDS OF PROFESSIONALISM, FAIRNESS, AND EQUITY ACROSS PUBLIC SAFETY OPERATIONS.

Promoting Positive Community Relations

Update on Goal:

In support of Security Officers week the Commission will be working on recognizing the efforts of the Internal Security staff for all they do.

QUARTERLY GOAL #3

COMMISSIONERS HAVING THE OPPORTUNITY TO ATTEND TRAININGS AND/OR CONFERENCES TO CONTINUE TO BE FAMILIAR AND UP TO DATE WITH ISSUES REGARDING LAW ENFORCEMENT.

Improving Organizational Changes

Update on Goal:

The Commission will work with the Police Chief and Security Director to see what kind of training opportunities are coming up.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$18,000

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$9,257

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

For the second quarter the expenses were stipends, and food for law enforcement week.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$250	1	0	0
May 2026	\$225	1	0	0
June 2026	\$300	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

None

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Waehiahoweh Maracle was appointed on June 10, 2026 currently the Commission is full. One term is up and we look to have that position filled in the 3rd quarter.

Accept the Oneida Pardon & Forgiveness Screening Committee FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Julie King, Vice Chair/Pardon and Forgiveness Screening Committee

Primary Requestor: Brooke Doxtator, GSIM

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: BDOXTAT1

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Pardon and Forgiveness Screening Committee

Approved by official entity action on: August 5, 2026

Submitted by: Julie King, Vice Chair

OBC Liaison: Jonas Hill

OBC Liaison: Jennifer Webster

PURPOSE

The purpose of the PFSC is to provide a fair, efficient, and formal process for considering pardons and forgiveness.

AUTHORITY

1-3. Authority.

- (a) *Purpose.* The purpose of the PFSC is to provide a fair, efficient and formal process for considering requests for a pardon or forgiveness by:
 - (1) Promulgating internal standard operating procedures necessary to govern its proceedings;
 - (2) Reviewing and processing applications for a pardon or forgiveness in an orderly and expeditious manner;
 - (3) Reviewing an applicant's background investigation report received from the Oneida Human Resources Department;
 - (4) Conducting and presiding over hearings to obtain a pardon or forgiveness from the Nation;
 - (5) Providing formal, written recommendations to the Oneida Business Committee to approve or deny a pardon or forgiveness application;
 - (6) Taking other actions reasonably related to the purpose of the PFSC and;
 - (7) Carrying out all other powers and duties delegated by the laws of the Nation, including, but not limited to, the Pardon and Forgiveness law.
- (b) The PFSC does not:
 - (1) Have authority to enter into contracts; or
 - (2) Have authority to create policy or legislative rules.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Eric Boulanger
Chair OPD Primary
eboulan1@oneidanation.org
August 31, 2026

Ronald King Jr.
OPD Alternate
rking2@oneidanation.org
August 31, 2026

Julie King
Vice Chair Social Services Primary
jking3@oneidanation.org
August 31, 2026

Michelle Madl
Social Services Alternate
mmadl@oneidanation.org
August 31, 2026

Sandra Skenadore
Community-at-Large Age 55+ Primary
pfs-sske@oneidanation.org
August 31, 2026

Kimberly Skenandore-Goodrich
Community-at-Large 55+ Alternate
kskena13@oneidanation.org
August 31, 2026

Jason Kurowski
Community-at-Large Age 25+ Primary
pfs-jkur@oneidanation.org
August 31, 2026

Lori Elm
Community-at-Large Age 25+ Alternate
Enter Email
August 31, 2026

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Crystal Danforth
TITLE: Recording Clerk
PHONE NUMBER: 920-869-4411
E-MAIL: Boards@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Pardon-and-Forgiveness-Screening-Committee>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

Held every 3rd Monday of February, May, August, and November of each month.

10:00 a.m.

Norbert Hill or Microsoft Teams

Emergency Meetings: Zero (0)

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

We will continue to identify and create SOPs as needed /necessary.

Impact:

Ensure we have the best tools and resources in place to effectively carry out our duties and responsibilities as provided in the Pardon and Forgiveness law.

ACCOMPLISHMENT #2

Summary:

Our bylaws were successfully amended on April 28,2021. The amended bylaws streamlined our membership and added minimum age and background check qualifications for the community-at-large positions.

Impact:

Creating a transition plan will ensure the Committee will move forward without interruption even in the event all new members are appointed to the Committee.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

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

Create a transition plan that will ensure the Committee will move forward without interruption even in the event all new members are appointed to the Committee

Update on Goal:

Terms are expiring at the end of August 2026, and we are hoping for a smooth transition.

QUARTERLY GOAL #1

Create and update standard operating procedures.

Ensure we have the best tools and resources in place to effectively carry out our duties and responsibilities as provided in the Pardon and Forgiveness law.

Update on Goal:

Our goal is to identify and/or create additional standard operating procedures as is needed/required to effectively carry out our duties and responsibilities. We will schedule work meetings to identify and create additional standard operating procedures. We will implement an annual review process for the standard operating procedures moving forward.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2025 BUDGET:

No Budget, stipends are paid from BC Special Project

FY-2025 EXPENDITURES AS OF END OF REPORTING PERIOD:

Zero (0)

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Budget utilization and projections do not apply to the Pardon and Forgiveness Screening Committee.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$0	0	0	0
May 2026	\$0	0	0	0
June 2026	\$0	0	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

No requests currently.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

There were three (3) Pardon or Forgiveness requests received in the 3rd quarter

Accept the Southeastern Wisconsin Oneida Tribal Services Advisory Board FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Diane Hill, Chair/Southeastern Wisconsin Oneida Tribal Services Advisory Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Southeastern Wisconsin Oneida Tribal Services Advisory Board

Approved by official entity action on: July 28, 2026

Submitted by: Caryle Wheelock, Secretary

OBC Liaison: Kirby Metoxen

OBC Liaison: Jonas Hill and Jennifer Webster

PURPOSE

The Advisory Board was established for purposes of providing advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) Director, working in partnership to formulate social services programs for the Oneida people residing in Southeastern Wisconsin by, including, but not limited to:

AUTHORITY

The Board was established for purposes advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) Director working in partnership to formulate social services programs for the Oneida people residing in Southeastern Wisconsin by including, but not limited to:

- a. Acting as an ambassador for the SEOTS program by promoting its mission whenever possible.
- b. Reviewing the SEOTS administration.
- c. Guiding and advising the SEOTS administration.
- d. Adhering to the appropriate chain of command in all relative communications with the Oneida Business Committee; and
- e. Conducting all other powers and/or duties delegated to SEOTS by the laws and/or policies of the Nation.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Name
Member
Email
March 31, 2026

Diane Hill
Chair
seo-dhil@oneidanation.org
March 31, 2027

Gail Niedziejko
Member
seo-gnie@oneidanation.org
March 31, 2028

Ramona Salinas
Member
seo-rsal@oneidanation.org
March 31, 2028

Name
Member
Email
March 31, 2026

Caryle Wheelock
Secretary
seo-cwhe@oneidanation.org
March 31, 2027

Alicia Elm
Vice-Chair
seo-aelm@oneidanation.org
March 31, 2028

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Diane Hill
TITLE: Chair
PHONE NUMBER: (414) 329-4101
E-MAIL: seots_board@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/appointed/#Southeastern-WI-Oneida-Tribal-Services-Advisory-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

Held every 3rd Monday of each month.

6:00 p.m.

Southeastern Oneida Tribal Services Office at 5233 Morgan Ave, Milwaukee, Wisconsin 53220
and via Microsoft Teams

Emergency Meetings: Zero (0)

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

Engage with the community for services that are available such as, food, health, clothing, etc. SEOTS Advisory Board has been participating with several events for the Oneida Community and continues to work with SEOTS in planning future events.

Impact:

SEOTS Advisory Board supported SEOTS mission to actively engage with the community to pursue ways to meet the needs and implement programing.

ACCOMPLISHMENT #2

Summary:

Events held in collaboration with other tribal agencies located in Milwaukee. SEOTS Advisory board continues to explore and support community organizations.

Impact:

Provide learning resources for individuals and families to better self-sustain.

ACCOMPLISHMENT #3

Summary:

SEOTS has provided various classes allowing the community to network and learn new techniques.

Impact:

Support SEOTS mission by engaging with the community to create involvement. Encourage community participation in events provided by SEOTS. Demonstrate community involvement by fostering concerns relative to the ideas and concerns from the community.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

Participation- fostering a system in which the public feel that they are part of the decision-making process, including freedom of expression and assiduous concern for the best interests of the tribe and community in general.

Support the community by communicating able the resources via social media, word of mouth and mailers.

Being able to communicate with the community openly with multiple options relaying information will lead the way for being able to lay the way for three (3) Good Governance principles to all tribal members that live outside the reservation.

Update on Goal:

The SEOTS Advisory Board Facebook page shares program information which provides tribal members access to services such as Oneida Nation Programs in Oneida and at the SEOTS office, intertribal powwows, and other relevant community events hosted by outside organizations.

LONG-TERM GOAL #2

Encourage discussion from community members while participating in community events.

Host and support two (2) annual events per year, one being the summer family community picnic and the other event in fall/winter.

Good Governance Principle: Participation – Fostering a system in which the public feels that they are a part of the decision-making processes including freedom of expression and assiduous concern for the best interests of the Nation and community in general.

Update on Goal:

The SEOTS board is currently collaborating events with the SEOTS Manager. The SEOTS board is actively seeking fundraising efforts that will provide space for a seasonal craft fair.

QUARTERLY GOAL #1

Engage with the community for services available: food, health, clothing, etc.

Being able to engage with the community and encouraging them on how to better care for themselves and the welfare of their descendants.

Update on Goal:

To continue achieving community goals the Advisory Board submitted the FY2025 SEOTS Advisory Board budget to align with BC Resolution #06-14-23-E, maintaining FY2023 levels with no increase.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$25,800

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$3,801

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

SEOTS has been participating with several events for the Oneida Community and continues to work with SEOTS Administration in planning future events. Our biggest and most engaged event is the annual community picnic.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$525	1	0	0
May 2026	\$375	1	0	0
June 2026	\$300	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

Enter request(s), if needed.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Enter other information, if needed.

Accept the Oneida Election Board FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Tina Skenandore, Vice Chair/Oneida Election Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

Text in orange provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Election Board

Approved by official entity action on: July 13, 2026

Submitted by: Tina Skenandore, Vice Chair

OBC Liaison: Lisa Liggins

OBC Liaison: Tehassi Hill

PURPOSE

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

AUTHORITY

The Board is responsible to conduct elections and to govern all procedures used in the election process along with attending GTC meetings. The Board has all delegated authority established through the laws, policies, rules and resolutions of the Nation, including, but not limited to, the Election law.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Vicki Cornelius **RECUSED**
Chair
oeb-vcor@oneidanation.org
July 31, 2026

Tina Skenandore
Vice Chair
oeb-tske@oneidanation.org
July 31, 2028

Lynette Jordan
Secretary
oeb-ljor@oneidanation.org
July 31, 2028

Stephanie Metoxen **RECUSED**
Member
oeb-smet@oneidanation.org
July 31, 2026

Tonya Webster **RECUSED**
Member
oeb-tweb@oneidanation.org
July 31, 2026

Linda Dallas **RECUSED**
Member
oeb-ldal@oneidanation.org
July 31, 2027

Candace House **RECUSED**
Member
oeb-chou@oneidanation.org
July 31, 2027

Teresa Schuman **RECUSED**
Member
oeb-tschi@oneidanation.org
July 31, 2027

Patricia Moore
Member
oeb-pmoo@oneidanation.org
July 31, 2028

Enter Name
Enter Title, if any
Enter Email
Enter term end date

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Tina Skenandore
TITLE: Vice Chair
PHONE NUMBER: 920-869-4324
E-MAIL: oeb-tschi@oneidanation.org or Election_Board@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Election-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

2nd & 4th of each month.

5:15 p.m.

Norbert Hill Center 2nd Floor BC Executive Conference Room N7210 Seminary Rd, Oneida, WI.
54155 and Microsoft Teams

Emergency Meetings: 2

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

THE BOARD HELD THE 2026 PRIMARY ELECTION FOR THE OBC VICE CHAIR AND COUNCIL POSITIONS AND WAS ABLE TO COMPLETE ALL THE NECESSARY TESTING FOR JUDICIARY.

Impact:

OVERALL, THE PRIMARY ELECTION WENT WELL, NO HICCUPS. MACHINE TESTING WENT SMOOTHLY. ALL TESTING WAS COMPLETED AND ALLOWED THE BOARD TO BE FOR COMPLETING THE BALLOTS AND GETTING EVERYTHING OUT TO THE MEMBERS.

ACCOMPLISHMENT #2

Summary:

THE BOARD WAS SUCCESSFUL IN OBTAINING SEVEN ADDITIONAL ALTERNATES.

Impact:

ALL THE ALTERNATES THAT WERE SWORN IN FOR THE 2026 GENERAL ELECTION CYCLE WERE JUSTIN HUFF, MARY KING, LESLIE DOXTATER, RAMONA SALINAS, LINDA LANGEN, ROSA LASTER, FAITH HUFF, JEAN WEBSTER, LISA JOHN, AND JACKIE WEBSTER.

ACCOMPLISHMENT #3

Summary:

THE BOARD HELD A FEW ELECTION ACTIVITY MEETINGS TO PREP FOR THE GENERAL ELECTION.

Impact:

WOULD ALLOW FOR UPDATED PROCESSES, AND MORE TRANSPARENCY.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

THE ELECTION BOARD WILL CONDUCT ELECTIONS IN COMPLIANCE WITH ONEIDA LAW, POLICY AND/OR REGULATION.

Exercising Sovereignty

Update on Goal:

Continue to review and ensure all Oneida Election functions remain in compliance with Oneida Law, Policy and/or Resolution

LONG-TERM GOAL #2

DEVELOP, ADOPT, REVIEW AND AMEND APPLICABLE STANDARD OPERATING PROCEDURES (SOPS) AND OUR BY-LAWS.

Improving Organizational Changes

Update on Goal:

The Board will be focusing on election process SOPs as their priority. The Board has also submitted a request to the Business Committee requesting an amendment to the stipend resolution regarding the ability to increase the number of paid meetings or to have the ability to have paid working meetings.

LONG-TERM GOAL #3

REVIEW AND AMEND THE ONEIDA ELECTION LAW AND BRING BACK RECOMMENDATIONS TO THE GENERAL TRIBAL COUNCIL (GTC).

Strong Governing Systems

Update on Goal:

The Board has met with the Legislative Operating Committee and Legislative Reference Office regarding the requested changes to the Oneida Election Law. The Boards by-laws will be updated to align with any amendments to the Election Law.

QUARTERLY GOAL #1

THE ELECTION BOARD WILL CONDUCT ELECTIONS IN COMPLIANCE WITH ONEIDA LAW, POLICY AND/OR REGULATION.

Exercising Sovereignty

Update on Goal: The Board verified all elected positions for the 2026 General Election and will continue to prepare for the Caucus and application process,

QUARTERLY GOAL #2

DEVELOP, ADOPT, REVIEW AND AMEND APPLICABLE STANDARD OPERATING PROCEDURES (SOPS) AND OUR BY-LAWS.

Improving Organizational Changes

Update on Goal:

The Board will be focusing on election process SOPs as their priority. The Board will be submitting a follow-up request to the Business Committee as recommended requesting an amendment to the stipend resolution regarding the ability to have paid working meetings that would not inhibit the Boards regular meeting business.

QUARTERLY GOAL #3

REVIEW AND AMEND THE ONEIDA ELECTION LAW AND BRING BACK RECOMMENDATIONS TO THE GENERAL TRIBAL COUNCIL (GTC).

Strong Governing Systems

Update on Goal:

Due to the recusal of most of the Election Board, the Board did not have any meetings or discussions regarding the election law. However, there were discussions regarding recommendations for SOPs, and updates to the Election Law.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2025 BUDGET: \$81,000

FY-2025 EXPENDITURES AS OF END OF REPORTING PERIOD: \$27,006

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

In the 3rd quarter the budget was used mainly for stipends, election activity and GTC meetings.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$2,600	2	0	1
May 2026	\$5,375	2	0	4
June 2026	\$2,487	1	0	2

REQUESTS

List details of any requests to the Oneida Business Committee.

None at this time

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

None at this time

Accept the Oneida Gaming Commission FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Mark Powless Sr., Chair/Oneida Gaming Commission

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

Text in orange provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Gaming Commission

Approved by official entity action on August 4, 2026:

Submitted by: OGC Chair, Mark A. Powless Sr.

OBC Liaison: Jonas Hill, Councilman

OBC Liaison: Kirby Metoxen, Councilman

PURPOSE

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

AUTHORITY

Summarily, the OGC’s authority is to effectuate the gaming regulatory purposes of the Oneida Nation Gaming Ordinance (ONGO), Indian Gaming Regulatory Act, Oneida Gaming Minimum Internal Controls, and the Compact. [See the ONGO 501. 6-14. (a)–(w) for enumerated authority and responsibilities.]

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Mark A. Powless Sr.
Chair
mpowles5@oneidanation.org
August 31, 2028

Michelle Braaten
Vice-Chair
mbraaten@oneidanation.org
August 31, 2027

Jeremy King
Secretary
jking8@oneidanation.org
August 31, 2029

Thurston Denny
Commissioner
tdenny2@oneidanation.org
August 31, 2030

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Mark A. Powless Sr.

TITLE: Chair

PHONE NUMBER: 920-497-5850

E-MAIL: mpowles5@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Gaming-Commission>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

1st and 3rd Tuesday of each month.

9:00 a.m.

Oneida Gaming Commission 2669 W. Mason St. Green Bay, WI. 54313

Emergency Meetings: 0

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

Compliance revised OGMICS - Chapter 9, 10 to comply with the IRS tax requirement.

Impact:

Regulations and procedures were updated to comply with the IRS tax requirement.

ACCOMPLISHMENT #2

Summary:

Met and assisted with training for HRD background investigators with the intention of HRD backgrounds combining with Gaming Commission backgrounds for FY27.

Impact:

These meetings keep the line of communication between our offices open, allowing for collaboration, information sharing, and discussing best practices or new industry standards that could affect the operation. Communication between departments creates potential cost savings with.

ACCOMPLISHMENT #3**Summary:**

Continued meetings and strategizing of S4N project (Surveillance for the Nation). Additional locations being added i.e.: museum, judicial, hotel....

Impact:

Maintains the safety of our visitors, staff and facilities by supporting a safe, welcoming and respectful environment. Surveillance is used responsibly to deter criminal activity, assist in investigations, and preserve cultural assets while respecting individual privacy and dignity.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

Create OGC website page to house and share content that includes electronic forms/links for employee, vendor, and patron reference and usage

Update on Goal:

Improving upon how and what we communicate, particularly in the virtual space by leveraging technology, is essential for the OGC and its departments to be proactive in the ever-evolving gaming regulatory industry, this is to be worked through fiscal 2026 Quarter 2.

LONG-TERM GOAL #2

Update SOPs that haven't been revised since 2012, are still an ongoing project.

Update on Goal:

Updating SOPs and workflows ensure there are accurate, consistent, and repeatable processes in place to reference by which compliance and accountability can be measured and enforced

QUARTERLY GOAL #1

Continuously create quarterly goals on an annual basis to be more attainable

Quarterly goals are created and attainable to create knowledge, collaboration, accountability, and teamwork.

Update on Goal:

ongoing with OGC departments

QUARTERLY GOAL #2

Work on reporting illegal gambling within the reservation and outer boundaries.

Update on Goal:

This is an ongoing goal of the OGC.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

<u>FY-2026 BUDGET:</u>	\$5,397,526
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<u>FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD:</u>	\$4,825,510
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List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Upcoming travel in September.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid to ProTems	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$0	2	0	0
May 2026	\$0	2	0	0
June 2026	\$0	2	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

N/A

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

N/A

Accept the Oneida Land Claims Commission FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Chris Cornelius, Chair/Oneida Land Claims Commission

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Land Claims Commission

Approved by official entity action on: July 23, 2026

Submitted by: Kerry Kennedy, Secretary

OBC Liaison: Lisa Liggins

OBC Liaison: Vacant

PURPOSE

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

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

AUTHORITY

Created by the Business Committee as directed by the membership

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Chris Cornelius
Chair
July 31, 2027

Deborah Thundercloud
Vice-Chair
July 31, 2027

Kerry Kennedy
Secretary
July 31, 2026

Donald McLester
Member
July 31, 2028

Candace Jourdan
Member
July 31, 2026

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Chris Cornelius
TITLE: Chair
PHONE NUMBER: 920-869-4430
E-MAIL: LandClaims_Comm@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/OLCC>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

1st and 3rd Thursday of each month.

5:00 p.m.

Norbert Hill Center 3rd floor Rm 338 or Microsoft Teams

Emergency Meetings: Zero (0)

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

We held bimonthly community educational outreach events regarding Oneida land claims. Books and educational materials were disseminated to the community through outreach events, printed materials, social media, and at each meeting.

Impact:

Educational outreach meets annual and quarterly goals as directed by the membership when the OLCC was created in 1986. This keeps our community members informed and involved in the Oneida land claims process as directed.

ACCOMPLISHMENT #2

Summary:

Conducted research on other tribal land claims. The Commission reviewed the Saint Regis Mohawk Land Claim, H.R. 2916, Eastern Band of Cherokee Indians receiving land back from North Carolina, Reviewed "Introduction to Land Justice" organization, and several reports on the Line 5 Permit in Northern WI and Bad River Nation where Bad River reclaim territory and exercised their sovereignty rights to their land.

Impact:

This accomplishment meets our overall goals as directed by our membership. Researching and reviewing other Tribal Nation Land Claims provides an opportunity to consider alternative strategies and perspective to consider when we readdress our Land Claims Case.

ACCOMPLISHMENT #3

Summary:

Ordered youth books to review in order to provide educational material for our youth

Impact:

Educational outreach meets annual and quarterly goals as directed by the membership; and keeps our community members informed and involved.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

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

Continue to provide the community with education handouts, get the community input via surveys, and have information booths at community events.

Update on Goal: We conducted bi-monthly community educational outreach events to our membership with free educational books, handouts, and flyers pertaining to the history of the Oneida Land Claims. Educational materials were distributed at the BCC/GAO main office at the Norbert Hill Center, and at community outreach events. Educational information was disseminated on our social media page. Flyers and handouts were shared with the members containing QR codes and links to YouTube videos providing an overview of the Oneida Land Claims.

LONG-TERM GOAL #2

Oneida Land Claims Commission will gather and compile land claims input/recommendations/suggestions from our membership.

This goal supports the good governance principle of accountability by informing the Business Committee and the General Tribal Council of the membership's recommendations, needs, and wants.

Update on Goal: The Commission continues to collect recommendations and feedback from community members at different outreach events conducted this quarter. Recommendations are submitted to the OBC, including our BC liaison, and legal counsel, in our quarterly reports.

QUARTERLY GOAL #1

Conduct, compile, and disseminate research of other tribal nations' land claims strategies and cases to our membership and the OBC; make recommendations and consider other strategies regarding our land claims.

This goal meets our strategic plan to meet the goals and objectives outlined by the membership when the Oneida land claims commission was created.

Update on goal: The Commission continues to conduct research on different Nations dealing with land claims issues. "Research" is a standing item on our regular agenda. OLCC recommendations regarding our land claims are located in this report in the "Other" and "Requests" sections.

The Commission reviewed the Saint Regis Mohawk Land Claim, H.R. 2916, Eastern Band of Cherokee Indians receiving land back from North Carolina, Reviewed "Introduction to Land Justice" organization, and several reports on the Line 5 Permit in Northern WI and Bad River Nation where Bad River reclaim territory and exercised their sovereignty rights to their land.

QUARTERLY GOAL #2

Create a youth or children's activity book and conduct educational outreach to our youth and young adults

This goal meets our strategic plan to meet the goals and objectives outlined by the membership when the Oneida land claims commission was created.

Update on goal: The Commission researched different children's books. Ordered several different books for each Commissioner to review and make recommendations for purchase. The Commission is working with the YES program to determine the number of educational books to purchase for youth outreach.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$110, 850

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$72,798

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Enter budget utilization and projection information.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$1000	2	0	0
May 2026	\$1000	2	0	0
June 2026	\$500	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

We request the OBC to make the unresolved New York Land Claims a priority; and to immediately resume talks with our brothers and sisters of the Thames. We recommend land title searches to be completed on all allotted lands, and to cloud land titles on all land determined to have been illegally taken or not returned by the government. We are requesting a part-time administrative assistant to help with all day-to-day activities, projects, and all other job duties, responsibilities, and tasks listed on the previous OLCC Executive Assistant job description that the BCC office cannot do or complete in a timely manner. Quarterly updates from the Nation's negotiators regarding all settlement efforts is requested. We request the Business Committee and Land Claims negotiators to review and include our Land Claims recommendations, along with the membership's recommendations for any land negotiations or settlement efforts.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Land Claims Recommendations: As a way, to reclaim our land, we support: 1) the direct purchasing of all land within our original treaty territories in New York and Wisconsin, 2) Sending annual letters to the governor of New York, the president of the United States, the Senate on Indian Affairs, the BIA (Bureau of Indian Affairs), the DOI (Department of Interior), and all other lawmakers (i.e. Congressional representatives, both state and federal), regarding our unresolved land claims; in order to lobby the United States that they have a "moral and legal responsibility to provide the Oneidas an alternative remedy and to give notice we still have unresolved land claims and to request meetings to discuss reparations, an alternative legislative remedy, and just resolution to the unjust court ruling of laches

Accept the Oneida Land Commission FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Sidney White, Chair/Oneida Land Commission

Primary Requestor: Sereen Frion, Recording Clerk

Additional Requestor: (Name, Title/Entity)

Additional Requestor: (Name, Title/Entity)

Submitted By: BDOXTAT1

FY-2026 3rd (Apr - Jun) Quarter Report

Oneida Land Commission

Approved by official entity action on: July 27, 2026

Submitted by: Sid White

OBC Liaison: Tehassi Hill

OBC Liaison: Jennifer Webster

PURPOSE

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

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

AUTHORITY

The Land Commission has the authority to carry out all the powers and duties as delegated under the following laws of the Nation:

- (a) The Real Property law;
- (b) The Leasing law;
- (c) The Building Code;
- (d) The Condominium Ordinance;
- (e) The Zoning and Shoreland Protection law;
- (f) The Eviction and Termination law;
- (g) The Landlord-Tenant law;
- (h) The Mortgage and Foreclosure law;
- (i) The Cemetery Law; and
- (j) All any other delegating law, policy, rule and/or resolution of the Nation.

BCC MEMBERS

Sidney White
Chair
olc-swhi@oneidation.org
July 31, 2026

Frederick Muscavitch
Vice Chair
olc-fmus@oneidanation.org
July 31, 2027

Patricia Cornelius
Member
olc-pcor@oneidnation.org
July 31, 2026

Donald McLester
Member
olc-dmcl@oneidnation.org
July 31, 2028

Brian Denny
Member
olc-bden@oneidanation.org
July 31, 2027

Tina Danforth
Member
olc-ecor@oneidanation.org
July 31, 2028

Gina Powless-Buenrostro
Secretary
olc-gpow@oneidanation.org
July 31, 2027

CONTACT INFORMATION

CONTACT: Sereen Frion
TITLE: Boards, Committees, and Commissions Recording Clerk
PHONE NUMBER: (920) 869-4372
E-MAIL: Land_Commission@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Land-Commission>

MEETINGS

Held every 2nd and 4th Monday of each month.

5:00 p.m.

Little Bear Conference Room and Microsoft Teams

Emergency Meetings: No emergency meetings this quarter

ACCOMPLISHMENTS**ACCOMPLISHMENT #1**

Summary:

The Land Commission approved a request from Comprehensive Housing Division to increase the maximum mortgage for a Homeownership by Independent Purchase (HIP) program to match the United States Department of Housing of Urban Development (HUD) 184 mortgage increase of \$498,257.00 at Bay Bank.

Impact:

The Homeownership by Independent Purchase (HIP) program allows tribal members to purchase real estate and improvements and the Oneida Nation purchases the land. This program simultaneously affords Tribal members' greater independence in the real estate purchase process and increases the available land base for the fee-to-trust process for the Oneida Nation. By approving the maximum mortgage amount, tribal members will have better opportunities to purchase real estate in the current competitive market.

ACCOMPLISHMENT #2

Summary:

The Land Commission purchased 17.576 acres of land in the 3rd quarter. Currently, Oneida Nation's total land ownership represents 45% of the reservation.

Impact:

The Land Commission goal is to acquire land and real estate to bolster the Oneida Nation's sovereignty and provide resources for its citizens. The Land Commission is actively pursuing land acquisitions and following the guidance in the 2033 Land Acquisition Plan as approved by General Tribal Council (GTC).

ACCOMPLISHMENT #3

Summary:

The Oneida Land Commission has made efforts to request expedited processing of Fee to Trust Applications with the BIA. This included increasing the number of applications submitted to the Oneida Law Office and to the BIA."

Provided the total land purchased Oct. 2025- June 2026 + 147.336 acres.

Impact:

Numbers of Pending Applications at the BIA - 63

Numbers of Pending Applications at the Law Office -13

Numbers of Pending Applications at Land Office - 100

Numbers of Properties that we are paying taxes on for commercial and residential – 954

The total Agriculture Leased acres is approximately 12,000 acres

Oneida Nation Farms	6,000 acres
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Oneida Tribal Members	1,482 acres
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Non-tribal Leases	4,374
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GOALS

LONG-TERM GOAL #1

Provide Open Communication

The Land Commission strives to be open and transparent regarding actions and decisions. Our goal is for regular communication with membership via General Tribal Council (GTC) meetings and other communication outlets. The Land Commission would like the membership to be informed and engaged with land acquisition, zoning, and land use as it pertains to our Oneida Nation.

Update on Goal:

The Land Commission updated our presentation for the recent GTC Meeting. The GTC voted to have the Land Commission report at the annual meeting.

LONG-TERM GOAL #2

Strengthen Sovereignty

Re-establish roles & responsibilities to fully implement the 2033 Land Acquisition Plan approved by GTC. The 2033 Plan provides an allocation of funds to acquire land within the Oneida Reservation.

Update on Goal:

The Land Commission continues to purchase land following the guidance in the 2033 Land Acquisition Plan. In addition, we are working with the Oneida Law Office about clarifications and use of various real estate tools to improve acquisition of land and real estate approaches through improving the internal and external communication strategy. We've also been working on a plan to address fee to trust applications for the homeowners that are still paying taxes on tribally owned property. The Land Commission is collaborating with Comprehensive Housing Division to identify five (5) homes for purchase in a first-year pilot project.

QUARTERLY GOAL #1

Promoting Positive Community Relations

Community members presented Hunting access issues to the Land Commission. We also addressed community concerns regarding data centers on the reservation.

The Land Commission met with community members and staff to listen to and address their concerns regarding hunting access issues. We’ve also taken a stance to keep data centers off the reservation.

Update on Goal: The Land Commission’s long-term goal is to buy as much land as possible.

BUDGET

FY-2026 BUDGET: \$16,800

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$12,550

Our budget is used for meetings, Trainings, hearings and stipends.

Stipends

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$1,550.00	2	0	2
May 2026	\$1,100.00	2	0	0
June 2026	\$1,600.00	2	0	2

REQUESTS

No Requests

OTHER

The Land Commission took action to expedite Fee of Trust. We the Commission move to have eleven (11) properties that are approved and at the law office be moved forward. Due to a resignation on September 22, 2025, a request to post was submitted to the Oneida Business Committee on October 22, 2025. As of March 2026, the position has been filled by Brian Denny.

Accept the Oneida Nation Commission on Aging FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

Justification: DRAFT materials/discussion

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

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

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

*Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.*

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Nation Commission on Aging

Approved by official entity action on: August 5, 2026

Submitted by: Winnifred Thomas, ONCOA Chair

OBC Liaison: Jennifer Webster

OBC Liaison: [Click here to enter OBC Liaison](#)

PURPOSE

The purpose of ONCOA is to adhere to the Oneida Nation's Vision, Mission, Core Values and to be knowledgeable and supportive of all programs and services that place priority on the well-being of our Oneida Elders. ONCOA must exist based on State statutory requirement for the Oneida Nation to receive funds for Aging and Disability Services.

AUTHORITY

Pursuant to Section 46.82(4)(a) of the Wisconsin Statutes, the Oneida Business Committee established ONCOA as the advisory and policy development board for the Nation's Tribal Aging Unit, known as Oneida Elder Services, to be knowledgeable and supportive of all programs and services that can meet the needs of the Nation's Elders and to carry out the powers and duties delegated under Wis. Stat., § 46.82, which include, but are not limited to:

- (a) Representing the views, interests, and concerns of the Elders by identifying and promoting ways to:
 - (1) Assist the Oneida Elder Services Program with planning, development, maintenance and coordination of aging programs, long term care, home and community-based services, with a focus on providing Elders with access to services, benefits, opportunities, and ensuring a coordinated and comprehensive effort.
 - (2) Develop a mutually supportive relationship with the aging programs to include but not be limited to: Greater Wisconsin Agency on Aging Resource (GWAAR), Wisconsin Tribal Aging Unit Association (WTAUA), and Great Lakes Intertribal Tribal Council (GLITC).

- (3) Review and make recommendations on matters affecting the Nation's Elders to include development and approval of Wisconsin Three Year Aging Plan.
- (b) Working with Oneida Elder Services to plan and develop administrative and program policies in accordance with the state law, Oneida Nation, funding agencies, and within the limits established for programs funded by the federal or state government for administration by Tribal Aging Units;
- (c) Promoting the views, needs, and concerns of the Elders in Tribal, county, state, and federal policies and decisions;
- (d) Providing information and personal support to individual Elders;
- (e) Promoting opportunities for Elders to contribute to their own welfare and to the welfare of the community;
- (f) Assisting Oneida Elder Services in the development and implementation of an annual comprehensive and coordinated Tribal Aging Plan, including, but not limited to, Title III, Title V, Title VI, and Tribal contribution or funds set aside for Elders;
- (g) Reviewing and making recommendations on actions or proposals relating to matters affecting programs and benefits addressing Elder needs and welfare prior to approval by the Oneida Business Committee;
- (h) Assisting Oneida Elder Services in its efforts to organize, develop, modify, and expand available services and programs for Elders by utilizing all resources;
- (i) Reviewing reports that Oneida Elder Services is required to submit to funding agencies and other reports that ONCOA may deem appropriate;
- (j) Advocating for Elders; and
- (k) Carrying out all other powers and/or duties delegated to ONCOA through the laws, policies, rules and resolutions of the Oneida Nation, as well as state and federal law.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Winnifred Thomas
Chair
oca-wtho@oneidanation.org
July 31, 2026

Sandra Skenadore
Vice Chair
oca-sske@oneidanation.org
July 31, 2026

Vacant
Member
E-mail Address
July 31, 2026

Beverly Anderson
Member
oca-md01@oneidanation.org
July 31, 2028

Mary Loeffler
Member
oca-clig@oneidanation.org
July 31, 2028

Vacant
Member
E-mail Address
July 31, 2028

Cathy Metoxen
Member
oca-cmet@oneidanation.org
July 31, 2027

Neoma Orsburn
Member
oca-nors@oneidanation.org
July 31, 2027

Pearl Webster
Member
oca-pweb@oneidanation.org
July 31, 2027

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Winnifred Thomas
TITLE: Chair
PHONE NUMBER: 920-869-4324
E-MAIL: oncoa@oneidanation.org
MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-andcommissions/elected>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

2nd and 4th Tuesday of each month.

1:00 p.m.

Aging & Disability Services build located at 2907 S. Overland Rd. Oneida, WI 54155, or Microsoft Teams.

Emergency Meetings: 0

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

ONCOA members serve on various boards throughout Oneida and surrounding counties to provide tribal input on services and programs available to tribal residents.

Impact:**ONCOA Representatives**

1. Brown County Aging and Disability Resource Center – Sandra Skenadore
2. Outagamie Aging and Long-Term Support Advisory Committee (ALTS) – Pearl Webster
3. Oneida Alzheimer's Disease Community Advisory Board (CAB) – Beverly Anderson and Sandra Skenadore
4. Nutrition Advisory Board – Mary Loeffler
5. Anna John Resident Centered Care Community – Beverly Anderson
6. Oneida Public Safety and Security Commission– Beverly Anderson

ACCOMPLISHMENT #2**Summary:**

Two (2) ONCOA members attended the Great Lakes Native American Elders Association (GLNAEA) Conference hosted by Menominee on June 3rd & 4th, 2026. The conference focused on Alzheimer's/Dementia and helping caregivers learn how to care for the individual, coping with the physical and emotional demands, and caring for yourself. ONCOA members also attended the APS Roundtable at the VFW on June 9, 2026. Where we participated in discussion regarding Elder Law. Three (3) ONCOA members attended the Indigenous Cancer Conference June 23rd -25th, 2026 at the Lake of the Torches Casino and Conference Center.

Impact:

ONCOA members provided input and suggestions for the indigenous elder community and received info that can be shared with Oneida Elders.

ACCOMPLISHMENT #3**Summary:**

The DRUMS Newsletter continues to keep the elderly population connected with the community. With the resignation of a Board member, the responsibilities of the DRUMS newsletter were turned over to another Board member to continue to assist is the DRUMS publication.

Impact:

Continue to keep the elder population connected with the community. ONCOA has received numerous positive comments in the DRUMS newsletter. There were a few setbacks in the 3rd quarter due to some changes on the Board, and there were some delays, but they have been sorted out, and the newsletter is being completed monthly.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

Continue to work on the Strategic Plan for the Oneida Nation Commission on Aging.

Ensure we have the best tools and resources in place to effectively carry out our duties and responsibilities.

Update on Goal:

ONCOA continues to meet to discuss projects and tasks. ONCOA will work to complete short- and long-term goals.

LONG-TERM GOAL #2

To socialize, learn and seek wellness information: ONCOA will advocate for the development of educational seminars for Alzheimer's research and awareness. Stroke prevention research and awareness, as well as other long-term care services and supportive opportunities for our Tribal Elders.

Provide opportunity for elders to meet and discuss issues affecting or pertaining to the Nation's elder community. Provide educational research and awareness information that may be of benefit for elders with specific medical needs or that may be at risk. Provide social networking opportunities on local, county and State levels.

Update on Goal:

ONCOA will work with the General Manager and his staff on Alzheimer's research and awareness, stroke prevention research and awareness, as well as other long term care services and supportive opportunities for our Nation's Elders.

QUARTERLY GOAL #1

Continue to provide the DRUMS Newsletter to the elder community.

Ensure that our elders stay informed about local news, events, community initiatives, and important announcements.

Update on Goal:

First DRUMS Newsletter was released in October 2024 and has been published monthly. ONCOA has received numerous positive comments on the DRUMS newsletter.

QUARTERLY GOAL #2

Transition into a new workspace for the ONCOA commissioners.

Opportunity for the commissioners to have a workspace to work on their projects, goals, and the DRUMS Newsletter at the Elder Services building

Update on Goal:

ONCOA will continue looking for their own workspace and hoping to find something soon.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$102,150

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$22,334

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

ONCOA will continue to fulfill the duties associated with Section 46.82(4)(a) of the Wisconsin Statutes identified in ONCOA Bylaws, attending conferences/seminars and other functions in the community.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$1200	2	0	0
May 2026	\$1100	2	0	0
June 2026	\$700	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

None.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Received resignation from Claudia Skenandore in April, her term is set to expire this year and was one of the three (3) terms listed on the 2026 General Election ballot, so there was no need to post the vacancy.

Accept the Oneida Nation School Board FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Cary Waubanasum Hawpetoss, Chair/Oneida Nation School Board

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

Text in **orange** provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Nation School Board

Approved by official entity action on: August 3, 2026

Submitted by: Cary Waubanasum Hawpetoss, Chair

OBC Liaison: Lisa Liggins

OBC Liaison: [Click here to enter OBC Liaison](#)

PURPOSE

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

AUTHORITY

In accordance with the Oneida General Tribal Council's directive, on March 21, 1988, the Board entered into a Memorandum of Agreement ("MOA") with the Oneida Business Committee, delegating certain powers and duties to the Board, which, subject to amendment from time-to-time hereafter, include, but are not limited to:

- 1) Overseeing and planning, in coordination with the Oneida Business Committee, for the academic and cultural growth of the students within the System;
- 2) Monitoring school operations and development, ensuring their compliance with sound academic practice and consistency with community priorities, as well as the Nation's initiatives and planning;
- 3) Approving all curriculum developed and implemented for use within the System, ensuring quality academic instruction that incorporates Oneida cultural tenets;
- 4) Providing direct involvement in the process of personnel matters, as prescribed in the MOA, to be consistent with the Nation's Personnel Policies & Procedures so as to ensure the maintenance of quality staff and policy benefiting the harmony of the staff and ultimately the students within the System;
- 5) Reviewing, endorsing and submitting all contracts, grants, and proposals relative to the System's operation and planning consistent with the Nation's policies and procedures, as well as the System's funding cycles, by ensuring a level of funding that corresponds with the System's developmental and operational needs;
- 6) Meeting with the Oneida Business Committee to negotiate any disputes which may arise between the Oneida Business Committee and the Board;
- 7) Monitoring long and short-range educational programming for the students attending Nation-specific programs of study; and

8) Developing and maintaining consistent procedures to be employed as it carries out its charge to the Oneida General Tribal Council and the Oneida Nation School System. The Board shall adhere to the laws of the Nation when exercising the authority delegated it under the MOA, as may be amended from time-to-time hereafter, and shall further exercise any other powers and duties delegated to the Board through the laws, rules and resolutions of the Nation in a manner consistent therewith.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information

Cary Waubanas cum Hawpetoss Chair osb-cwau@oneidanation.org July 31, 2028	Kimberly Skenandore Vice-Chair osb-kske@oneidanation.org July 31, 2028
Sharell Hill Secretary osb-shil@onedianation.org July 31, 2026	Katsitsiyo Danforth Member osb-kdan@oneidanation.org July 31, 2026
Candace Jourdan Member osb-chou@oneidanation.org July 31, 2026	Tracy L. Metoxen Member osb-tmet@oneidanation.org July 31, 2027
Teresa Schuman Member osb-tsch@oneidanation.org July 31, 2027	Vacant Enter Title, if any Enter Email July 31, 2027
Enter Name Enter Title, if any Enter Email Enter term end date	Enter Name Enter Title, if any Enter Email Enter term end date

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT:	Cary Waubanas cum Hawpetoss
TITLE:	Chair
PHONE NUMBER:	920-869-4324

E-MAIL: School_Board@oneidanation.org

MAIN WEBSITE: <https://oneida-nsn.gov/government/boards-committees-and-commissions/elected/#Oneida-Nation-School-Board>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

1st & 3rd Monday of each month.

5:00 PM

Oneida Nation Elementary School Library and Microsoft Teams

Emergency Meetings: None

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

There were some administrative changes and updates for the School Board organizationally. The Board has gotten a new Recording Clerk, and we have been acclimating to some improvements. The Board is looking forward to a more productive year and working on the goals we've set for ourselves and continuing to be supportive for our school system.

Impact:

Looking forward to more streamlined, productive, inclusive and engaging meetings that will allow the board to continue to work together with the Schools to promote an engaging, trusting relationship.

ACCOMPLISHMENT #2

Summary:

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

Impact:

There were parent/teacher conferences in February with raffles offered to encourage parents' participation. The February 17th STEM night was really well attended with a Harry Potter Theme. Students enjoyed magic and fun activities and received books as well as tricks to take home. There was amazing participation in these events that brought teachers and families together and were all well attended.

ACCOMPLISHMENT #3**Summary:**

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

Impact:

While this remains a goal to encourage highly qualified staff to stay at the Oneida School System, we continue to look for ways to assist with the funding of this incentive.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

RAISE THE READING LEVEL, SCHOOLWIDE AS MEASURED BY THE MEASURES OF ACADEMIC PROGRESS, BY 4%. THIS GOAL WILL ALIGN WITH THE SURROUNDING SCHOOL DISTRICT INITIATIVES IN ESTABLISHING INCREASED LEVELS OF LITERACY.

Improving Organizational Changes**Update on Goal:**

Continued support for the initiatives set forth by the schools to strive and increase the literacy rates of our students so they can grow and have success throughout their education. The mid-year measure of the MAP assessment in January showed a 2% overall increase in reading proficiency up to 31%.

LONG-TERM GOAL #2

INCREASE PARENTAL INVOLVEMENT THROUGH ADDITIONAL THEMED EVENINGS FOR LITERACY AND STEM/STEAM WITH THE CULTURE/LANGUAGE ACTIVITIES CONTINUING FOR FAMILIES.

Promoting Positive Community Relations

Update on Goal:

The School Board will continue to support the Oneida Nation School System Staff for parental engagement and cultural and/or language events for families. The Feb. 17th STEAM night was a well-attended event by parents and students. While the March Culture half-day was cancelled due to snowstorm Elsa, there will be another culture half day in May. The Maple Lunch for families is being planned for May 8th

LONG-TERM GOAL #3

THE ONEIDA NATION SCHOOL BOARD DOES WANT TO CONTINUE WORKING ON A RETIREMENT SYSTEM FOR SCHOOL EMPLOYEES WITH THE BUSINESS COMMITTEE, TO PROMOTE EMPLOYEE MORALE AND PROVIDE AN INCENTIVE TO STAY WITH THE SCHOOL SYSTEM.

Improving Organizational Changes**Update on Goal:**

The Board intends to resume working with the Oneida Business Committee moving forward hopefully in the third quarter, if not than in the fourth quarter.

QUARTERLY GOAL #1

RAISE THE READING LEVEL, SCHOOLWIDE AS MEASURED BY THE MEASURES OF ACADEMIC PROGRESS, BY 4%. THIS GOAL WILL ALIGN WITH THE SURROUNDING SCHOOL DISTRICT INITIATIVES IN ESTABLISHING INCREASED LEVELS OF LITERACY.

Improving Organizational Changes**Update on Goal:**

Midterm testing will be held on January 20 & 21, 2026. All K-12 students will participate, and one of the main focuses is reading. Results were shared with an overall increase of 2%. It is anticipated this rate will continue to increase by the end of the year assessments with MAP.

QUARTERLY GOAL #2

INCREASE PARENTAL INVOLVEMENT THROUGH ADDITIONAL THEMED EVENINGS FOR LITERACY AND STEM/STEAM WITH THE CULTURE/LANGUAGE ACTIVITIES CONTINUING FOR FAMILIES.

Promoting Positive Community Relations**Update on Goal:**

There is a Culture day scheduled for January 9, 2026, and there is also a Round Dance that will be taking place on February 13, 2026. Both these events were well attended with the STEM night bringing in the most families with nearly 300 parents and students attending.

QUARTERLY GOAL #3

THE ONEIDA NATION SCHOOL BOARD DOES WANT TO CONTINUE WORKING ON A RETIREMENT SYSTEM FOR SCHOOL EMPLOYEES WITH THE BUSINESS COMMITTEE, TO PROMOTE EMPLOYEE MORALE AND PROVIDE AN INCENTIVE TO STAY WITH THE SCHOOL SYSTEM.

Improving Organizational Changes

Update on Goal:
Because this issue was put on pause due to the Government shut down the Board will begin the discussion regarding a retirement system for school employees again in February 2026.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$64,952

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$35,270

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Enter budget utilization and projection information.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$1000	2	0	0
May 2026	\$1150	1	0	2
June 2026	\$500	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

Enter request(s), if needed.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

June was a difficult month for the members of the ONSB as we lost a member of the Board with the passing of Joseph Torres. A request to post for the remainder of his term will be forthcoming.

Accept the Oneida Trust Enrollment Committee FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Teresa Schuman, Chair/Oneida Trust Enrollment Committee

Primary Requestor: Shannon Davis, Recording Clerk

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: SDAVIS

FY-2026 3rd (Apr - Jun) Quarter Report

Text in orange provides instruction in accordance with the Boards, Committees, and Commissions law section 105.12-3. Quarterly Reports to the Oneida Business Committee.

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Oneida Trust Enrollment Committee (OTEC)

Approved by official entity action on: August 5, 2026

Submitted by: Teresa Schuman

OBC Liaison: Jameson Wilson

OBC Liaison: [Click here to enter OBC Liaison](#)

PURPOSE

Sustain the Oneida membership and protect our trust assets. To exercise stewardship over tribal enrollment and trust assets while providing leadership to sustain the tribe.

AUTHORITY

To maintain the official roll of the Oneida Nation and to administer exclusive control of the Oneida Nation trust funds and endowment funds as directed by the GTC. As fiduciaries over the Oneida Nation trust and endowment funds, OTEC is a long-term investor.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Teresa Schuman
Chair
otc-tschi@oneidanation.org
08/01/2024-07/31/2027

Jennifer Hill-Kelley
Vice-Chair
otc-jhil@oneidanation.org
08/01/2024-07/31/2027

Tracy Metoxen
Member
otc-tmet@oneidanation.org
08/01/2024-07/31/2027

Jermaine Delgado
Member
otc-jdel@oneidanation.org
08/01/2025-07/31/2028

Norbert Hill Jr.
Member
otc-nhil@oneidanation.org
08/01/2025-07/31/2028

Lynette Jordan
Member
otc-tschi@oneidanation.org
08/01/2025-07/31/2028

Pamela Ninham
Member
otc-pnin@oneidanation.org
07/31/2023-07/31/2026

Dorothy Ninham
Member
otc-dnin@oneidanation.org
07/31/2023-07/31/2026

Jameson Wilson
Member/Liaison
jwilson@oneidanation.org
07/31/2023-07/31/2026

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: John Danforth
TITLE: Trust Enrollment Director
PHONE NUMBER: 920-869-6200
E-MAIL: jdanfor7@oneidanation.org
MAIN WEBSITE: [Oneida Nation | Trust Enrollments \(oneida-nsn.gov\)](https://oneida-nation.com/trust-enrollments)

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

3rd Monday of each month.
5pm.
Hybrid: In-person at Archiquette (Enrollment) Building or via Teams
Emergency Meetings: N/A

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

A MINOR TRUST GENERAL WELFARE ASSISTANCE DISTRIBUTION LAW IS IN MOTION

Impact:

THE GENERAL WELFARE EXCLUSION LAW CAN DIRECTLY IMPACT HOW THE ONEIDA NATION IS ABLE TO DISTRIBUTE MINOR TRUST FUNDS. IF AMENDED AND APPROVED, TRUST ENROLLMENT MAY BE ABLE TO DISTRIBUTE MINOR TRUST FUNDS TO THE MEMBER AS A NON-TAXABLE EVENT UNDER GWE LAW

ACCOMPLISHMENT #2

Summary:

BEGAN USING ARTIC-IT SOFTWARE, SCHEDULED TO REPLACE AS/400 FOR DATA MANAGEMENT

Impact:

ARTICIT AND DTS CONTINUE REFINE SOFTWARE CAPABILITIES. MANY FUNCTIONS ARE STILL BEING DEVELOPED FOR TRUST ENROLLMENT STAFF AND FOR TRIBAL MEMBERS, AFFECTING EVERYTHING FROM PAYMENTS, PORTAL CAPABILITIES, GTC PROCESSES, AND INTERNAL PROCESSES.

ACCOMPLISHMENT #3

Summary:

MINOR TRUST APPLICATIONS DISTRIBUTED AND MINOR TRUST ACCOUNTANT SELECTED

Impact:

MINORS BECOMING ADULTS HAVE BEGUN TO TURN IN FY26 MINOR TRUST CLAIM DOCUMENTS. MINOR TRUST ACCOUNTANT IS FULLY ONBOARDED WITH PORTAL ACCESS FOR MINOR TRUST ACCOUNTS.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1**SECURITY CAMERAS, UPDATE ARCHIQUETTE BUILDING LOCKS**

Provide indoor and outdoor surveillance for the Trust Enrollment Department. Additionally, provide updated, automatic, keyless locking mechanisms for doors for staff.

Update on Goal:

Installation of surveillance and security measures are expected to occur in FY26. Vital Records are being moved to fireproof cabinets.

LONG-TERM GOAL #2**DEVELOP ELECTRONIC MEMBERS SERVICES ON MEMBERS ONLY PORTAL**

Ease of access to information and document submission better serves all tribal members, especially those living further away.

Update on Goal:

Portal has been launched with over 2000 tribal members requesting to sign up. The number of tribal members signing up has been increasing daily.

QUARTERLY GOAL #1**ESTABLISH MINOR TRUST DISTRIBUTIONS AS GWA**

Providing enrolled young adults an opportunity to receive more of their minor trust funds and building upon financial literacy.

Update on Goal:

This goal is currently being reviewed by the Oneida Law Office. The GWA law will go through the amendment process to consider minor trust distribution changes for FY26. A sample financial literacy questionnaire was developed and distributed to our local high schools through our YES advocates. This will help shape OTEC's understanding of financial literacy needs.

QUARTERLY GOAL #2**SECURE CIP PROJECT FOR NEW ENROLLMENT BUILDING**

All 17,000 members of the Oneida Nation are serviced by Trust Enrollment. An updated, ADA compliant building, is being requested to better serve the tribes members.

Update on Goal:
Trust Enrollment is working with 1822 to possibly secure a rental space large enough to accommodate Trust Enrollment needs.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$1,062,114
FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$665,708

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

Expenses are in line with the budget.

Stipends

List the amount of each stipend a member may be eligible to receive.

Per the Boards, Committees, and Commissions law, stipends are set via OBC resolution. BC resolution 04-13-22-B sets the stipend amounts.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$600.00	1		
May 2026	\$0			
June 2026	\$0			

REQUESTS

List details of any requests to the Oneida Business Committee.

Prioritize the Trust Enrollment CIP project for a new building to better serve the needs of all members. REAL IDs cannot be made in the current building. Members with physical restrictions deserve a more dignified experience at Trust Enrollment than what is currently available.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

Enter other information, if needed.

Accept the Finance Committee FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: *Choose or type justification.*

3. Requested Motion:

☐ Accept as information; OR

Accept and/or approve the Finance Committee Q3 Report

4. Areas potentially impacted or affected by this request:

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

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Larry Barton, Treasurer

Primary Requestor: Ashley Blaker, Office Manager

FINANCE COMMITTEE

FY26 – Third Quarter Report (April to June 2026)

Approved by Official BC Action on: 7/19/95

PURPOSE: The Finance Committee (FC) is a working Sub-Committee of the Oneida Business Committee. Responsibilities include recommending financial decisions related to Nation policies, and oversight /guidance of organizational expenditures in support of the mission, values, and strategic goals of the Oneida Nation.

WHO WE SERVE: The FC works with all departments to ensure expenditures of any substantial amount are procured in the most cost effective and fair manner as established by the processes and procedures of the Purchasing procurement manual. The FC also serves Oneida Community groups, tribal veterans' groups, local charitable organizations, and Oneida members through Finance Committee Donations and the Oneida Finance Fund.

FINANCE COMMITTEE MEMBERS: Members include three BC Council Members Jennifer Webster, Jonas Hill, and Lisa Liggins; the Treasurer, Lawrence Barton who chairs the meetings; Chief Financial Officer, RaLinda Ninham-Lamberies who acts as the Vice-Chair; Purchasing Director, Sarah White; Chief Executive Officer of Casino Hotel, Taryn Webster; and a Community Elder Member (position is currently vacant). Chad Fuss, Asst. GGM-Finance Casino Hotel is an alternate for the CEO of Casino Hotel.

MEETINGS: Meetings are held twice a month, on the Thursday after a regularly scheduled BC meeting. In the 3rd Quarter, the Finance Committee held five regular meetings on: Apr 9th; Apr 23rd; May 14th & May 28th; and Jun 11th, 2026. There was one work session during the 3rd quarter.

GOALS: The two identified goals of the Finance Committee are as follows:

1. To support and improve all processes, procedures, laws, budgets, and resolutions that pertain to responsible financial oversight/expenditures for the Nation.
2. Demonstrate consistent community commitment by providing Donations to Not-for-Profits, Veteran's groups, and charitable organizations; and by offering Oneida Finance Funds/Products to the Oneida membership and Oneida community groups.

INTERNAL OPERATIONS/DEPARTMENT ACTIVITIES

In the 3rd Quarter the Finance Committee reviewed and approved thirty-seven (37) requests from the organization for a total of \$8,799,611.18. The requests consisted of FY26 Blanket Purchase Orders, FY26 Blanket Purchase Order Increases, FY25 Blanket Purchase Order Increases, Gaming & Program Capital Expenditures, Change Orders, Vendor/various service contracts, and Construction contracts.

Informational requests are reported to the Finance Committee to provide transparency within the organization of business activities/procedures; Intergovernmental Agreements; and Reports for and by the FC. In the 3rd Quarter the FC reviewed fifteen (15) informational items and internal reports including: FC Monthly Reports; Government to Government Agreements, and Slot Lease/Percentage/Free Trial Games.

INVESTMENT UPDATES

There were no updates in the Third Quarter.

ONEIDA FINANCE FUND

The Finance Committee reviews Oneida Finance Fund (OFF) requests at their first meeting of each month. The Fiscal Year 2026 funding for use is \$107,783.01. Per the FC Community Fund criteria all approved funding requests represent the following categories:

- 1.) Self-Development; and
- 2.) Community Events.

In the 3rd Quarter the Finance Committee reviewed twenty-nine (29) OFF funding requests and approved twenty-nine (29) of them for a total amount of \$14,859.70. The OFF balance at the end of the 3rd Quarter is **-\$162.56**. Product is no longer available for the community due to new vendor terms. Attached is a listing of 3rd Quarter requests.

FINANCE COMMITTEE DONATIONS

The Finance Committee reviews Donation requests at their second meeting of each month. The Donation allocation for Fiscal Year 2026 is \$150,000. Per the FC Donation criteria all requests approved represent the following categories: Oneida Community Causes; Local Groups (charitable); and Nation Groups (Indian Affiliated). There were thirteen (13) Donation requests in the Third Quarter for a total of \$39,000.00 leaving an end balance of \$39,000.00. See attached summary.

FY 2026 Oneida Finance Fund

THIRD QUARTER FUND REQUEST

Q3	Mtg Date	Name of Requester	Req. Category	Title /Description	Req Amount	FC Action
1	4/9/26	Eddy-Joe Skenandore	SelfDev-Youth	YMCA Summer Camp for daughter	\$ 594.00	Approved
2	4/9/26	Eddy-Joe Skenandore	SelfDev-Youth	YMCA Summer Camp for son	\$ 594.00	Approved
3	4/9/26	Eddy-Joe Skenandore	SelfDev-Youth	YMCA Summer Camp for son	\$ 594.00	Approved
4	4/9/26	Eddy-Joe Skenandore	SelfDev-Adult	YMCA Membership	\$ 500.00	Approved
5	4/9/26	Tonya Webster	SelfDev-Youth	Dual Enrollment College Credit Classes for daughter	\$ 750.00	Approved
6	4/9/26	Shakira Rasmussen	SelfDev-Youth	De Pere Baseball fees for son	\$ 360.00	Approved
7	4/9/26	Jason Danforth	SelfDev-Adult	Grit365 Family Membership fees	\$ 500.00	Approved
8	4/9/26	Vanessa Old Coyote	SelfDev-Adult	YMCA Family Membership	\$ 500.00	Approved
9	4/9/26	Netawn Crawford	SelfDev-Adult	Club Pilates Membership fees	\$ 500.00	Approved
10	4/9/26	Stephanie Skenandore	SelfDev-Adult	Beading Classes fees	\$ 495.00	Approved
11	4/9/26	Suzanna Jordan	SelfDev-Adult	Beading Classes fees	\$ 495.00	Approved
12	4/9/26	Nicole Mittelstaedt	SelfDev-Youth	YMCA Membership fees for son	\$ 270.00	Approved
13	4/9/26	Elsie Doxtator	SelfDev-Youth	Dakota Roots Hockey School fees for son	\$ 571.50	Approved
14	4/9/26	Elsie Doxtator	SelfDev-Youth	Dakota Roots Hockey School fees for daughter	\$ 571.50	Approved
15	5/14/26	Clinton Heckner	SelfDev-Adult	gym membership	\$ 500.00	Approved
16	5/14/26	Catherine Hirth	SelfDev-Youth	Various Summer Programs for daughter	\$ 750.00	Approved
17	5/14/26	Diana Caldwell	SelfDev-Youth	920 Elite Basketball Team fees for son	\$ 481.50	Approved
18	5/14/26	Travis Wallenfang	SelfDev-Adult	YMCA Family Membership	\$ 500.00	Approved
19	5/14/26	Cindy John	SelfDev-Youth	Freedom Softball fees for daughter	\$ 303.35	Approved
20	5/14/26	Cindy John	SelfDev-Youth	Freedom Tball & Summer School fees for daughter	\$ 120.55	Approved
21	5/14/26	Sherry Skenandore	SelfDev-Youth	920 Elite Basketball Team & Equipment fees for son	\$ 566.94	Approved
22	5/14/26	Cassandra Cornelius	SelfDev-Youth	One WI Volleyball Club fees for daughter	\$ 750.00	Approved
23	5/14/26	Amber Martinez	SelfDev-Adult	YMCA Membership	\$ 500.00	Approved
24	5/14/26	Nathaniel Doxtator	SelfDev-Youth	WI Blizzard Basketball Team fees for son	\$ 485.95	Approved
25	5/14/26	Nathaniel Doxtator	SelfDev-Youth	WI Blizzard Basketball Team fees for son	\$ 674.91	Approved
26	5/14/26	Elijah Metoxen	SelfDev-Adult	Dance Lessons	\$ 500.00	Approved
27	5/14/26	Ryan Danforth	SelfDev-Youth	920 Elite Basketball Team fees for son	\$ 481.50	Approved
28	5/14/26	Kyle Skenandore	SelfDev-Adult	YMCA Family Membership	\$ 500.00	Approved
29	5/14/26	Terry Doxtator	SelfDev-Adult	Basket Weaving Class fees	\$ 450.00	Approved for \$450
					\$ 14,859.70	

THIRD QUARTER PRODUCT REQUESTS

Mtg Date	Name of Requester	Req. Category	Title /Description	Req Amount	FC Action
No Product Available					

Finance Committee Donations

FY 2026– Allocation & Expenditures

Budgeted Amount - \$150,000.00

1st Quarter Requests

Amount Approved

1. We EmpowHER	\$3,000.
2. Open Hearts Ministry, Inc.	\$3,000.
3. The Harry & Rose Samson Family JCC, Inc.	\$3,000.
4. I Owe Youth	\$3,000.
5. Gerald L. Ignace Indian Health Center	\$3,000.
6. Oneida United Methodist Church	\$3,000.
7. Skanikulat, Inc.	\$3,000.
8. Red Magic Co.	\$3,000.
9. WI Alzheimer's Association	\$3,000.
10. Erma & Bill Danforth Softball	\$3,000.
11. Compassionate Home Health Care	\$3,000.
12. WI Douglas Association Inc.	\$3,000.
13. Fritsch Park Neighborhood Association	\$3,000.
14. Oneida VFW Post 7784	\$3,000.
15. Brown County Blackjacks	<u>\$3,000.</u>
	\$45,000. Total

1st Qtr. Balance \$105,000.

2nd Quarter Requests

Amount Approved

1. Encompass Early Education & Care, Inc.	\$3,000.
2. House of Hope Green Bay, Inc.	\$3,000.
3. Neighborhood Housing Services of Green Bay Inc.	\$3,000.
4. Hillcrest Parent Teacher Organization	\$3,000.
5. National Tribal Trial College – Dean	\$3,000.
6. Aspiro, Inc.	\$3,000.

7. Cedar Growth	\$3,000.
8. She Rises Collective	\$3,000.
9. Rbt Cornelius Post 7784 VFW Aux – Secretary	<u>\$3,000.</u>
	\$27,000. Total

2nd Qtr. Balance \$78,000.

<u>3rd Quarter Requests</u>	<u>Amount Approved</u>
1. Freedom House Ministries, Inc.	\$3,000.
2. St. John's the Evangelist Homeless Shelter, Inc.	\$3,000.
3. BlueSkies Foundation Inc.	\$3,000.
4. Mequon Nature Preserve, Inc.	\$3,000.
5. Great Lakes Inter-Tribal Council, Inc.	\$3,000.
6. Exceptional Equestrians Company	\$3,000.
7. Third Space GB, LLC	\$3,000.
8. Green Bay Neighborhood Leadership Council	\$3,000.
9. Tribal Council for Responsible Gaming	\$3,000.
10. Amplifying MKE Pathways	\$3,000.
11. Mooring Programs Inc. dba Apricity	\$3,000.
12. Cerebral Palsy, Inc.	\$3,000.
13. Earth Circle Foundation DBA Wings of America	<u>\$3,000.</u>
	\$39,000. Total

3rd Qtr. Balance \$39,000.

**FINANCE COMMITTEE DONATIONS
QUARTERLY FUND BALANCE BY CATEGORY**

FIRST QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$60,000.	\$12,000.	\$48,000.
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$90,000.	\$33,000.	\$57,000.
	\$150,000.	\$45,000.	\$105,000.
SECOND QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$48,000.	\$3,000.	\$45,000.
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$57,000.	\$24,000.	\$33,000.
	\$105,000.	\$27,000.	\$78,000.
THIRD QUARTER DONATIONS			
Designations /Percentages	Allocation	Expenditures	Balance
1. Oneida Community Causes - 40%	\$45,000.	\$6,000.	\$39,000.
2. Local Groups (Charitable) & Nat'l Groups (Indian Affil.) - 60%	\$33,000.	\$33,000.	\$0.
	\$78,000.	\$39,000.	\$39,000.

Accept the Legislative Operating Committee FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. Session:

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

Justification: Personnel Related

3. Requested Motion:

☒ Accept as information; OR

Accept the Legislative Operating Committee Fiscal Year 2026 Third Quarter Report.

4. Areas potentially impacted or affected by this request:

☐ Finance

☐ Programs/Services

☐ Law Office

☐ DTS

☐ Gaming/Retail

☐ Boards, Committees, or Commissions

☐ Other: *Describe*

5. Additional attendees needed for this request:

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

Name, Title/Entity OR Choose from List

6. Supporting Documents:

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

7. Budget Information:

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

8. Submission:

Authorized Sponsor: Jameson Wilson, Councilman

Primary Requestor: Clorissa N. Leeman, LRO Senior Staff Attorney



Oneida Nation
Oneida Business Committee
Legislative Operating Committee
PO Box 365 • Oneida, WI 54115-0365
Oneida-nsn.gov



Legislative Operating Committee Fiscal Year 2026 Third Quarter Report April 2026 – June 2026

Legislative Operating Committee Strategic Directions

The Legislative Operating Committee completed strategic planning and set forth the following strategic directions to provide clarity and direction on the Legislative Operating Committee's legislative efforts during the 2023-2026 legislative term:

- Improving relationships through communication;
- Improving internal processes and strategy;
- Educating and engaging stakeholders, including youth; and
- Implementing efficient use of technology.

Legislative Operating Committee Action on Legislative Requests

During the FY26 Third Quarter the Legislative Operating Committee added three (3) legislative items to its Active Files List. The Legislative Operating Committee denied one (1) legislative item during the FY26 Third Quarter.

On April 15, 2026, the Legislative Operating Committee denied the request to add the Election law/Removal law/Code of Ethics/Open Records and Open Meetings Emergency amendments to the Active Files List.

On May 6, 2026, the Legislative Operating Committee added the Minor's Trust General Welfare Assistance Law to the Active Files List.

On June 3, 2026, the Legislative Operating Committee added the Petition: G. Powless-Buenrostro - Amend the Judiciary Law #2026-01 to the Active Files List.

On June 17, 2026, the Legislative Operating Committee added the Whistleblower Protection law to the Active Files List.

FY26 Third Quarter Legislative Accomplishments

During the FY26 Third Quarter the Legislative Operating Committee brought forward the following legislative items for amendment or adoption:

Budget and Finances Law Amendments

On April 22, 2026, the Oneida Business Committee adopted amendments to the Budget and Finances law through the adoption of resolution BC-04-22-26-A. The purpose of the Budget and Finances law is to set 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. [1 O.C. 121.1-1]. Amendments to the Budget and Finances law:

- Amend the definitions for capital expenditures, capital improvements, and enterprise. [1 O.C.121.3-1];
- Remove the requirement that the Oneida Business Committee develop priorities, a strategic plan, or broad goals to assist in guiding the budget. [1 O.C.121.4-1];
- Remove the requirement that the Chief Financial Officer ensure the Nation's budget is properly implemented, and instead require that the Chief Financial Officer report to the Oneida Business Committee and/or Executive Managers any expenditures that do not follow budget guidelines or conform to the budget. [1 O.C.121.4-3(a)];
- Require that the Chief Financial Officer assist with the submission and presentation of the Treasurer's report to the Oneida Business Committee, which shall specifically include any monthly variances that are one hundred thousand dollars (\$100,000) or more in total instead of a difference of three percent (3%) or more from the adopted annual budget or fifty thousand dollars (\$50,000) or more in total. [1 O.C.121.4-3(c)];
- Require the Chief Financial Officer to inform the Oneida Business Committee of any Executive Managers and/or fund unit which does not follow the budget development process guidelines or deadlines as set forth by the Treasurer. [1 O.C.121.4-3(f)];
- Require managers to report to the CFO and their relevant Executive Manager explanations and corrective actions for any monthly variance that is one hundred thousand dollars (\$100,000) or more in total instead of a difference of three percent (3%) or more from the adopted annual budget or fifty thousand dollars (\$50,000) or more in total. [1 O.C.121.4-4(b)];
- Eliminate that the contents of the budget include a description of each line item within each fund unit's budget, the estimated expenditures by each fund unit, and a summary of employment position counts including prior year, current year, and budgeted year. [1 O.C.121.5-2];
- Rename the Permanent Executive Contingency Fund Account the Financial Sovereignty Fund. [1 O.C.121.5-3(b)];
- Eliminate the Grant Reserve Fund Account, instead including sustaining grant operations in the purpose of the Financial Sovereignty Fund. [1 O.C.121.5-3(b)-(c)];
- Require that the Treasurer submit the budget guidelines to the Oneida Business Committee for review and approval through the adoption of a resolution no later than March 1st of each calendar year. [1 O.C.121.5-4(a)];
- Provide that it is the Chief Financial Officer, and not the Treasurer, that is responsible for receiving, reviewing, and compiling the proposed budgets from all the fund units into the Nation's draft budget. [1 O.C.121.5-4(b)];

- Eliminate the section of the law that addressed fees and charges. *[previously 1 O.C. 121.6-3];*
- Add a threshold of two hundred and fifty thousand dollars (\$250,000) or more for when a fund unit has to seek approval by the Oneida Business Committee, and a fiscal analysis by the Chief Financial Officer for any unbudgeted expenditure. *[1 O.C. 121.6-3];*
- Clarify that for unexpended capital improvement funds they do not carry over to the next fiscal year budget, but instead carry over at the end of each fiscal year and remain available for use. *[1 O.C. 121.6-5];*
- Eliminate the section on unexpended capital expenditure funds. *[previously 1 O.C. 121.6-4(b)];*
- Eliminate the provisions of the Law governing capital improvements. *[previously 1 O.C. 121.6-9];*
- Eliminate provisions of the Law governing how grant fund can be utilized, exhaustion of non-tribal funds, grant reporting, and the Grant Reserve Fund Account. *[previously 1 O.C. 121.7-1(b)-121.7-4];*
- Require that prior to the acquisition of any debt, the Nation shall obtain an amortization schedule for the repayment of the debt. *[1 O.C. 121.8-2(b)];*
- Eliminate the provisions which provides that employment positions that are fully funded through grants shall not be included in the employment cap. *[previously 1 O.C. 121.9-1(a)];*
- Allow the budget contingency plan to respond to or prepare for potential extreme financial distress. *[1 O.C. 121.10-1];*
- Clarify that when the Chief Financial Officer, not the Oneida Business Committee, determines that the Nation is under extreme financial distress, or may face extreme financial distress in the near future, the CFO shall inform the Oneida Business Committee, and the Oneida Business Committee shall be responsible for implementing the budget contingency plan. *[1 O.C. 121.10-3];* and
- Make other minor drafting changes.

The amendments to the Budget and Finances law went into effect on May 6, 2026.

Real Property Law Amendments

On April 22, 2026, the Oneida Business Committee adopted amendments to the Real Property law through the adoption of resolution BC-04-22-26-B. The purpose of the Real Property law is to provide regulations and procedures for the transfer, control and management of all Tribal land; and to integrate these regulations and procedures with the real property laws and practices of other federal and state sovereigns which may hold concurrent jurisdiction. *[6 O.C. 601.1-1].* Amendments to the Real Property Law:

- Uphold the Nation's prohibition on the sale of Tribal land, while establishing one new, narrowly tailored exemption for certain off-Reservation transactions as follows: *[6 O.C. 601.4-2].*

- Sale of land located off the Reservation provided the transaction is approved by formal resolution of the Oneida Business Committee. *[6 O.C. 601.4-4(b)]*.
- Remove the definitions for terms related to probate that are not applicable under the proposed amendments. Specifically eliminate the following definitions: Broker *[6 O.C. 601.3-1(a)]*, Estate *[6 O.C. 601.3-1(e)]*, Fiduciary *[6 O.C. 601.3-1(f)]*, Guardian ad litem *[6 O.C. 601.3-1(g)]*, Personal representative *[6 O.C. 601.3-1(o)]*, and Probate *[6 O.C. 601.3-1(p)]*.
- Add or modify definitions for the following terms: Deed *[6 O.C. 601.3-1(c)]*, Easement *[6 O.C. 601.3-1(d)]*, Individual trust land *[6 O.C. 601.3-1(f)]*, Land Management *[6 O.C. 601.3-1(i)]*, Land use license *[6 O.C. 601.3-1(j)]*, Restricted fee status *[6 O.C. 601.3-1(o)]*, Rule *[6 O.C. 601.3-1(p)]*, Senior management *[6 O.C. 601.3-1(q)]*, Title status report *[6 O.C. 601.3-1(s)]*, and Title report *[6 O.C. 601.3-1(t)]*.
- Clarify that the Nation's exercise of eminent domain is limited to a right of last resort. *[6 O.C. 601.8-3(a)(3)]*.
- Provide that any party contesting the Nation's authority to exercise eminent domain, or disputing the adequacy of consideration offered, may challenge the acquisition by filing a civil complaint with the Oneida Nation Trial Court. *[6 O.C. 601.8-3(a)(3)]*.
- Reinstate trespass provisions previously contained in the Public Use of Tribal Land law. *[6 O.C. 601.8-10]*.
- Add enforcement provisions similar to those contained in the Public Use of Tribal Land law. *[6 O.C. 601.13]*.
- Authorize officers of the Oneida Police Department or designated wardens to take any action necessary to prevent, mitigate, or remove violations of this Law, require proof of eligibility to access Tribal land, issue citations, and enforce any order not complied with at the expense of the owner. *[6 O.C. 601.13]*.
- Provide that an individual who violates this law may be issued a citation; a citation may include fines, other penalties, and conditional orders as determined by the Trial Court. *[6 O.C. 601.13-2(a)]*.
- Specify that the Oneida Nation Register of Deeds shall provide public access to land records and title documents, subject to applicable fees outlined in the fee schedule established by Land Management and approved by the Land Commission. *[6 O.C. 601.11-3]*.
- Streamline authority and improve operational efficiency within Land Management and the Comprehensive Housing Division by eliminating overlapping responsibilities currently held by the Land Commission. The Land Commission will no longer:
 - Review and adopt Land Management's standard operating procedures for agriculture and commercial leases in accordance with the Leasing law. *[6 O.C. 601.12-2(c)]*.
- Delegate exclusive rulemaking authority to the Comprehensive Housing Division for establishing process requirements such as advertising, notice, prequalification, and selection- applicable to all residential improvements sales by the Nation. *[6 O.C. 601.5-1]*.
- Delegate rulemaking authority to Land Management under the Administrative Rulemaking law to: *[6 O.C. 601.5-3(b)]*.
 - Establish a fine and penalty schedule for violations. *[6 O.C. 601.5-3(a)(1)]*.
 - Create any additional rules necessary to implement or interpret this law; *[6 O.C. 601.5-3(a)(2)]*.

- Ensure all rules are approved by senior management before submission to the Legislative Operating Committee pursuant to the Administrative Rulemaking law. *[6 O.C. 601.5-3(b)(3)]*.
- Designate Land Management as the entity responsible for:
 - Managing the Tribal land portfolio and acting as the caretaker of unassigned lands. *[6 O.C. 601.5-3(g)]*.
 - Entering into and administering agricultural and commercial leases pursuant to the Leasing and Eviction and Termination laws. *[6 O.C. 601.5-3(h)]*.
 - Processing requests for easements and land use licenses. *[6 O.C. 601.5-3(i)]*.
 - Administering internal building and land assignments to Nation entities, as approved by senior management. *[6 O.C. 601.5-3(j)]*.
 - Handling transactions that add real property to the Tribal land base. *[6 O.C. 601.5-3(k)]*.
 - Preparing and maintaining title reports and accurate land records; *[6 O.C. 601.5-3(l)]*.
 - Providing real estate services for individual trust landowners under the self-governance compact, including document submission to the Bureau of Indian Affairs. *[6 O.C. 601.5-3(m)]*.
 - Compiling, and submitting the Nation's fee-to-trust applications in accordance with the priorities set by senior management; *[6 O.C. 601.5-3(n)]*.
 - Determining which Tribal lands require posting and ensuring appropriate signage is installed. *[6 O.C. 601.5-3(o)]*.
- Remove the provisions of the Law regarding probate. *[6 O.C. 601.8]*.
- Establish the legal framework for granting easements in specific circumstances where access to property is restricted. Three types of easements are outlined:
 - Easement by Necessity, which allows landlocked property owners to petition the Oneida Judiciary for access through adjacent land, provided they can prove the parcels were once under common ownership and the landlocked condition resulted from a severance. *[6 O.C. 601.8-3(d)]*.
 - Prescriptive Easement, which permits individuals to seek continued use of land if they've used it openly, adversely, and continuously for twenty (20) years. *[6 O.C. 601.8-3(e)]*.
 - Easement by Written instrument which recognizes property rights acquired through uninterrupted adverse possession over seven years. *[6 O.C. 601.8-3(e)]*.
 - Additionally, it protects Tribal land from unauthorized claims, by prohibiting adverse possession claims against the Nation. *[6 O.C. 601.8-3(f)]*.
- Increase the minimum number of Land Management employees primarily responsible for real estate acquisitions from one (1) to two (2), contingent upon budgetary resources. *[6 O.C. 601.12-1(b)]*.
- Make other minor drafting changes throughout the Law.

The amendments to the Real Property law became effective on April 22, 2026.

Recycling and Solid Waste Disposal Law Amendments

On April 22, 2026, the Oneida Business Committee adopted amendments to the Recycling and Solid Waste Disposal law through the adoption of resolution BC-04-22-26-C. The purpose of the

Recycling and Solid Waste Disposal law is to set forth the process by which the Nation will reduce, manage, and dispose solid waste within the jurisdictional boundaries of the Nation. [4 O.C. 405.1-1]. Amendments to the Recycling and Solid Waste Disposal law:

- Rename the law from “Recycling and Solid Waste Disposal” to “Solid Waste Disposal.” [4 O.C. 405].
- Remove the separation of “recycling” and “solid waste” and instead redefine solid waste to include recyclable materials. [4 O.C. 405.3-1(v); 4 O.C. 405.6].
- Clarify in the definitions the following terms: “customers,” “e-waste,” “major appliances,” “reservation,” “service provider,” and “sharps.” [4 O.C. 405.1-1(a); (f); (p); (h); (p); (q); (s)].
- Clarify the management of solid waste within the Reservation will be governed by this law, the Nation’s Sustainable Materials Management Plan, and applicable provisions of the Resource Conservation and Recovery Act. [4 O.C. 405.4].
- Clarify that the Nation’s Division of Public Works (“DPW”) and Land, Environmental, Agriculture, and Food (“LEAF”) have the authority to administer certain provisions of this law, including informing the public of certain requirements, determining nuisances, procuring service providers, and making rules for the regulation and administration of this law. [4 O.C. 405.5].
- Clarify there will be a fine and penalty schedule developed by DPW and LEAF and approved by the Oneida Business Committee. [4 O.C. 405.5-1(h)].
- Clarify certain items need to be separated; LEAF, or the service provider may refuse pick up; and there will be a special collection of some items which will be scheduled annually and posted on the Nation’s website. [4 O.C. 405.6.7]; [4 O.C. 405.7]; [405 O.C. 405.10].
- Clarify that deer carcasses and other large animal carcasses are not collectable and may not be place for curbside collection. [4 O.C. 405.7-1(j)].
- Clarify it is prohibited to burn solid waste, dump, throw, or leave solid waste in unauthorized areas, in any way that creates a nuisance, or in any way that violates the Sustainable Materials Management Plan, other provisions of the Recycling and Solid Waste Disposal Law, the Public Peace Law, or any other law of the Nation. [4 O.C. 405.9].
- Various grammatical changes and other minor drafting changes throughout the law.

The amendments to the Recycling and Solid Waste Disposal law became effective on May 13, 2026.

Emergency Adoption of the Probate Law

On April 22, 2026, the Oneida Business Committee adopted the Probate law on an emergency basis through the adoption of resolution BC-04-22-26-E. The emergency adoption of the Probate Law was sought for the immediate preservation of the safety and general welfare of the Reservation population. Recent amendments to the Real Property Law removed all probate provisions and the related delegation of rulemaking authority that Oneida had historically relied upon to administer estates. As a result, the Nation’s clear legal authority and established process for handling probates were effectively eliminated. Historically, probate administration continued through temporary measures, most notably by resolution, which inserted a comprehensive stand-in probate process into the Real Property Law when that law lacked sufficient procedural detail. By fully deleting probate provisions without the simultaneous adoption of a standalone probate law, the amendments created a gap in which Oneida would no longer have an express, workable

legal framework to process probates, determine heirs, resolve disputes, or administer land succession. Emergency adoption of a separate Probate Law is therefore necessary to immediately restore tribal jurisdiction, authority, and an official probate process and to ensure that estates continue to be administered by Oneida rather than defaulting to state or federal systems.

The Probate law re-establishes tribal probate jurisdiction, affirm Oneida's sovereign authority over inheritance, and ensure continuity of an official, enforceable probate process administered within Oneida law and institutions following removal of probate from the Real Property Law. [6 O.C. 613.1-1; 613.1-2; 613.2-4]. The Probate law:

- Affirm tribal sovereignty over inheritance and probate by explicitly characterizing property disposition at death as an exercise of self-governance and prioritizing tribal custom, tradition, and member control over property succession. [6 O.C. 613.1-1; 613.1-2].
- Establishes a single, comprehensive tribal probate system governing how estates of covered decedents are administered, whether the decedent died with or without a will. [6 O.C. 613.1-1(d); 613.3-1].
- Ensures tribal law controls over conflicting tribal documents and enactments, while recognizing that applicable federal law remains supreme where required. [6 O.C. 613.2-4(a)–(b)].
- Applies beyond enrolled members to include spouses, children, persons eligible for enrollment, and deceased persons owning real property within Reservation boundaries. [6 O.C. 613.4-1].
- Asserts tribal jurisdiction over non-trust property of covered decedents located within the Reservation, to the extent that federal law does not confer exclusive U.S. jurisdiction. [6 O.C. 613.5-1].
- Allows tribal members with fee land to opt into state probate law, while requiring tribal probate procedures for trust land held within the Reservation. [6 O.C. 613.6-1(a)–(b)].
- Prohibits inheritance of trust land by non-members and non-U.S. citizens, preventing transfer of trust property outside the tribal community. [6 O.C. 613.6-2].
- Provides mitigation options for ineligible heirs by allowing sale of trust interests to the Nation or eligible heirs at fair market value, or by granting limited life estates to ineligible spouses or minor children. [6 O.C. 613.6-2(a)–(b)].
- Authorizes sale of interests where heirs cannot be located, with proceeds returned to the estate for proper distribution, reducing unresolved or fragmented ownership. [6 O.C. 613.6-3].
- Mandates escheat of property to the Oneida Nation where no valid heirs or devisees exist, directly supporting land consolidation and long-term tribal control. [6 O.C. 613.6-4].
- Exempts culturally significant and low-value personal items from formal probate, allowing family distribution of traditional and ceremonial property outside the probate process. [6 O.C. 613.6-5(a)–(b)].
- Vests primary probate authority in the Land Commission, empowering it to determine heirs, approve or disapprove wills, adjudicate creditor claims, accept renunciations, and decree final distributions. [6 O.C. 613.6-6(a)–(e)].
- Creates a detailed probate procedural framework, including mandatory filings, notice requirements, public posting, and participatory consensus-based hearings for dispute resolution. [6 O.C. 613.6-7; 613.6-10].
- Codifies a specific intestate succession hierarchy, prioritizing spouses and direct

descendants and extending through parents, siblings, grandparents, and more remote relatives before escheat. *[6 O.C. 613.6-9(a)–(f)]*.

- Provides layered review, rehearing, and appeal rights, including administrative rehearings, judicial appeals, and limited reopening of cases for lack of notice or omission of heirs. *[6 O.C. 613.6-11; 613.6-13; 613.6-14]*.

The emergency adoption of the Probate law became effective on April 22, 2026. The Probate law will remain effective until October 22, 2026. There will be one (1) opportunity to extend the emergency adoption of the Probate law for an additional six (6) month period.

Higher Education Grant Law

On April 22, 2026, the Oneida Business Committee adopted the Higher Education Grant law through the adoption of resolution BC-04-22-26-F. The purpose of the Higher Education Grant law is to implement the Higher Education Grant program; and set forth the funding requirements and procedural controls for awarding Higher Education grants. *[10 O.C. 1005.1-1]*. The Higher Education Grant law

- Clearly articulates the Nation’s purpose and policy concerning the Higher Education Grant. *[10 O.C. 1005.1]*.
- Defines key terms used within the law. *[10 O.C. 1005.3-1]*.
- Delegates rulemaking authority to the Higher Education Office to:
 - Clearly describe the documents required to complete the Higher Education Student File. *[10 O.C. 1005.4-2(a)]*.
 - Address how funding periods are calculated. *[10 O.C. 1005.4-2(b)(1)]*.
 - Address funding cap amounts for the following tiers:
 - associate degree, vocational or certificate program. *[10 O.C. 1005.4-2(b)(2)(i)]*.
 - undergraduate degree. *[10 O.C. 1005.4-2(b)(2)(ii)]*.
 - graduate degree. *[10 O.C. 1005.4-2(b)(2)(iii)]*.
 - doctoral degree. *[10 O.C. 1005.4-2(b)(2)(iv)]*.
 - Clearly describe application requirements and process. *[10 O.C. 1005.4-2(c)]*.
 - Clearly describe the appeals process. *[10 O.C. 1005.4-2(d)]*.
 - Additional rules may be promulgated, provided they do not conflict with any provision of this law. *[10 O.C. 1005.4-2(e)]*.
- Clearly describe funding eligibility requirements, as follows: *[10 O.C. 1005.5-1]*.
 - be an enrolled member of the Nation. *[10 O.C. 1005.5-1(a)]*.
 - be enrolled in an accredited postsecondary vocational program, college, or university. *[10 O.C. 1005.5-1(b)]*.
 - complete the Higher Education Student File with the Higher Education Office. *[10 O.C. 1005.5-1(c)]*.
 - comply with FAFSA standards. *[10 O.C. 1005.5-1(d)]*.
 - be pursuing a degree in a higher funding tier than any previously earned degree, unless they have remaining credits available under their current tier pursuant to 1005.5-2. *[10 O.C. 1005.5-1(e)]*.

- meet GPA requirements, as follows:
 - associate degree, vocational or certificate program must maintain a GPA of 2.0. *[10 O.C. 1005.5-1(f)(1)]*.
 - undergraduate students must maintain a GPA of 2.0. *[10 O.C. 1005.5-1(f)(2)]*.
 - graduate students must maintain a GPA of 3.0. *[10 O.C. 1005.5-1(f)(3)]*.
 - doctoral students must maintain a GPA of 3.0; except where: The school's grading policy considers professional doctoral students (MDs and JDs) to be in good academic standing even with a GPA below 3.0. *[10 O.C. 1005.5-1(f)(4)(i)]*.
 - apprenticeship/certificate/license students must maintain academic progress and submit scheduled/monthly progress reports. *[10 O.C. 1005.5-1(f)(5)]*.
- Explicitly state funding duration as determined by the maximum allowable credit allocation per tier, as follows: *[10 O.C. 1005.5-2]*.
 - ninety (90) credits for an associate degree, vocational or certificate program. *[10 O.C. 1005.5-2(a)]*.
 - one hundred fifty (150) credits for an undergraduate degree. *[10 O.C. 1005.5-2(b)]*.
 - sixty (60) credits for a graduate degree. *[10 O.C. 1005.5-2(c)]*.
 - one hundred twenty (120) credits for a doctoral degree. *[10 O.C. 1005.5-2(d)]*.
- Define "probation" and clearly describe when a student may be placed on probation. *[10 O.C. 1005.5-4]*.
- Provide a clear explanation of how the grant award amount is calculated, as follows: *[10 O.C. 1005.6-2]*.
 - The minimum award package shall consist of:
 - Full-time students shall receive funding for tuition, fees, books, and room and board up to the funding cap amount for their program. *[10 O.C. 1005.6-2(b)(1)]*.
 - Part-time students shall receive funding for tuition, fees, and books up to the funding cap amount for their program. *[10 O.C. 1005.6-2(b)(2)]*.
 - Students taking one (1) to five (5) credits shall receive funding for tuition, fees, and books up to the funding cap for their program. *[10 O.C. 1005.6-2(b)(3)]*.
 - If the student's financial need, as determined by the financial needs analysis, exceeds the minimum award package, the student shall receive an award equal to their financial need, up to the maximum allowed by the funding tier cap. *[10 O.C. 1005.6-2(c)]*.
 - A full-time student's award may also cover transportation and personal/miscellaneous expenses. *[10 O.C. 1005.6-2(c)(1)]*.

- A part-time student's award may also cover room and board, transportation and personal/miscellaneous expenses. *[10 O.C. 1005.6-2(c)(2)]*.
- Clearly describe how the law may be enforced. *[10 O.C. 1005.7]*.
- Clearly describe how a student may appeal a grant decision made by the Higher Education Office. *[10 O.C. 1005.8]*.

The Higher Education Grant law became effective on April 22, 2026.

FY26 Third Quarter Administrative Accomplishments

During the FY26 Third Quarter the Legislative Operating Committee brought forward the following administrative accomplishments:

Certification of Real Property Law Rule No. 2 – Easements Emergency Amendments

On May 6, 2026, the Legislative Operating Committee certified the Real Property Law Rule No. 2 – Easements Emergency Amendments. The Oneida Business Committee then adopted the emergency amendments to the Real Property Law Rule No. 2 – Easements on May 13, 2026.

Certification of Leasing Law Rule No. 2 – Agricultural Leases

On May 13, 2026, the Legislative Operating Committee certified the Leasing Law Rule No. 2 – Agricultural Leases.

Certification of Technology Resources Law Rule No. 1, 2, 3, 4, 8, 9

On June 3, 2026, the Legislative Operating Committee denied the certification of the following rules:

- Technology Resources Law Rule No. 1 – Acceptable Use;
- Technology Resources Law Rule No. 2 – Clear Desk/Screen;
- Technology Resources Law Rule No. 3 – Asset Management;
- Technology Resources Law Rule No. 4 – Security Awareness Training;
- Technology Resources Law Rule No. 8 – Third Party Providers; and
- Technology Resources Law Rule No. 9 – Generative AI Usage.

The Technology Resources Law Rules provided by the Digital Technology Services Department (“DTS”) were not be eligible for certification due to the fact that the certification packets provided by DTS for the Rules did not contain all documentation required by the Administrative Rulemaking law for a complete administrative record, and the promulgation of the Rules did not comply with all procedural requirements contained in the Administrative Rulemaking law.

FY26 Third Quarter Community Outreach Efforts

Focusing on its efforts to enhance community involvement through outreach and communication, during the FY26 Third Quarter the Legislative Operating Committee held one (1) community outreach event.

On June 29, 2026, from 5:30 p.m. through 7:30 p.m. the Legislative Operating Committee held a community meeting in the Norbert Hill Center's cafeteria. Topics discussed during the community meeting included 2023-2026 Legislative Term Accomplishments, Issues for Consideration for 2026-2029 Legislative Term, and Holding Community Meetings. The purpose of this community meeting was to provide an opportunity for open discussion in which people could share comments, questions, or suggestions on potential issues that should be addressed regarding the topics discussed.

The Legislative Operating Committee intends to hold community outreach events on a quarterly basis and encourages everyone to attend and participate in future community outreach events.

FY26 Third Quarter Legislative Highlights

The Legislative Operating Committee would like to highlight its work on the following legislative items during the FY26 Third Quarter:

Boards, Committees, and Commissions Law Amendments

This item is sponsored by Kirby Metoxen. The Legislative Operating Committee held zero (0) work meetings during the FY26 Third Quarter regarding this legislative matter. On April 15, 2026, the Legislative Operating Committee approved the updated draft and the legislative analysis. On May 6, 2026, the Legislative Operating Committee approved the public meeting packet and scheduled a public meeting to be held on June 11, 2026. The public meeting was then held on June 11, 2026, with three (3) individuals providing oral comments. The public comment period was then held open until June 18, 2026, with no individuals providing written comments.

Code of Ethics Amendments

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter. A public meeting for the Code of Ethics law amendments was held on May 14, 2026, with no individuals providing oral comments during the public meeting. The public comment period was then held open until May 21, 2026, with one (1) individual providing written comments. On June 17, 2026, the Legislative Operating Committee accepted the public comments and the public comment review memorandum for the proposed amendments to the Code of Ethics and deferred these items to a work meeting for further consideration.

Conflict of Interest Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter.

Elder Protection Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter. On April 16, 2026, the a public meeting on the proposed Elder Protection law was held with four (4) individuals providing oral comments. The public comment period was then held open until April 23, 2026, with three (3) individuals providing written comments. On May 6, 2026, the Legislative Operating Committee accepted the public comments and the public comment review memorandum and deferred this item to a work meeting for further consideration. On May 20, 2026, the Legislative Operating Committee approved the public comment review memorandum with LOC consideration, the updated legislative analysis, and final draft of the Elder Protection law; and approved the fiscal impact statement request memorandum and directed the Finance Department to provide the LOC with a fiscal impact statement of the proposed Elder Protection law by June 5, 2026. On June 17, 2026, the Legislative Operating Committee approved the adoption packet for the Elder Protection law and forward to the Oneida Business Committee for consideration.

Eviction and Termination Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter. On April 16, 2026, the a public meeting on the proposed Eviction and Termination law amendments was held with four (4) individuals providing oral comments. The public comment period was then held open until April 23, 2026, with no individuals providing written comments. On May 6, 2026, the Legislative Operating Committee accepted the public comments and the public comment review memorandum and deferred this item to a work meeting for further consideration. On May 20, 2026, the Legislative Operating Committee approved the updated public comment review memorandum, legislative analysis, and draft; and approved the fiscal impact statement request memorandum with revision to the due date and directed that the Finance Administration provide the LOC a fiscal impact statement for the proposed Eviction and Termination law amendments by June 19, 2026. The Finance Administration provided the Legislative Operating Committee a fiscal impact statement on June 16, 2026.

Indian Preference in Contracting Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter

Pardon and Forgiveness Law Amendments

This item is sponsored by Jonas Hill. On June 3, 2026, the Legislative Operating Committee approved the public comment review memorandum, updated legislative analysis, and final draft of the proposed amendments to the Pardon and Forgiveness law; and approved the fiscal impact statement request memorandum and directed the Finance Department to provide the LOC with a fiscal impact statement of the proposed Pardon and Forgiveness law by June 25, 2026.

Safe Neighborhoods Law

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter.

Sanctions and Penalties Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter. On April 15, 2026, the Legislative Operating Committee approved the updated adoption packet with the addition of the LOC Chairman signature for the proposed Sanctions and Penalties law and forward to the Oneida Business Committee for inclusion on an upcoming General Tribal Council meeting agenda for consideration. On April 16, 2026, the Legislative Operating Committee conducted an e-poll titled, Approval of the Updated Sanctions and Penalties Law Adoption Packet. The requested action of this e-poll was to approve the updated Sanctions and Penalties law adoption packet and forward to the Oneida Business Committee to be included on an upcoming General Tribal Council meeting agenda for consideration. Jameson Wilson, Jennifer Webster, and Jonas Hill. Kirby Metoxen and Marlon Skenandore did not provide a response. On April 22, 2026, the Oneida Business Committee approved the Sanctions and Penalties law adoption packet and forwarded the materials to General Tribal Council for consideration. On May 6, 2026, the Legislative Operating Committee entered into the record the results of the April 16, 2026, e-poll entitled, Approval of the Updated Sanctions and Penalties Law Adoption Packet.

Ten Day Notice Policy Amendments

This item is sponsored by Jennifer Webster and Jameson Wilson. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter. On May 6, 2026, the Legislative Operating Committee approved the draft, legislative analysis, and public meeting packet, and scheduled a public meeting for the proposed amendments to the Ten Day Notice Policy to be held on June 11, 2026. The public meeting was held on June 11, 2026, with no individuals providing public comments. The public comment period was then held open until June 18, 2026, with no individuals providing written comments.

Tribal Sovereignty in Data Research Law

This item is sponsored by Jennifer Webster. The Legislative Operating Committee held one (1) work meeting during the FY26 Third Quarter regarding this legislative matter.

Uniform Commercial Code

This item is sponsored by Jameson Wilson. The Legislative Operating Committee held zero (0) work meetings during the FY26 Third Quarter regarding this legislative matter. On April 16, 2026, a public meeting for the proposed Uniform Commercial Code was held with no individuals providing oral comments. The public comment period was then held open until April 23, 2026, with no individuals providing written comments. On May 20, 2026, the Legislative Operating Committee approved the public comment review memorandum, updated legislative analysis, and final draft of the Uniform Commercial Code, and approved the fiscal impact statement request

memorandum and directed the Finance Department to provide the LOC with a fiscal impact statement of the proposed Uniform Commercial Code by June 19, 2026.

Vendor Licensing Law Amendments

This item is sponsored by Jonas Hill. The Legislative Operating Committee held two (2) work meetings during the FY26 Third Quarter regarding this legislative matter. On June 17, 2026, the Legislative Operating Committee approved the draft, legislative analysis, and public meeting packet, and directed a public meeting to be held on August 13, 2026.

FY26 Third Quarter Legislative Operating Committee Meetings

All Legislative Operating Committee meetings are open to the public and held on the first and third Wednesday of each month, at 9:00 a.m. in the Norbert Hill Center's Business Committee Conference Room and on Microsoft Teams.

The Legislative Operating Committee held the following meetings during the FY26 Third Quarter:

- April 15, 2026 – Regular meeting;
- May 6, 2026 – Regular meeting;
- May 20, 2026 – Regular meeting;
- June 3, 2026 – Regular meeting; and
- June 17, 2026 – Regular meeting.

In addition to attending the Legislative Operating Committee meetings in person, individuals provided the opportunity to attend the Legislative Operating Committee meeting through Microsoft Teams. Anyone who would like to access the Legislative Operating Committee meeting through Microsoft Teams can provide their name, phone number or e-mail address to LOC@oneidanation.org by the close of business the day before a meeting of the Legislative Operating Committee to receive the link to the Microsoft Teams meeting.

For those who may be unable to attend the Legislative Operating Committee meeting either in person or on Microsoft Teams, an audio recording of the Legislative Operating Committee meeting is made available on the Nation's website after the meeting concludes.

Goals for FY26 Third Quarter

During the FY26 Fourth Quarter the Legislative Operating Committee will focus its legislative efforts on the following matters:

- Adoption of the Elder Protection law;
- Adoption of the Amendments to the Eviction and Termination law;
- Adoption of the Amendments to the Boards, Committees, and Commissions law;
- Adoption of the Amendments to the Code of Ethics;
- Adoption of the Pardon and Forgiveness Law Amendments; and

- Preparation for Transition into the 2026-2029 Legislative Term.

Legislative Reference Office

The Legislative Reference Office's mission is to provide support for the Legislative Operating Committee in developing clear and consistent legislation that reflects the Nation's values, builds upon the Nation's strong foundation, and reaffirms our inherent sovereignty.

In addition to the assisting the Legislative Operating Committee with the development of legislation, the Legislative Reference Office also:

- Drafts statements of effect for Oneida Business Committee and General Tribal Council resolutions;
- Drafts statements of effect for General Tribal Council petitions;
- Drafts and provides other assistance to various department and entities of the Nation with administrative rulemaking; and
- Manages all other administrative duties and recordkeeping for the Legislative Operating Committee.

During the FY26 Third Quarter the Legislative Reference Office was staffed by the following individuals:

- Clorissa N. Leeman, Senior Legislative Staff Attorney.
 - Contact: cleeman@oneidanation.org
- Carolyn Salutz, Legislative Staff Attorney.
 - Contact: csalutz@oneidanation.org
- Grace Elliott, Legislative Staff Attorney.
 - Contact: gelliott@oneidanation.org

Legislative Operating Committee Contact Information

Feel free to contact the LOC at LOC@oneidanation.org with any questions or comments, or individual LOC members at the following:

- Jameson Wilson, LOC Chairman
jwilson@oneidanation.org
- Kirby Metoxen, LOC Vice-Chairman
kmetox@oneidanation.org
- Jonas Hill, LOC Member
jhill1@oneidanation.org
- Jennifer Webster, LOC Member
jwebstel@oneidanation.org



Accept the On?yote?a?ká ni? i Standing Committee FY-2026 3rd quarter report

Business Committee Agenda Request

1. Meeting Date Requested: 08/12/26

2. General Information:

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

3. Supporting Documents:

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

4. Budget Information:

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

5. Submission:

Authorized Sponsor: Taryn Webster, Chair/On?yote?a?ká ni? i Standing Committee

Primary Requestor: Brooke Doxtator, GSIM

Additional Requestor: *(Name, Title/Entity)*

Additional Requestor: *(Name, Title/Entity)*

Submitted By: BDOXTAT1

FY-2026 3rd (Apr - Jun) Quarter Report

Text in orange provides instruction.

Provide the name of the entity, the member submitting the report, and the Oneida Business Committee liaison.

Onłyote?a·ká ni?i Project Plan Workgroup Standing Committee

Approved by the Chair on: July 14, 2026

Submitted by: Taryn Webster

OBC Liaison: Lisa Liggins, Secretary

OBC Liaison: Jameson Wilson, Councilman

PURPOSE

The purpose of the Onłyote?a·ká ni?i Project Plan Workgroup is to serve on behalf of the General Tribal Council and the Oneida Business Committee as it relates to the implementation and management of the Onłyote?a·ká ni?i Project Plan which was presented at the Annual General Tribal Council Meeting on January 30, 2023, and subsequently supported by the General Tribal Council on July 24, 2023.

AUTHORITY

Powers and duties. The powers of the Onłyote?a·ká ni?i Project Plan Workgroup relate to the implementation and management of the Onłyote?a·ká ni?i Project Plan, with duties that include, but are not limited to the following:

- (1) Assist with ensuring accurate and timely information is provided to the Oneida Community regarding relevant or associated enrollment projection data and projected impacts based on that data.
- (2) Provide constructive input or advice to the General Tribal Council and the Oneida Business Committee on matters relating to the implementation and management of the Onłyote?a·ká ni?i Project Plan.
- (3) Act as listening and communication agents on behalf of the community, by sharing general information, timelines or other matters relating to the implementation of the Onłyote?a·ká ni?i Project Plan.
- (4) Ensure the Oneida Nation's Vision² and Mission³ are considered and incorporated.
- (5) Responding to and acting upon any other delegated authority established through the laws, policies, rules and resolutions of the Oneida Nation.
- (6) Create non-stipend sub-committees for the purpose of assisting in outreach and education regarding the Onłyote?a·ká ni?i Project Plan, and whose composition is representative of individuals who may be impacted by implementation of the Onłyote?a·ká ni?i Project Plan.

BCC MEMBERS

Provide a list of the members and their titles, term expiration dates and contact information.

Taryn Webster
Chair
oni-tweb@oneidanation.org
December 31, 2027

William Cornelius
oni-wcor@oneidanation.org
December 31, 2027

Gail Grissman
oni-ggri@oneidanation.org
December 31, 2027

Anthony Konkol
oni-akon@oneidanation.org
December 31, 2027

Lisa Liggins
lliggins@oneidanation.org
August 31, 2026

Lawrence Roberts II
oni-lrob@oneidanation.org
December 31, 2027

David Webster
oni-dweb@oneidanation.org
December 31, 2027

Jameson Wilson
jwilson@oneidanation.org
August 31, 2026

Ethel "Marie" Cornelius
Vice Chair
oni-ecor@oneidanation.org
December 31, 2027

Katsitsiyo Danforth
oni-kdan@oneidanation.org
December 31, 2027

Michelle Hill
oni-mhil@oneidanation.org
December 31, 2027

Laura Manthe
oni-lman@oneidanation.org
December 31, 2027

Judith Sprangers
oni-spr@oneidanation.org
December 31, 2027

Dwight Steffes
oni-dste@oneidanation.org
December 31, 2027

Kirsten VanDyke
oni-kvan@oneidanation.org
December 31, 2027

CONTACT INFORMATION

Provide contact information for the entity.

CONTACT: Brooke Doxtator
TITLE: Boards, Committees, and Commissions Supervisor
PHONE NUMBER: (920) 869-4452
E-MAIL: IAMONEIDA@oneidanation.org
COMMITTEE WEBSITE: <https://oneida-nsn.gov/government/business-committee/standing-committees/i-am-oneida/>
PROJECT WEBSITE: <https://oneida-nsn.gov/iamoneidaproject/>

MEETINGS

List when and how often the entity is holding meetings and whether any emergency meetings have been held. If an emergency meeting was held, indicate the basis of the emergency meeting for each meeting.

Held the 1st Tuesday of each month.

5:00 p.m.

Norbert Hill Center, 2nd Fl, N7210 Seminary Road, Oneida WI 54155, or Microsoft Teams

Emergency Meetings: None

ACCOMPLISHMENTS

Provide details of what the entity has accomplished that quarter, including any special events held during the reporting period and any travel by the members and/or staff.

ACCOMPLISHMENT #1

Summary:

The Committee has continued to gather information from historians, books, other tribes who are facing the same blood quantum and enrollment issues.

Impact:

We are following through on the General Tribal Councils directive and the General Tribal Council approved the plan, we still have a series of informational sessions to complete before we start the solution phase of the project.

ACCOMPLISHMENT #2

Summary:

We are scheduling Community meetings The scheduled in-person dates are October 15th & 28th, November 4th, 8th, January 20th and 26th, and February 26th, and 28th, 2026, with another non stipend General Tribal Council Meeting scheduled for early 2026. Meetings will be focused on specific groups along with general sessions.

Impact:

The sessions will continue to gather input from all citizens, youth and descendants; after compiling the information we will begin to bring forward solutions to the General Tribal Council for review.

GOALS

Provide details of the entity's long-term goals, the entity's goals for the next quarter, and projected quarterly activities.

LONG-TERM GOAL #1

Identify solutions for the future of blood quantum and enrollments.

This goal supports our initiatives because it is part of the plan presented to and approved by the General Tribal Council.

Update on Goal: on-going

LONG-TERM GOAL #2

Update Communication Plan

Keeping the Communication fluid allows for changes to be made when necessary.

Update on Goal: on-going

QUARTERLY GOAL #1

Implement 7x7 ways strategy with the Community to gather input on solutions.

This goal supports our initiatives because they are part of the plan presented to and approved by the General Tribal Council.

Update on Goal:

We continue to provide communication utilizing our Nations resources, Facebook live, and social media, along with informational flyers posted throughout heavy trafficked areas throughout the reservation.

BUDGET

Provide the amount of the entities budget and the status of the budget at that quarter.

FY-2026 BUDGET: \$180,00

FY-2026 EXPENDITURES AS OF END OF REPORTING PERIOD: \$8,425.00

List how your BCC is utilizing your budget and projected budgetary uses for the next quarter.

We expect our budget utilization to increase in the next quarter as we start planning for additional community sessions and/or another GTC meeting.

Stipends

List the amount of each stipend a member may be eligible to receive.

Stipends are set in accordance with the Onyote?a?ká ni?i Project Plan Workgroup Standing Committee Charter section 14. Stipends and Compensation.

\$75 for Meetings and Joint Meetings with the Business Committee.

\$25 per hour for Stakeholder Summits, Community Meetings and Specifically Directed Projects.

	Total dollar amount paid	Number of stipend type		
		Regular Mtg	Emergency Mtg	Hearings/Other
April 2026	\$600.00	1	0	0
May 2026	\$825.00	1	0	0
June 2026	\$900.00	1	0	0

REQUESTS

List details of any requests to the Oneida Business Committee.

No identified requests at this time.

OTHER

List any other information deemed appropriate by the entity, as well as any other information required by a law or policy of the Nation.

No additional information identified at this time.