

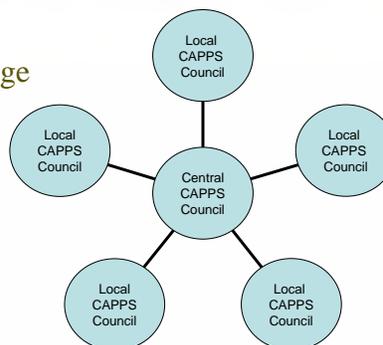
# Community Organizing and Development



## Agenda



- Oneida Vision & Mission
- Current state and proposed change
- Strategy concept
- Tactics
- Operations plan
- Intended outcomes/results



## Oneida Nation Vision



A Nation of strong families built on  
tsi? niyukwaliho t^ and a strong economy.

## Oneida's Mission



To strengthen and protect our people,  
reclaim our land, and enhance the  
environment by exercising our  
sovereignty

## Strategy

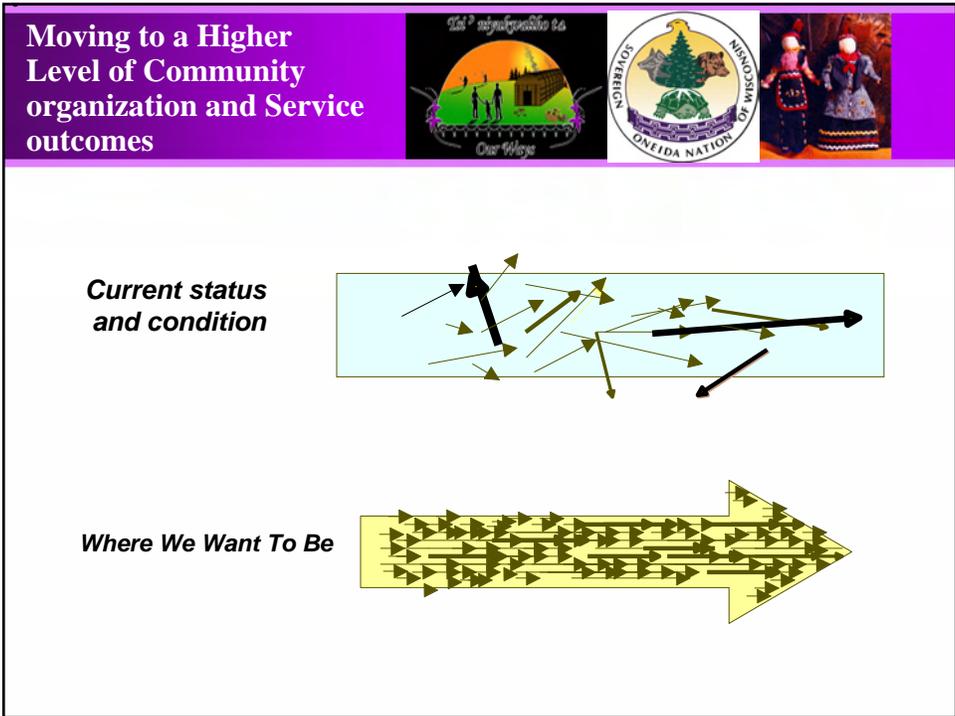


- Develop an engagement plan with the local neighborhood/ community
- Plan must be based upon identified needs and interests of the local area
- The plan must be with the intention to improve the current status/condition of the local area
- The local plan must evolve and expand to address coordination and collaboration for reservation-wide impacts

## Strategy cont.



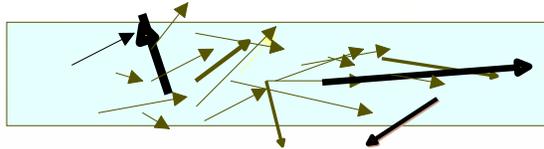
- To create a stronger sense of personal and collective responsibility
- To increase resident ownership, belongingness and personal investment
- To create a feeling and recognition of collective neighborhood
- To strengthen personal commitment to what happens within the neighborhood



**Moving to a Higher Level of Community organization and Service outcomes**



**Current status and condition**



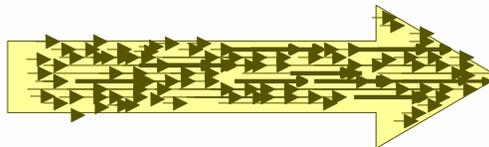
- Diminished collective planning, neighborhood ownership and investment among residents
- Physical areas known as impersonal housing sites
- Reduced acknowledgement of or personalization of neighborhood
- Relationship between residents becoming more singular and estranged

**Moving to a Higher Level of Community organization and Service outcomes**



- Increased recognition of neighborhood
- Shared responsibility by residents for health and welfare of neighborhood and reservation
- Shared consciousness and actions based upon accepted standards, cultural, social norms, values, lifestyle
- Physical/environment development and services tailored for each neighborhood in support of reservation-wide quality of life

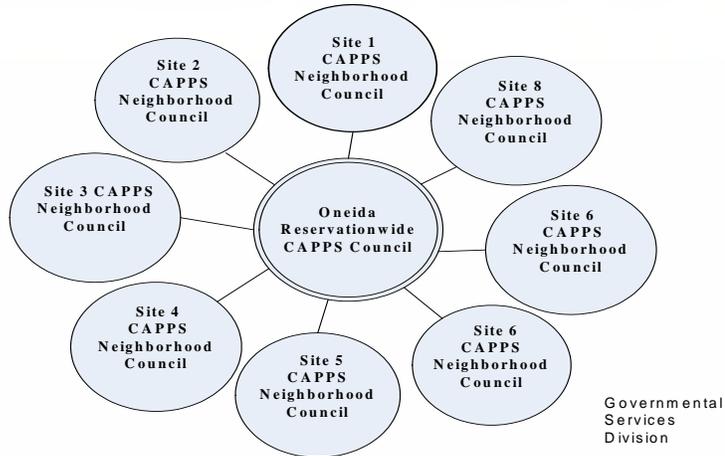
**Where We Want To Be**



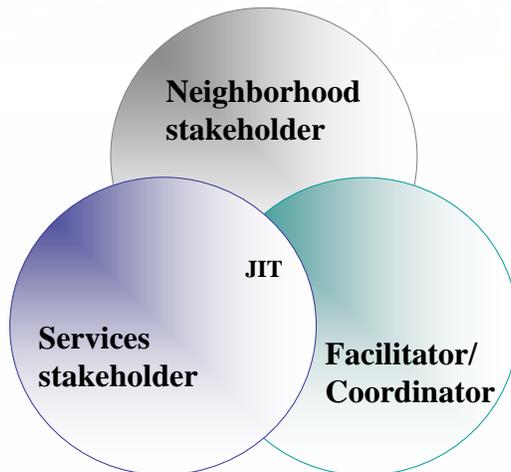
# Community Organization Model



Community Organizing/Service Development, Delivery and Deployment Concept Model, utilizing CAPPS.



# JIT Community Response Model



## Next steps



- How are we going to move from the present to the future?

– We identify the critical success factors needed to make the transformation

## Success Factors



Vision	+	Urgency	+	Capabilities	+	Incentives	+	Resources	+	Action Plan	=	Success
Vision Lacking	+	Urgency	+	Capabilities	+	Incentives	+	Resources	+	Action Plan	=	Confusion
Vision	+	Urgency Lacking	+	Capabilities	+	Incentives	+	Resources	+	Action Plan	=	Apathy
Vision	+	Urgency	+	Capabilities Lacking	+	Incentives	+	Resources	+	Action Plan	=	Anxiety
Vision	+	Urgency	+	Capabilities	+	Incentives Lacking	+	Resources	+	Action Plan	=	Restraint, Resistance
Vision	+	Urgency	+	Capabilities	+	Incentives	+	Resources Lacking	+	Action Plan	=	Frustration
Vision	+	Urgency	+	Capabilities	+	Incentives	+	Resources	+	Plan Lacking	=	False Starts

Source: Performance Breakthroughs, Inc

## Tactical



- Tailored and targeted services response
- Coordination/facilitation mechanism: To create, sustain and improve process for addressing neighborhood issues/concerns/needs
- “Just in Time” response: By service providers to neighborhoods
- Sustainability process: “Keep the system running”
- Performance measures: Are we making progress

## Operational



- Implement a process for inter-facing with each neighborhood: To develop a neighborhood improvement plan which identifies and addresses their issues/concerns, needs and vision
- Implement a resource list: To address the issues/concerns and needs of the neighborhoods
- Implement a monitoring and evaluation process: To ensure neighborhood expectations are being met on a timely basis

## Outcomes



- An organized Oneida community that has localized process of addressing social, economic, health and environmental interests and concerns
- Ownership and accountability rests with the residents
- Rebuilt/ revived community

## Outcomes



- Established community life standards
- Self policing neighborhoods
- Community led planning

## Outcomes



- Interactive partnership between service providers and communities
- Coordinated community generated expectations and Tribal organization response
- Unified community development agenda's

## Concept Summary



**A process for resident planning and empowerment to improve neighborhood and reservation life.**



Yaw^ko  
(Thank you)