



Kalihwisaks

She Looks for News • www.kalihwisaks.com • December 1, 2016



Community gathers to feast *Standing Rock support unwavering*



Kali photos/Nate Wisneski

The annual Community Thanksgiving Feast served about 250 people. The volunteer driven meal gives community members who need a warm meal and company on Thanksgiving a place to go. All the food and drinks are donated and prepared by volunteers. Money is also donated to the event to purchase needed items. A surplus of nearly \$250 will be donated to the Oneida Giving Tree program.



By Christopher Johnson
Kalihwisaks Reporter/
Photographer
cjohnson@oneidanation.org ✉
@cjohns89 🐦
(920) 496-5632 📞

As the protest by the Standing Rock Sioux Nation against the United States Army Corps of Engineers' plans to build the Dakota Access Pipeline heads into the Dakota's harsh winter months, hundreds of other Native American tribes, along with the Oneida Nation, continue to stand in support of stopping the construction.

The standoff, now entering its fourth month, has seen its share of peaceful protests as well as some heavy-handed tactics implemented by law enforcement and private security personnel attempting to end the stalemate. The Dakota Access Pipeline (DAPL)

is a planned 1,172-mile conduit designed to carry crude oil from North Dakota to southern Illinois.

The Standing Rock Sioux Reservation sits a mere half-mile from the Missouri River where the pipeline is slated to pass under. The river is the primary source of drinking water for the Standing Rock Sioux and millions of other people downstream. The biggest concerns being expressed by the native tribes along the planned construction route is the potential for oil leaks and spills which could contaminate the water. If completed as planned the DAPL will also cross homelands of the Osage Nation and Iowa Tribe among others.

Lawsuits and appeals filed by the Standing Rock Sioux in federal court have been unsuccessful.

• See 3
Standing Rock

What's New This Week



Page 39/Sports

Four T-Hawks named Great 8 All-Conference.

Page 6/Local

Thornberry Creek LPGA Classic update.

PRSR STD
US POSTAGE PAID
PERMIT #4
ONEIDA, WI 54155

KALIHWISAKS
Oneida Nation
PO Box 365 - Oneida, WI 54155

BENEFIT FOR STANDING ROCK

FRIDAY, DEC 9TH, 2016
AT THE COLONIAL HOUSE
FREEDOM, WI
STARTING AT 6PM

WITH LIVE MUSIC
FROM
WADE FERNANDEZ
ROCKIN DADDY'S
Big N Tasty Blues

\$6 donation is requested
100% DONATION GOES
TO STANDING ROCK

CONTACT STEPHANIE
for more info
920-530-9404

WE NEED VOLUNTEERS!
FEEL FREE TO BRING
SOUPS OR DESERTS, OR
BASKETS TO RAFFLE

Northern Indiana tribe to break ground on tribal village

By TOM COYNE

Associated Press

SOUTH BEND, Ind. (AP) ~ Members of the Pokagon Band of Potawatomi Indians on Tuesday celebrated becoming the first tribe in Indiana to have land returned to it from the federal government, a move expected to dramatically change the landscape of gaming in the state with what is expected to be its largest casino.

The Bureau of Indian Affairs has approved plans for a \$400 million development that calls for an 18-story hotel and casino on nearly 166 acres in South Bend that officially on Monday was placed in trust, ending a four-year review process. Tribal Chairman John Warren recalled being overcome with emotion when he got a call Friday from Lawrence Roberts, principal deputy assistant secretary

of Indian Affairs, telling him the tribe which already has 3,204 acres at three sites in southwestern Michigan would now also have land in Indiana.

"I was so emotional I couldn't get anything out of my mouth," Warren said, adding that Roberts hung up and called back because he thought it was a bad connection. "I said it wasn't the connection, I couldn't get the words out."

Warren wouldn't comment on casino plans, saying he wanted to focus on an Indian tribe having sovereign land in Indiana for the first time in 200 years.

"Today is a celebration of our homeland," Warren said as about 100 tribal members attending the event cheered.

Planning documents indicate the tribe is planning

• See 12
Tribal village

From page 1/Standing Rock

(ETP) planned construction of the pipeline, but the Department of Justice refused to authorize construction permits and asked ETP to voluntarily halt construction. ETP has refused and moved ahead with construction.

Here in Oneida several events have already taken place designed to raise

awareness of the situation from peaceful demonstrations to clothing and blanket drives to assist demonstrators on-site in the Dakotas as winter approaches.

A benefit will be held at the Colonial House in Freedom on Friday, Dec. 9 from 6 p.m. until midnight for the people

of Standing Rock. Music will be performed by Wade Fernandez, Rockin Daddy's and the Big N Tasty Blues band. There will be a \$6 charge at the door and raffles will be held with a goal of raising \$3,500. Money raised at this event will be used to purchase a semi-load of wood from the Menomi-

nee Tribal Enterprise for delivery to the Standing Rock Sioux Reservation.

Volunteers are being sought for this event as well as gift basket donations of \$25 or more.

For more information on how to assist please contact Stephanie Stevens at (920) 530-9404.



JOIN OUR TEAM!
Gaming employees can now work a second job with Spectra.



What's New This Week



Page 9/Education
Headstart Grandparent feast held

In This Issue

3-7/Local
8-9/Education
10-11/SEOTS
12/Health
13-14/THT
15-17/Local
18/Obituaries
19-20/Local
21/OBC
22-23/Local

24-27/Minutes
28/Classified
29/Minutes
30/Good News
31/Legals
32-35/Local
36/ONAP
37/OCEC
38/Events
39/Sports



Kalihwisaks

Street Address
2701 West Mason St.
Green Bay, WI 54303

Office Hours
8 AM – 4:30 PM
Monday–Friday

Mail Address
P.O. Box 365
Oneida, WI 54155

Contact us:
Voice: (920) 496-5636
Fax #: (920) 496-7896
www.kalihwisaks.com

The Staff

Dawn Walschinski **Managing Editor**
• dwalschi@oneidanation.org (920) 496-5636

Yvonne Kaquatosh **Page Designer / Ad Coordinator**
• ykaquato@oneidanation.org (920) 496-5631

Nate Wisneski **Sr. Reporter / Photographer**
• nwisnes@oneidanation.org (920) 496-5638

Christopher Johnson **Reporter / Photographer**
• cjohnson@oneidanation.org (920) 496-5632

– Kalihwisaks –
Official Newspaper of the Oneida Tribe

For questions or comments about news coverage, please contact Dawn Walschinski (920) 496-5636, Chris Johnson (920) 496-5632, or Nate Wisneski (920) 496-5638. Contact Yvonne Kaquatosh at (920) 496-5631 to include information in the classifieds section and/or Advertising.

Disclaimer:

The Kalihwisaks does not assume responsibility for unsolicited material and does not guarantee publication upon submission.

Kalihwisaks is a member of NAJA
(Native American Journalists Association)
&

WNA (Wisconsin Newspaper Assoc.)



Boar's Head



SLOT EXTRAVAGANZA

Wednesday, Dec. 7 • 9am – 7pm

FREE EVENT

Radisson Hotel – Three Clans Ballroom

**Question & Answer Sessions
11am, 2pm & 6pm**

Have your questions answered by slot machine manufacturers:



Attend Q&A Session to receive

“Earn 5, Get \$5” Free Play Coupon.

Must be Players Club Member to redeem offer.



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net

Veterans wild game feast



Kali photo/Christopher Johnson

The Oneida Nation Veterans Department hosted a wild game feast on Tuesday, Nov. 22. Several dozen veterans, along with friends and family, enjoyed a meal that featured bear, venison, duck and goose meat along with all of the traditional side fixings.

To change
subscription
or delivery

Call the Enrollment Department Toll Free: • **Brooke Doxtator**

1 (800) 571-9902

or local: **1 (920) 869-6200**

To Subscribe...

Mail to...

Name: _____

Address: _____

Zip _____

Enrollment #: _____ Ph. _____

(Applicable to enrolled members ONLY)

Address update forms are also available for Oneida enrolled members at the following website:

<http://www.oneidanation.org/enrollment/svcaddchange.aspx>

Oneida Enrollment Dept. • P.O. Box 365 • Oneida, WI 54155

• **Non-Tribal members & Organizations:**

• Annual: \$25 • Academic Year: \$18.75

• Half-Year: \$12.50

Mailing address:

Kalihwisaks

ATTN:

Yvonne Kaquatosh

P.O. Box 365

Oneida, WI 54155

FREE
to enrolled

Oneida Members
(18 years & older)

Members must submit
Address Changes
'in writing' to the
Enrollment Office.

FMI: 1.800.571.9902

In the Oneida Market - Honey

By Angela Parks

“Honey.” “Yes Dear.” Don’t you think those three words belong together. I always like to respond with a “yes dear” when I ask my kids what they want on their fry bread...after they say honey I follow it up with a “yes dear.” It makes me laugh every time, those kids just roll their eyes. They don’t know how good that have it with a Mom that acts a little crazy...I am clearly just preparing them for the world!

Alright onto the real topic of this article. What do you know about honey? We all may know it’s sweet, natural, better than sugar, bees make it, bears like it, and maybe you also know that 1/3 of all the food Americans eat is directly or indirectly derived from honey bee pollination, all good stuff to understand. At the Oneida Market I asked for local honey and was directed to a wall of honey choices. I could get into the flavors, types, and sizes I found but that really isn’t what I wanted to talk about here. I stopped at the Market this particular day after a discussion with a nurse. The nurse suggested trying local honey as a natural elixir for my daughter’s allergies. I already introduced Essential Oils for the same purpose but decided to purchase honey as an added component to her diet.

As I have said previously, I do my own re-

search, try new things to see how my body or my family responds and know that not everyone is the same... which means we were perfectly designed, unique, different and how we respond may not be exactly how someone else’s body will respond to certain products. Now that I have that out of the way you have to know what I learned about honey that makes it so amazing and too good not to share.

1. Improves digestion, honey has natural antimicrobial properties. This means it keeps the bad bacteria under control while the good stuff can flourish.

2 & 3. Lessens muscle fatigue while boosting energy due to the combination of fructose and glucose in honey. Glucose is absorbed instantly while fructose is absorbed over time providing an acute and sustained energy through performance and provides an energy boost.

4. Weight loss in the consumption of honey is due to the minerals, amino acids and vitamins contained in the product. Those things work together to help the body’s cholesterol metabolism and ability to burn fat.

5. Regulates blood sugar, does not cause a spike in blood sugar

as most sweets will. It is said to help regulate blood sugar so that you can maintain sustained glucose levels throughout the day.

6. Cough suppressant, similar to what cough syrup does but a natural form of it. It coats the throat to alleviate soreness and those antimicrobial properties work wonders.

7, 8, 9. Healing cuts, burns and improves skin provided by the antifungal and antimicrobial properties. It alleviates dryness and inflammation, reduces itching, and has a natural antiseptic benefit.

10. Alleviates Insomnia as it is a type of carbohydrate that is fat digestible. The carb allows tryptophan to enter the brain which makes you feel tired, helping you fall asleep.

Now maybe you know something about honey that you didn’t before. If you already had this information in the deep recesses of your brain maybe this brought the knowledge to the forefront. Either way local honey is the best option because you not only support the local community but you will gain benefits from the flora and fauna found here! Enjoy some Honey today! I buy mine from the Oneida Market.



Turtle Island Gifts

A Collective Artistic Retail Experience

HWY 29 & COUNTY RD. U | GREEN BAY
(920) 785-4318

f turtleislandgifts

Unique Holiday Gifts



AUTHENTIC
sterling silver and
turquoise jewelry



LARGE SELECTION
of beaded ornaments
\$15 & \$20

TREASURES GALORE



PICK OUT
THE PERFECT
PAIR OF
MUKLUKS

40+ NATIVE & LOCAL ARTISTS

- › Handcrafted Art & Apparel
- › Crystals & Stones
- › Beaded Jewelry
- › Essential Oils, Salves & Teas
- › Sage & Sweetgrass
- › Leanin’ Tree Greeting Cards & Gifts

EXTENDED HOLIDAY HOURS

10AM-6PM Tues. Wed. Fri. & Sat.
10AM-7PM Thursday & 11AM-3PM Sunday



\$65
KING SIZE
NATIVE PATTERN
BLANKETS
BABY BLANKET
\$30

GIFT CERTIFICATES AVAILABLE!

Thornberry Creek LPGA Classic Update

It's hard to imagine that the inaugural Thornberry Creek LPGA Classic is less than 8 months away! We have been working tirelessly to accommodate the best players in the world and the property has seen significant change over the past 6 months. Our new practice facility is complete as is the expanded parking lot. The course also received much needed attention as a number of the bunkers have been renovated, drainage improved and a beautiful land bridge installed on 15. Steve Archibald and his entire maintenance team have spent countless days, and some nights, prepping the golf course and ramping up their practices. We are so very excited to share this with all of you in July of 2017!

Volunteer registration

kicked off on November 15th and we had an amazing response but still need many more volunteers for the event. Some were shocked that there was a fee to volunteer but volunteering for a major golf event is slightly different than what some may be used to. Our fee for volunteering is \$75 and it includes your uniform, weekly grounds badge for you and 4 other guests, weekly parking pass, meals while volunteering and a round of golf on the best course in Northeast Wisconsin, for just a cart fee! The value back to the volunteer is immense and the total package is worth in excess of \$450! We have no doubt we'll get the 850 volunteers necessary to make the event a success and we hope all of you will join us, whether or not you're volunteer-

ing.

All Oneida Nation Tribal Members will receive complimentary admission to the event each day. In order for us to provide a seamless check-in process we are requiring all Tribal Members interested in attending the event be able to furnish a Tribal ID at the admission gate. Anyone without a Tribal ID will not have complimentary access to the event. If you don't have your Tribal ID, make sure you get one in the next 8 months!

Working with the Woodlands Indian Art Board and our own Tribal Members, we recently released an opportunity for all Oneida artists to submit their idea for our tournament trophy. This will be a very exciting platform as the artist will be onsite event week con-

structing the masterpiece to be given away to Sunday's Champion! NBC's The Golf Channel will also highlight this artist through their broadcast to the world; this is a very exciting time for our Nation and its people.

We look forward to updating you as we continue to progress and look forward to seeing every

Oneida Nation Member onsite during event week. We have some exciting things planned for our people and we cannot thank you enough for your continued support of this event. The exposure to the world will be immense and the financial impact

to all of Oneida's assets will be great. Please do not hesitate to contact us if you have any questions regarding the event or if we can further provide clarity; you may contact Josh Doxtator via email at jdoxtator@golftornberry.com.



Kalihwisaks.com

THORNBERRY CREEK LPGA CLASSIC



WINNERS DON'T CHASE
THEY LEAD THE PACK

THORNBERRY CREEK AT ONEIDA

July 3-9, 2017

FOR TOURNAMENT INFORMATION AND TO BUY TICKETS GO TO:
WWW.THORNBERRYCREEKLPGACLASSIC.COM



2 Year CD

1.10% Annual Percentage Yield (APY)
With Direct Deposit

.75% Without Direct Deposit

5 Year CD

2.00% Annual Percentage Yield (APY)
With Direct Deposit

1.50% Without Direct Deposit



The Annual Percentage Yield (APY) are effective as of November 4, 2016 and subject to change at any time without prior notice. The minimum deposit required to open an account is \$5000.00. Penalties may apply to early withdrawal. Fees may reduce earnings. NEW MONEY ONLY.

Emergency Food Pantry

Message from OBC

GTC took action on October 2, 2016 to create an Emergency Food Pantry in 45 days. The Oneida Business Committee (OBC) has worked diligently to fulfill this requirement. Meetings were held to plan, additional research was completed, and various departments have been working together on this project; yet, the reality of opening a fully functional emergency food pantry in only 45 days was logistically not possible.

Anticipating the 45 days was not feasible; the OBC developed and approved a plan to ensure the intent of the service would be available within the 45 day requirement. As a stop gap measure until the doors to the physical space can be opened in compliance with public occupation standards, an emergency food staple voucher system has been set up with the Oneida Market.

This program began on Thursday, November 17 and is available to assist those in need on an emergency basis.

The guidelines for the program are:

- Must be an emergency like a catastrophic event, loss of income, death in the household, job loss, unforeseen major household expense, etc. The definition of "Emergency Food Pan-

try" approved by the OBC is as follows: "Food emergency is any situation that causes an unforeseen or sudden occurrence of a food shortage to an individual or family requiring an immediate remedy to address the nutritional needs of the household".

- Qualifying Criteria: 1 member within the household must be enrolled Oneida.

Applications and intake for this service is at the Economic Support Office, located in the Social Services Building located at 2640 West Point Rd. The distribution of the emergency food staple voucher is available Monday- Friday 9 am – 11 am.

The OBC is continuing to get the emergency food

pantry up and running. The lease agreement is nearly complete, building code updates and cleaning is occurring, and equipment is being obtained. The OBC has also looked to other local pantries for best practices in pantry operations.

Food sources are also being researched and coordinated through internal resources and with local grocers. Additional updates on the implementation of the emergency food pantry will be provided as progress is completed

Sweeny's Western Outfitters

We've Moved

To Serve YOU-Our Valued Customers!!!

Green Bay WI

2075 S. Oneida Street

1 Block South of Lambeau Field
(Right Next to Cheese Cake Heaven)

We'll be here Throughout the Holiday Season!

For All Your Holiday Shopping and Gift Giving Needs!

Don't Forget To Add Us

E-MAIL CONTACT'S

To Your List

Watch Your "Mail" for our Sales and Events Flyers - Coming Soon!!!

Store Hours
Monday - Saturday
11-7

Sunday
11-5

920-946-5088

Don't Forget to "LIKE" Us on Facebook

www.Facebook.com/sweenysoutfitter

YOU'RE APPROVED!

NO DOWN PAYMENT!

GOOD CREDIT?
BAD CREDIT?

- Bad Credit?
- No Credit?
- Bankruptcy?
- Prior Repos?
- Divorce?
- Medical Bills?
- Collections/Judgements?

NO PROBLEM!

2013 Hyundai Sonata GLS #4412



\$48 PER WEEK
ONLY



2016 Kia Rio #4409

\$46 PER WEEK
ONLY



2014 Chevy Cruze LT #4406

\$53 PER WEEK
ONLY



2010 Chevy Impala LTZ #4405

\$54 PER WEEK
ONLY



2015 Dodge Grand Caravan #4402

\$67 PER WEEK
ONLY

GUARANTEED CREDIT APPROVAL IN MINUTES

1673 Main Street
Green Bay, WI
920-857-9494

Visit us online:
koehnecredit.com

Koehne Car Credit

GREEN BAY

1. 72 mo., 5.9% APR. 2. 60 mo. 9.9% APR. Tax, DMV & doc fee extra. Terms may vary by purchaser/applicant. See dealer for details. All photos for illustration purposes only. Take delivery by 12/31/2016.

Oneida Wise Youth deliver dynamic presentation at State Conference



Back row, (l to r): Kwnwahta Smith, Nate Tate, Yakira Tate, Saquoia Metoxen, Jordan Metoxen, Asha Wasmund, and Jessica Adams. Front row, (l to r): Sandra Torres-Mejia, Qualayou Smith, Elysia Doxtater.

Green Bay, WI—Nine area students from the Wise Youth and Wise Voices group at the Wise Women Gathering Place traveled to Wisconsin Dells on November 11th to participate in the three-day Youth As Partners in Civic Leadership (YPCL) Conference hosted by Wisconsin 4-H.

The annual conference hosts teams of high-school-age youth and adults to take part in sharing decision-making roles

in their communities. The mission of YPCL is to advance youth voice in Wisconsin by increasing the capacity for youth and adults to share civic leadership in local communities, schools, and organizations. They advocate for a youth voice and build mentoring, networking and learning opportunities.

The eight Wise Youth members, a Wise Youth alum, and the youth group leader, Jessica Adams,

were able to practice and share a presentation they created called: "Consent: The Power of Yes", using parts of the Discovery Dating curriculum, which they also share weekly with middle school students, they explained the importance of consent in healthy relationships. This directly relates to this mission of High School Wise youth, which is to "stop abuse and think before action. They work to better the world one step at a time, by helping to improve relationships because no youth or teen should be left behind or forgotten."

The Wise Youth group was also able to participate in other presentations at the conference including; Grant Writing 101, Immigration Issues Today, Community Organizing 101, and Privilege & Intersectionality.

To learn more about the High School Wise Youth group, or to join, you can contact Jessica Adams, the Sexual Assault Prevention Specialist at Wise Women Gathering Place. Contact:

Jessica Adams, jadams@wisewomengp.org
Sexual Assault Prevention Specialist
Wise Women Gathering Place
2482 Babcock, Green Bay, WI 54313
(920) 490-0627 Fax:
(920) 490-0922

2016 CASINO HOLIDAY HOURS

CHRISTMAS

SATURDAY, DEC. 24

Main-Airport: Slots open 24 hours
Table Games opens 3pm
Poker opens 3pm
W. Mason: Open 24 hours
IMAC: Closed
Packerland: Closes 6pm
Travel Center: Closes 6pm

SUNDAY, DEC. 25

Main-Airport: Slots open 24 hours
Table Games opens 10am
Poker closed
W. Mason: Open 24 hours
IMAC: Closed
Packerland: Closed
Travel Center: Closed

MONDAY, DEC. 26

Main-Airport: Open 24 hours
W. Mason: Open 24 hours
IMAC: Opens 8am
Packerland: Opens 8am
Travel Center: Opens 8am

NEW YEAR'S EVE

SATURDAY, DEC. 31

Main-Airport: Open 24 hours
W. Mason: Open 24 hours
IMAC: Open 8am—4am
Packerland: Open 24 hours
Travel Center: Open 8am—2am

Wishing You A Happy Holiday Season!



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net

Annual Oneida Head Start Grandparent Feast held at Chapel



Kali photos/Yvonne Kaquatosh

The last of four feasts honoring grandparents was held in the Chapel at OLC on Tuesday, November 29. The event was well attended.



By Vicky Deer
Program Manager
Oneida Head Start

The Oneida Head Start had the annual Grandparent feast this year in the Community Room at the Oneida Social Services building. The feast took place over a period of four days. There were 167 Grand Parents in attendance. Three Sisters Head Start was November 21st and 22nd. The Norbert Hill Head Start was the 28th and 29th.

The Grandparents feast has been a tradition for Oneida Head Start for many years. It is an opportunity for parents and the Head Start Program to honor our Grandparents and thank them for the important role they play in their children and grandchildren's lives.

It is especially wonderful to observe our Grand-

parents interacting with their grandchildren in a nurturing and loving way.

Traditionally parent volunteers serve the grandparents the meal and when everyone is served they can join their families. We would like to acknowledge and say thank you to this years' parent volunteers:

Natasha Miller, Nasbah Hill, Dymond Sobiesczyk, Mary Mendoza, Scott Doxtator, Jody Reed, Misty Jordan, Elyshia Smith, La Donna Parker, Jessica Wallenfang, Lambert Mextoxen, Fawn Cottrell, and Connie Danforth.

Radisson

RADISSON HOTEL & CONFERENCE
CENTER GREEN BAY

It's All Right Here At the Radisson!

Join our team of fine associates today and help service the area's largest hotel & conference center! We are currently seeking dynamic, energetic individuals for all of the following positions:

Beverage - Casino

- Cocktail Servers
- Bartenders
- Cashier - 3rd Shift
- Bar Back

Purcell's Lounge

- Cocktail Servers
- Bartenders

Housekeeping

- Guest Room Attendants
- Laundry Attendant

Front Desk

- Guest Service Rep.
- Bellman/Driver

Pine Tree Restaurant

- Cashier/Hostess
- Wait Staff

Banquets

- Servers
- Set-up
- Bartender

Kitchen

- Dishwasher
- Line Cook
- Soaring Eagle Cashier

Maintenance

- Maintenance Worker

Wingate Hotel

- Common Cleaner/Breakfast Server
- Guest Room Attendant

We have immediate full & part-time openings offering flexible hours, advancement opportunities, free parking, on-site restaurants & discounted meals, health, dental, life & disability insurance, paid vacation & holidays, 401(k) program & company match and discounts on Radisson Hotel stays.

If you're interested in one of these positions and would like to join an industry leader, apply today online at:

<http://www.hospitalityonline.com/radisson-greenbay> OR
<http://www.hospitalityonline.com/wingate-greenbay>

Radisson Hotel & Conference Center
Human Resource Department
2040 Airport Drive, Green Bay, WI 54313

Owned & Operated by the Oneida Airport Hotel Corporation
An Equal Opportunity Employer

Caring for Families Since 1926.

Compassionate, reliable funeral professionals.

In 1926, Robert A. Ryan opened Ryan Funeral Home in De Pere and served families from Green Bay to Askeaton to Oneida. Today, we are proud to continue the tradition of providing thoughtful service to families during a most difficult time by providing a funeral that is personalized to their specific needs. Still locally owned and operated with hometown pride, we continue to update our facilities and capabilities to serve the ever-changing needs of Northeastern Wisconsin families.



Joe Schinkten



Scott Baeten

We welcome you to contact us with questions or for information about pre-planning your funeral, call Joe or Bridget at 920.336.3171

920.336.3171 Visit www.ryanfh.com Like Us!

Ryan
FUNERAL HOME
& CREMATORY

Thoughtful Service,
Sincerely Rendered.

John overcomes adversity to become college graduate

By Mark W. Powless

When seeking amazing human spirit and steadfast determination, look no further than our own Oneida Tribal members.

In December 2016, Oneida Tribal member Sarah John will be graduating from Milwaukee's Alverno College with a degree in Psychology. Definitely an amazing accomplishment despite a road to graduation filled with many bumps and potholes.

At the early age of 10, Sarah was diagnosed with cancer. A large cancerous lump had manifested itself on her knee and the primary means of eliminating the type of cancer she had was amputation. On January 30, 1996, Sarah's knee and the portions of her leg below were removed.

Sarah eventually received a prosthetic limb, but it would never operate like a real leg. She was no longer able to play sports and have fun like she did before the amputation. In addition, she endured name-calling and bullying from classmates.

At the age of 13 she moved to Oneida where she continued to be made fun of. She started to isolate herself and limited any contact with friends. Depression took a hold of life and her once Honor Roll level grades began to drop. By grade 11 she made the decision to drop out of high school. She did at-



Sarah John

tempt to graduate on time, by attending an alternative school, but the graduation did not happen.

It was at this stage in her life that she decided not to be a victim of her own circumstance.

She started working and eventually was employed at the Radisson Hotel and Conference Center in Oneida. It was participation in these "normal" activities that started to build her esteem and helped her to open up. At her workplace she made friends who supported and encouraged her.

She returned to school and completed her G.E.D. She then moved to Milwaukee and graduated with her Associates Degree from Bryant & Stratton College, again reaching Honor Roll level grades. She then enrolled in Alverno College to complete her bachelor's

degree.

Despite her tribulations, Sarah exudes an energy of compassion and service to others. Her goal is to move back to Oneida to "help her people". Other goals include being a role model for her three year-old son and making her parents proud. When talking about her internships, she recalled the impact she has already made on those she has served. Her willingness to serve is the type of leadership that Oneidas have celebrated for centuries.

Sarah's amazing spirit and determination are not only examples for her son, but are also examples for our Nation. Good luck Sarah and congratulations on your graduation. We look forward to seeing you accomplish many more great things!

Community Room Rental

The SEOTS Community Room and Kitchen are available for rental most Saturdays. Reserve the room for birthday parties, baby showers, and more. Call today to get more details and reserve your date.

Indian Council of the Elderly Weekly Meals

Transportation available! Visit the meal site at 3232 West State Street (former Indian Community School) every Monday, Thursday, and Friday (5pm the first Friday of each month, 11:30am all other Mondays, Thursday, and Fridays). Enjoy a tasty meal, visit with friends, and play Bingo. Eligibility: Native American (plus spouse) must be 45+, Non-Native must be 60+. Call (414) 933-1401 for more information.

SEOTS Color Guard



The SEOTS Color Guard is seeking veterans to join and participate in Color Guard activities. For those interested, please contact Leon

SEOTS Giving Tree

In Partnership with

Gerald L. Ignace Indian Health Center...
SEOTS will help provide holiday gifts to Oneida children in the Milwaukee area. Call SEOTS to assist with this amazing program!

Medication Distribution Reminder:

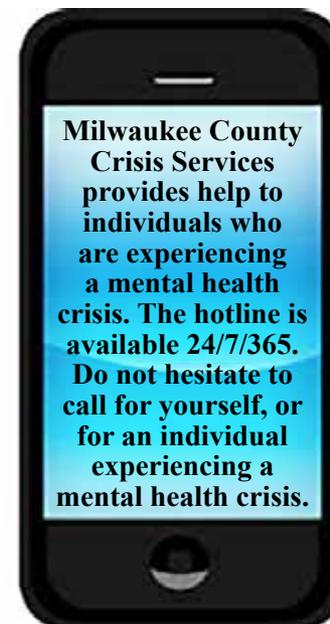
SEOTS now picks up medications from Oneida every Monday.



Please call with all of your medication orders by the Tuesday before our Monday pick-up.

Due to a Pharmacy Staff meeting, SEOTS will be unable to distribute medications on the second Tuesday of each month from 9:00AM-10:00AM

Milwaukee Crisis Center Hotline: 414-257-7222



Activities for the month of January

SEOTS will only be open for ½ day on Friday, December 23rd for Christmas Eve observance. We will also be CLOSED on Monday, December 26th for Christmas Day.

Beading Circles
Saturdays, January 7, 14, 21 & 28th.
5:00pm - 7:00pm
Bring your current project and bead with fellow beaders. Baders will also have access to some beadwork supplies.

Oneida Language Classes

Tuesdays, January 3, 10, 17, 24 & 31
Beginners 5PM & Advanced 6PM
Learn Oneida language with Renee Elm-Pfaller!
Wa?tkunhela·tú (I Greet You) All are welcome! Learn with Oneida language with teacher Renee Elm - Pfaller.

Senior Activity Day
Tuesdays, January 3, 10, 17, 24 & 31st
11:00AM-2:00PM
Join us for lunch, Bingo plus an

additional activity. The first two Tuesdays of each month are a \$3 luncheon, the third Tuesday is potluck, the fourth Tuesday is Brown Bag and months with a fifth Tuesday are 'to be determined.

Medication Consultations

Tuesday, January 3, 10:30AM - 2:00PM
The Director of the Oneida Pharmacy, Jim Poels, will be present at SEOTS to review the medications of our clients. Inform shared will be proper dosing, potential conflicts between meds, and suggested alternatives. No appointment necessary, but please bring in all the medication currently prescribed to you.

Reiki and Energy Work by Jennifer Stevens

Wednesdays, January 11 & 25th 10:00am - 6:00pm
Jennifer Stevens is a medium and medical intuitive providing certified Reiki and energy work at SEOTS. Appointments are required and space is limited. This service is free. Please consult with a healthcare professional

before utilizing this or any medical alternative.

Cultural Class

Wednesday, January 18, 5:30PM

This session will cover the Medicine Societies presented by Oneida Cultural Advisor, Randy Cornelius. Please bring a healthy dish to pass for the potluck meal. Attendees will be entered to win prizes!

Oneida Shuttle Trip

Monday, January 16, Departure 8:00AM

The shuttle departs for Oneida at 8am and returns at approximately 5pm. The reasons for taking the shuttle vary, but include the Oneida Health Center, Oneida Casino, Enrollments, etc. Please call to reserve your seat.

Craft Class - Beaded Earrings

Thursdays, January 5, 12, 19, 26th, 5:00PM
Everyone appreciates a nice pair of beaded earrings. Join us to create your own for yourself, or to give as a gift. The \$5 fee covers supplies and instruction.

Holiday Observance:

Please note that SEOTS will be closed on Monday, January 2 in observance of New Year's Day.

NOTICE OF

PUBLIC MEETING

TO BE HELD

THURSDAY, DECEMBER 15 at 12:15 p.m.

IN THE

OBC CONFERENCE ROOM

(2nd FLOOR—NORBERT HILL CENTER)

In accordance with the Legislative Procedures Act, the Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal.

TOPIC: Budget Management and Control

This is a proposal for a new law which would:

- Require a triennial (3 year) strategic planning with short and long term policy and budget goals at both the OBC and departmental level [see 121.4].
- Provide a budget contingency plan to respond to extreme financial distress to include cost savings tools and a business continuity fund [see 121.4-3].
- Require community input in the budget development process [121.5-2].
- Require the OBC to create a priority list of services provided by the Nation and use the list to distribute the budget. Also, requires funding units with like services to meet and formulate a plan to meet budgetary requirements for their service group [see 121.5-4].
- Include guidelines and implementation requirements for capital improvement plans for government services and enterprises [see 121.6-2].
- Provide guidelines for expending the Nation's funds in accordance with the adopted budget [see 121.8].
- Restrict budget transfers once budgets are adopted by the GTC [see 121.9].
- Provide reporting and auditing requirements [see 121.10].
- Codify sign-off authority and delegate rulemaking authority for developing fees and charges for services provided [see 121.11].
- Provide compliance and enforcement mechanisms for violations of this law [see 121.12].
- Include timelines for draft budget completion prior to presentation to GTC for adoption [see 121.5-7].

To obtain copies of the Public Meeting documents for this proposal, or to learn about the LOC public meeting process, please visit www.oneida-nsn.gov/Register/PublicMeetings or contact the Legislative Reference Office.

PUBLIC COMMENT PERIOD OPEN UNTIL DECEMBER 22, 2016

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to the Tribal Secretary's Office or to the Legislative Reference Office in person (Second floor, Norbert Hill Center) or by U.S. mail, interoffice mail, e-mail or fax.

Legislative Reference Office
PO Box 365 Oneida, WI 54155
LOC@oneidanation.org
Phone: (920) 869-4376 or (800) 236-2214
Fax: (920) 869-4040

Like us
on facebook!



NOTICE OF

PUBLIC MEETING

TO BE HELD

THURSDAY, DECEMBER 15 at 12:15 p.m.

IN THE

OBC CONFERENCE ROOM**(2nd FLOOR—NORBERT HILL CENTER)**

In accordance with the Legislative Procedures Act, the Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal.

TOPIC: Hunting, Fishing and Trapping Amendments**This is a proposal for amendments to an existing law which would:**

- Remove many of the specific and detail oriented aspects of hunting, fishing and trapping regulations from the law and move them to a rule handbook which the Environmental Resource Board and Conservation Department are delegated the joint rulemaking authority to create [see 406.5-2].
- Clarify that the state of Wisconsin has no jurisdiction related to hunting, fishing and trapping matters within the Reservation and create a requirement that non-Tribal members be licensed through the Nation to hunt within the Reservation (previously non-Tribal members used their state license and requested a land use permit) [see 406.4-4].
- Change the age requirements related to hunting. For hunters twelve (12) to seventeen (17) a parent, guardian or authorized adult must be present [see 406.9-5(a)]. Only Tribal members, descendants, non-member Indians and dependents may hunt between the ages ten (10) to eleven (11) and a mentor is required to accompany the youth hunter with a maximum of one (1) weapon shared between the youth and the mentor [see 406.9-5(b)].
- Allow minors under the age of ten (10) to hunt with a mentor, provided that a weapon may not be used [see 406.9-5(c)].
- Clarify that suspension, revocation and/or future ineligibility for a license/permit is an available penalty under this law [see 406.10-2].
- Updates the Environmental Resource Board's hearing process for contested actions under this law [406.10-5].

To obtain copies of the Public Meeting documents for this proposal, or to learn about the LOC public meeting process, please visit

www.oneida-nsn.gov/Register/PublicMeetings

or contact the Legislative Reference Office.

PUBLIC COMMENT PERIOD**OPEN UNTIL DECEMBER 22, 2016**

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to the Tribal Secretary's Office or to the Legislative Reference Office in person (Second floor, Norbert Hill Center) or by U.S. mail, interoffice mail, e-mail or fax.

Legislative Reference Office

From Page 3/Tribal village

216,000 square feet of gaming floor space for its casino. According to Indiana State Gaming Commission's annual report, the current largest casino by gaming floor space is the Hollywood Casino in Lawrenceburg with 175,500 square feet, followed by the Horseshoe Casino Hammond with 108,000 square feet. None of the other 11 casinos have more than 87,000 square feet.

Documents previously provided by the tribe show it plans to have up to 3,000 slot machines, parking for up to 4,000 vehicles and expect to draw up to 4.2 million visitors a year.

"This will be a game-changer, particularly for the five northern casinos along Lake Michigan," said Ed Feigenbaum, edi-

tor of the Indiana Gaming Insight newsletter.

Most casinos in Indiana are paying taxes of about 35 percent while the Pokagon must reach a compact with the state, along with the 2 percent of gambling profits it has agreed to pay South Bend, that likely will be less than 3 percent, he said. The tribe also could have other amenities that would draw patrons, such as a gas station that doesn't charge federal and state excise taxes.

"They have all kinds of advantages over state-licensed casinos," he said. Matt Bell, president and CEO of the Casino Association of Indiana, said the tribal casino will have a significant impact on money the state receives from gambling.

"I think it's fair to say

that we believe the impact to the state will be in the neighborhood of hundreds of millions of dollars over the next five years," he said.

The state received \$602.09 million in fiscal 2016, down from \$617.927 million in 2015 and \$653.34 million in 2014. Bell said casinos are taking in less because of increased competition from surrounding states. South Bend Mayor Pete Buttigieg said the tribe hasn't given him a timetable for building the casino.

Warren says ground will be broken Wednesday on the first phase of housing that would include eight housing units that should be completed by June. He says 100 tribal members are waiting for homes.

ONEIDA COMMUNITY BLOOD DRIVE

When: Thursday December 8, 2016

Hours: 8:00am until 1:00pm

Where: Oneida Family Fitness Gym, 2640 West Point Road

To schedule an appointment go to www.redcrossblood.org. Using the option for RapidPass the day of your appointment can decrease appointment time.

Chance to win Medium Packer T-shirt, Packer tote bag, and Packer Insulated Cup donated by the Green Bay Packers. You must be at least 16 years old to donate. Please bring a photo ID or your blood donor card. Please eat a good meal about 1-2 hours prior to donating and drink lots of fluids. Check on the Intranet for further American Red Cross guidelines and watch for promotion posters in your area.

When you donate blood you help 2-3 people with each donation. Please Help Save Lives! **The Need is Constant, The Gratification is Instant! Give Blood, Give Life!**

Coordinated by the Oneida Employee Health Nursing Department and Oneida Family Fitness

Oneida Nation High School

THUNDERHAWK TIMES



Art students hone their talents



THT photo/Becky Anderson

Students in Becky Anderson's art class work on their projects. Christmas time is a busy time for artists of all types. (l to r) Danielle Dessart-Skenandore, Jesse Montoya and Devlyn Reiter.

Meet the substitutes: *Taylor Rosinski*

By David Reed
Thunderhawk Times

Taylor Rosinski has worked as a substitute teacher at ONHS for about 1½ years. She started here as an internship in college.

Taylor graduated from University Wisconsin-Oshkosh and she majored in human services. In college she did intramurals and played basketball.

Before that Taylor attended Bowler High

School.

Her family consists of her mother, father and older brother.

In 2018, she will be married. She met her fiancé on New Years and got engaged in New York.

About "subbing," Taylor said she "likes seeing students grow up." She likes the flexibility with the hours, she also likes the fact that everybody's close here and "like a family."

She plans working a full time job somewhere in the future. In her spare time she likes to hang out with family, friends and also like to play basketball.

As a recent college graduate, Taylor's advice to students is, "Go to college, stay focused and network."



Visiting the North Dakota pipeline demonstration

By Dorian LeBeau
Thunderhawk Times

Imagine having clean water one day, then, the next day, having dirty water.

In Standing Rock, ND, more than 2000 people are trying to prevent that from happening.

Dakota Access Pipeline is trying to build a pipeline under the Missouri River. If they do build this pipeline, it could pollute the river and have irreversible consequences. Not only are they trying to build the pipeline

under the river, they are also going near the Sioux Reservation.

At Standing Rock there are camps that are protesting against this pipeline.

This past weekend I got the chance to go there and see things first-hand.

When I went out there we went to a camp called "Sacred Stone." There were no Native Americans there that I saw; they were mostly Caucasian. It was cool to see that not only natives were protesting but other races.

These people say they don't plan on leaving anytime soon. They plan to stay through the cold winter.

The next day, after getting there, I went to the main camp. There were thousands of people there, different types of people, different races. It was incredible; everyone was really nice and generous.

It amazes me that all these people are coming to together and peacefully protesting. It was the best experience of my life. If I could go again I would.

Endangered species:

An Environmental Science concern

By Jay-Lynn LeBeau
Thunderhawk Times

What's the big deal if we lose a species such as the lion, mosquito or, even, fish?

In Environmental Science class, we are learning that it is a very big deal. It is a big deal because about 75% of our food comes from just 12 plant species and more than 90% of global livestock production comes from just 15 species of mammals and birds.

If didn't have the live-

stock and the plant species, we wouldn't be here today.

Here are a few basic examples of how the ecosystem service works: Clean air is generated by all types of plants around the world. Clean water is

helped by forest soil absorbing water which can filter it.

If we didn't have help from nature then the earth really wouldn't be the earth.

Thunderhawk Times Staff Semester One, 2016-2017

Esperanza Cruz, Kyla Denny, Raina Flores, Cierra Johnson, Ryan King, Dorian LeBeau, Jay-Lynn LeBeau, Lexandria Metoxen, Gilbert Perez Jr., David A. Reed, Damiano Schwartz, Melvin Matson, Orville Summers, Denis Gullickson – Advisor

My Scoop

Hate crimes on the rise

By Esperanza Cruz
Thunderhawk Times

For people who love our country for its diversity, 2016 had been a very worrying year.

Hate crimes are rising. The presidential election has factored in and, mostly, Donald Trump supporters have contributed to this problem.

Let's state some facts here. By definition "hate crime" means "a crime motivated by racial, sexual, or other prejudice; typically one involving violence."

Since the result of the 2016 president-elect election was announced, hate crimes have risen.

According to the Southern Poverty Law Center as of Monday, Nov. 28, Incidents of Hateful Harassment since Election Day Now Number 701. Election Day was Nov. 9.

It's happening in schools, churches, and in businesses.

In Wellsville, NY, the day after the election, there were words spray-painted on a dugout wall, it says "Make America White Again" and had a swastika in the middle.

In a Minnesota high

school bathroom there was writing on the bathroom that said "Whites only," "White America," and "Trump."

In California there was a student that recorded himself on snapchat handing out "deportation" letters to some of his peers.

A transgender woman in Denver woke up one morning to see her car had been spray-painted with words, "Die", "Die He She" and "Trump." There was also a swastika.

It is not just Trump supporters. There have been some incidents where Trump supporters were wearing some kind of representation of Trump and were attacked even though they were minding their own business.

This article is not meant to be biased, but is meant to put out awareness on what is happening and how fear can make people think that race or other characteristics can be used against that person just because someone else says, "Their Kind" is bad.

Kalihwisaks
.com

Oneida Nation Thunderhawks update

By Melvin Matson
Thunderhawk Times

The ONHS boys basketball team started their season off with a win against the Menominee Eagles, 88-53.

The Eagles have been

the nemesis of the Thunderhawks for quite some time. So, coming into the game, the boys had to be prepared and put up their best game and play as a unit.

The boys came out

shooting and had some success doing it. The team members still need to prevent themselves from turning the ball over so much.

They didn't have a perfect game; they struggled

a bit on the defensive side, but that all comes with practice.

Now, the Thunderhawks have a short week of practice to prepare for the game on 12/1 against the Stockbridge Tigers.

NFL ratings plummet

By Damiano Cabrera
Thunderhawk Times

The NFL is losing viewers. Monday Night Football went down 24% from last year. Sunday Night Football went down 19% and Thursday Night Football went down 18% since last year, according to MMQB.

In my opinion, I think it is because they are putting a lot more rules in and it's not as much fun to watch anymore. You don't see as much of the big hits anymore. People watch the NFL to see the big plays and the contact.

Snow days coming

By David Reed
Thunderhawk Times

The weather has been above normal lately, but this is Wisconsin. We all know that winter is coming, right?

Winter is bad enough. With an average of 51 inches of snow and freezing temperatures that can get down to 55-below (Wisconsin's record low temperature), it's enough to make most people take cover and stay indoors for four months.

We also know that the weather can get bad

The NFL just is not exciting anymore, to me. Personally, I watch football to see the big hits and with all these new rules in to protect the players, they aren't there anymore.

It's understandable to put these new rules in to protect the players, but the players took a chance in playing this sport. People love it and people love to play it.

So, I think they should leave football alone with all of these new rules and the viewers will come back.

enough for schools to close. When that happens, according to the ONHS Student Handbook, "the decision to close will be made at the earliest possible time, utilizing all available information regarding conditions."

Usually, the school will inform the radio stations by 6:30 a.m. on the day of the inclement weather. Most local radio and TV stations will have the information, plus it will be available on the internet.

Milwaukee Bucks revisited

By Damiano Cabrera
Thunderhawk Times

The Milwaukee Bucks have looked good this preseason. They added players like Michael Beasley, Xavier Henry, Mirza Teletovic and more.

They have a lot of young talent. They got players that can play multiple positions. That's good and they have depth on their roster. So, if anyone goes down to injury, they have talent to fill the spot.

They are a playoff contender, in my eyes. The Milwaukee Bucks are not a "push over" team anymore. They could be a team that other teams fear, making other teams

wonder if they can really beat them.

As of this writing, the Bucks' record stands at 7-8, 9th in Eastern Conference.

Bucks to Play in New Arena

By Ryan King
The Milwaukee Bucks broke ground on their new arena in June. The cost for this are expected to be around \$550 million USD. The grand re-opening is expected to be around September, 2018 and the arena will be ready for home games for the 2018-2019 season. The stadium will also be used by Marquette's college basketball team, the Golden Eagles.

Yoga for teens

By Cierra Johnson
Thunderhawk Times

The internet defines yoga as "a Hindu spiritual and ascetic discipline, a part of which, including breath control, simple meditation, and the adoption of specific bodily postures, is widely practiced for health and relaxation."

Many people have a stereotype about yoga.

Some say it's a freaky way of meditation, while others say yoga is a "de-stressor."

For teens, however, yoga can be helpful in a lot of ways. For instance, some physical benefits are strength, ability to relax, and breath-awareness. Also, some mental benefits include stress management, concentration and healthy body image.



**SUNDAY – SATURDAY
DEC. 11 – 17**

All entry packs
are \$10 off at the
AM & PM sessions.

Coupons, passes and point discounts will not be accepted.



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net

Oneida Personnel Commission Report

To General Tribal Council:

The Oneida Personnel Commission is submitting the 2nd Quarter Report and 3rd Quarter Report of FY 2016, directly to You, General Tribal Council, as the governing body of the Oneida Nation. The reason why the Personnel Commission has determined that these reports need to be communicated directly to General Tribal Council, is due to the fact that the Oneida Business Committee took action on September 28, 2016, in a Oneida Business Committee meeting, to deny acceptance of both reports. (Excerpts are both from the September 28, 2016, OBC meeting):

“Motion by Lisa Summers to deny the Oneida Personnel Commission FY’16 2nd quarter report. Second by Brandon Stevens, motion carried with one abstention. Ayes: Fawn Billie, Tehas-

si Hill, Brandon Stevens, Lisa Summers, Jennifer Webster. Abstaining: David Jourdan. Not Present: Tina Danforth and Patricia King.”

“Motion by Lisa Summers to deny the Oneida Personnel Commission FY’16 3rd quarter report due to the same reason that the presumptive statement without due process is included in this report as well. Second by Brandon Stevens. Ayes: Fawn Billie, Tehassi Hill, David Jourdan, Brandon Stevens, Lisa Summers, Jennifer Webster. Abstaining: David Jourdan. Not Present: Tina Danforth and Patricia King.”

The Oneida Personnel Commission believes that the ultimate authority lies with General Tribal Council regarding the reports that the Oneida Personnel Commission submits. The Oneida Personnel Commission was created by

General Tribal Council to maintain integrity, and fairness in the hiring process and practices of the Oneida Nation. The Oneida Personnel Commission is tasked with correcting issues during the hiring process that may appear, or may be, unfair and biased. The Oneida Personnel Commission, through its reports maintains transparency, integrity and truthfulness. The Oneida Business Committee has requested that this Commission delete, redact and edit the 2nd and 3rd quarterly reports. The Oneida Business Committee requested that the alternate liaison, David Jourdan present this request. The Oneida Personnel Commission did not agree to delete, redact or edit either report. For this reason, the Oneida Personnel Commission is submitting both reports directly to you, General Tribal Council.

ONEIDA PERSONNEL COMMISSION FY 2016 Quarterly Report Second Quarter January, February and March 2016

Submitted by Yvonne Jourdan

NAMES: Officers: Yvonne Jourdan, *Chairperson*, Gary Smith-*Chairperson* Sharon Alvarez, *Treasurer*, Rochelle Powless, *Secretary*
Members: Bradley Graham, Tomas Escamea, Clifford Danforth, Julie Clark, Sandra Dennett, Eric Krawczyk, Pearl Webster, Carol Smith

MINUTES

All approved minutes have been submitted to the Office of the Tribal Secretary.

January 19, 2016	Regular Meeting	(Approved)
February 4, 2016	Special Meeting	(Approved)
February 16, 2016	Regular Meeting	(Approved)
March 3, 2016	Special Meeting	(Approved)
March 15, 2016	Regular Meeting	(Approved)

• See 16
**Oneida
Personnel
Commission**

From page 15/Oneida Personnel Commission

FY 2016 Quarterly Report Second Quarter

January, February and March 2016

Submitted by Yvonne Jourdan

FINANCIAL

See attached R&E statements for the months of January, February and March 2016.

SPECIAL EVENTS AND TRAVEL

No out-of-state travel/training occurred during this quarter.

LOCAL TRAINING

Training for the first quarter of this fiscal year included standard initial reviews, grievance hearings, and grievance decisions training which took place in January, February and March.

ACTIVITY REPORT – Oneida Personnel Commission

<u>Activity</u>	<u>January</u>	<u>February</u>	<u>March</u>	<u>Totals</u>
Pre-Screens	25	15	14	54
Interviews	9	20	12	41
Reassignments	2	2	5	9
Initial Reviews	0	1	0	1
Grievances	2	2	1	5
Deliberations	0	4	0	4
Decision Writing	0	1	0	1
Motion Decisions	4	2	0	6
Regular Meetings	1	1	1	3
Special Meetings	0	1	1	2
Training*	3	7	3	13
Non-Gaming Employees <i>with an advocate</i>	2	1	0	3
Non-Gaming Employees <i>without an advocate</i>	0	0	1	1
Gaming Employees <i>with an advocate</i>	0	1	0	1
Gaming Employees <i>without an advocate</i>	0	0	0	0
Non-Gaming Management <i>with an advocate</i>	1	1	0	2
Non-Gaming Management <i>without an advocate</i>	1	0	1	2
Gaming Management <i>with an advocate</i>	0	1	0	1
Gaming Management <i>without an advocate</i>	0	0	0	0

Training could mean attending out-of-state, local training, or in-house training. New Commissioners are mentored by existing commissioners during Initial Reviews, Griev-

ance Hearings, Decision Writing, Hearing Officer Responsibilities, and Motion Decisions. This type of involvement is also considered training.

PERSONAL COMMENTS

– Yvonne Jourdan,
Chairperson, OPC

This Commission has

• See 17 Oneida
Personnel Commission

NOTICE OF

PUBLIC MEETING

TO BE HELD

Thursday, December 15th at 12:15 p.m.

IN THE

OBC CONFERENCE ROOM

(2nd FLOOR—NORBERT HILL CENTER)

In accordance with the Legislative Procedures Act, the Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal.

TOPIC: PER CAPITA LAW

This is a proposal to amend the Per Capita law which would:

- ◆ Reduce the frequency of per capita distributions to elders while still maintaining the elders payments by placing elders on the same distribution schedule as adults [see 123.5-2 and 123.4-6(a)];
- ◆ Allow per capita distributions to all Tribal members that have filled out the required distribution forms, even if the Tribal member becomes deceased before the per capita distribution [see 123.5-3(a)];
- ◆ Create the majority age beneficiary category distinct from minor beneficiary [see 123.3-1(j)];
- ◆ Include provisions that allow all persons with per capita trust accounts to name beneficiaries [see 123.5-3(b)];
- ◆ Clarify how per capita distributions held in trust accounts are “inheritable” when the beneficiary becomes deceased [see 123.5-3(b)].
- ◆ Establish bank fees for closed accounts and returned distributions [see 123.5-2(d)(2) and 123.5-2(e)(2)(B)];
- ◆ Transfer the Trust Enrollment Committees hearing authority to the Oneida Judiciary [see 123.7-1]; and
- ◆ Revise the attachment process to allow entities to collect debt owed to the Nation without requiring a court order [see 123.4-9(d)].

To obtain copies of the Public Meeting documents for this proposal, or to learn about the LOC public meeting process, please visit

www.oneida-nsn.gov/Register/PublicMeetings

or contact the Legislative Reference Office.

PUBLIC COMMENT PERIOD OPEN UNTIL December 22, 2016

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to the Tribal Secretary's Office or to the Legislative Reference Office in person (Second floor, Norbert Hill Center) or by U.S. mail, interoffice mail, e-mail or fax.

**Legislative Reference Office
PO Box 365 Oneida, WI 54155**

LOC@oneidanation.org

Phone: (920) 869-4376 or (800) 236-2214

Fax: (920) 869-4040

NOTICE OF

PUBLIC MEETING

TO BE HELD

Thursday, December 29th at 12:15 p.m.

IN THE

OBC CONFERENCE ROOM**(2nd FLOOR—NORBERT HILL CENTER)**

In accordance with the Legislative Procedures Act, the Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal.

TOPIC: BUSINESS COMMITTEE MEETINGS LAW

This is a proposal to create a new Business Committee Meetings Law which would set parameters for OBC meetings regarding:

- the discussion of individuals [see 117.4-2(b)].
- public comments [see 117.4-3(b) and (c) and (d)].
- annual OBC scheduling and reporting schedule [see 117.5-1 and 117.5-2].
- the OBC agenda [see 117.6-1].
- requests to present agenda items [see 117.6-2].
- appointment of a sergeant-at-arms [see 117.7-1].
- conduct of OBC meeting attendees and audio or video recording [see 117.7-2(a)].
- removal of disorderly or disruptive persons [see 117.7-1(b)].
- enforcement of this law [see 117.7-1(b)].

To obtain copies of the Public Meeting documents for this proposal, or to learn about the LOC public meeting process, please visit www.oneida-nsn.gov/Register/PublicMeetings or contact the Legislative Reference Office.

**PUBLIC COMMENT PERIOD
OPEN UNTIL January 6, 2016**

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to the Tribal Secretary's Office or to the Legislative Reference Office in person (Second floor, Norbert Hill Center) or by U.S. mail, interoffice mail, e-mail or fax.

**Legislative Reference Office
PO Box 365 Oneida, WI 54155**

LOC@oneidanation.org

Phone: (920) 869-4376 or (800) 236-2214

Fax: (920) 869-4040

From page 16/Oneida Personnel Commission

reviewed and continues to review the proposed Employment Law (draft #19), that is currently at the Legislative Operating Committee (LOC). We have taken the position that this new Law is not favorable to the employment base. We have taken the position that we would inform General Tribal Council (G.T.C) of the Commission's perspective and bring awareness to both G.T.C. and the employment base, we are doing this through our articles placed in our Tribal newspaper. This Commission has requested verbally that once the Oneida Business Committee establishes a date for General Tribal Council to meet and decide whether or not they support this Law, we would like to present our perspectives, issues and concerns regarding the proposed Employment Law. This Commission currently has filed a complaint regarding some unfair and unethical hiring practices allowed and controlled by the Human Resources Department, currently that complaint has been unresolved by the Human Resource Departmental Manager, even though it was lodged on April 8, 2016.

The Commission continues to review current policies that have been approved and passed by the Oneida Business Committee (OBC) along with the Human Resource Department, (HRD) with the expectation that there can be improvements and discussion with both the OBC and HRD. The

Personnel Commission continues to review the by-laws, SOP's, and the training manual for accuracy and relevance to the laws and policies of the Oneida Tribe. We have completed work on updating the qualifications for future Commissioners, which will be reflected in our By-Laws, and are currently pending at the LOC. We welcomed two new commissioners this past quarter, Bradley Graham and Tomas Escamea, these two individuals were selected by the Oneida Business Committee to serve on this Commission.

Goals and Objectives – FY2016

1. Personnel Commission By-Laws, **Revisions**
2. Training Manual, **In Progress**
3. Updating Qualifications for Commissioners, **Revisions Pending at LOC**
3. Interdepartmental Relationships, **Needs Improvement**
4. Updating Personnel Commission SOP's, **In Progress**

Objective Statement – FY 2016

1. Optimize organizational efficiency and effectiveness
2. Learning and growth perspective
3. Owner/customer/stakeholder perspective

Meeting Requirements
Oneida Personnel Commission By-Laws, Article III. Meetings.

3-1 Regular Meetings. The OPC officers shall establish a schedule of regular meetings for the

upcoming year beginning in November. Notice of meeting location, agenda and materials shall be forwarded by the Chairperson with the assistance of the Administrator. Robert's Rules of Order shall be used as a guideline for conducting meetings.

3-2 Special Meetings. Special meetings shall be called not less than three (3) days prior to the date of the special meeting.

3-3 Emergency meetings. Emergency meetings shall be scheduled as needed and provide details of the emergency.

3-4 Legislative Sessions. When considering revisions or suggestions to the OPC regarding the labor laws of the Tribe, a Legislative Session may be scheduled to devote a focused exclusive convened working meeting of the OPC to specifically address amendment or revision of existing or proposed labor laws of the Tribe. An internal OPC SOP may be drafted governing the procedures to be followed in implementing such Legislative Session.

3-5 Quorum. A quorum shall consist of a majority of the OPC members. In the absence of the Chairperson and the Vice-Chairperson, the members present at the meeting shall elect a Chairperson Pro Tem to preside over the meeting.

Follow-up

• Meeting with the Personnel Commission's alternate Liaison, David Jourdan, Tribal Councilman, regarding issues and concerns of the Commission.

**Steffes Varnes, Mildred Margaret**
July 18, 1923 – November 16, 2016

Mildred (Gigi) of Jay, Florida crossed over 16 November 2016, age 93, joining the Love of her life, her husband Van R. Varnes Sr. Mildred and Van married in Norfolk, VA on the 12 June 1951. Three children are born to this union, Valarie of Jay, FL; Vickie of Lake Mary, FL; and Van Jr. of Jacksonville, FL.

Mildred was born to Joseph A. Steffes and Florence Elm, of Oneida, Wisconsin. She was the eldest child of sixteen children, 11 girls and 5 boys. Mildred is preceded in death by both parents, three sisters: Esther Marie Boucher and Excilda Steffes Hutchinson and Ruth Bernice Buffalo and three brothers; Leo "Sonny" Steffes, Kenneth Joseph Steffes and Herbert Steffes. Grandson Phillip Andrew Taylor (Stacie).

She's the granddaughter of Moses Joseph Elm and Delia Webster. Mildred loved her grandparents and spoke of their kindness many times. How Moses carried her around. Sweet Delia, very loving to all. Also, grand-daughter to William Jacob Steffes and Susan Mary Summers of Oneida, WI.

Mildred is survived by her children; Valarie Taylor (Paul), Vickie Stovall and Van Jr.; 5 grandchildren, Paul Jr., Patrick Taylor, Matt Stovall, Van Ronald III and Christopher Varnes; 7 great-grandchildren, Dana Marie and Derek Micheal Taylor of Missouri, Joshua Allen Taylor



and Kaitlyn Nicole Weeks (Thomas) Crestview, FL., Stacy and Stephanie Ennis, Patrick S. Taylor of Florida; 9 great-great grandchildren; Collin James, Shelby Renee, and Samantha Joe Abramovitz, Kallie Rae Ann and Kelcie Marie Taylor of Missouri, Riley Elizabeth Mattei Stovall of Orlando, FL., Addison Cherie Wade and Aubrey Marie Wade Varnes of Jacksonville, FL, Easton Drew Weeks of Crestview, FL; Seven sisters, Cecelia Krawczyk (Raymond) Delores Joan Limon, Shirley Limon Greendeer, Doris Ann Roddy, Sandra Morales, Yvonne Doxtator, Kathleen Garcia; Two brothers, Joseph A. Steffes and Robert Ray Steffes of Wisconsin.

Mildred worked as a housekeeper and later as a caregiver for Medical Pool in Jacksonville, FL. She retired at age 82. Several years later, she moved to Jay, FL due to health. She was given the name, "Gigi" by her first grandson Paul Jr. Her father Joseph called her "Tootsi". Mildred is a member of The Church of Jesus Christ of Latter-Day Saints, attending the Jay Branch.

A Memorial Service will be held, Saturday, December 3, 2016, 2828 Harvest Road, Jay, Florida – Jay Branch, 10am-1pm.

Mildred will be laid to rest at Evergreen Cemetery on North Main Street, Jacksonville, FL, joining her husband.

**Ertel, Autumn Rose**
September 28, 1992 – October 16, 2016

Autumn Rose Ertel, 24, Green Bay, died unexpectedly on Tuesday October 18, 2016. She was born September 28, 1992. Autumn was a free spirit, whom loved animals, camping, and four wheeling. She very much loved her son T.J., and was happiest when spending time with family.

She is survived by, Steve and Lisa Mittag, sisters and Brother, Beth Brandenburg, Kelly Mittag (Special Friend, Josh), Shannon (Jason) Abrams, Brittany Mittag (Special Friend, Kevin), Brooke Mittag, (Special Friend, Aaron) Ashley Mittag (Special Friend, CJ), Zach Bain and Grandmother, Jeanet Mittag; Aunts and Uncles, Tony (Sue) Petonquot, Jerome Petonquot, Jean Petonquot, Alan Petonquot, Paul Petonquot, Robert Petonquot, Annie Petonquot, Tina (Wayne)



Bain, Jessica (Mittag) Mundt (Special Friend, Dave), and Tom Christnovich; Special cousins, Bridget Gerilkovski (Special Friend, John), Migdalia Simpson (Dee), Life-long friend Rachel Denny, Nieces and Nephews, Jacob, Kyra, Ava, Raeauna, Gabby, Sophia, and Mckenna.

She was preceded in death by, Uncle Brian, Niece Maliyah, and Baby D. Friends gathered at Ryan Funeral Home, 305 N. Tenth Street, De Pere from 4-6PM on Monday, October 24, 2016. A service for Autumn was held at 6:00PM with Pastor John Nehs officiating. Visitation continued from 10 – 12PM Tuesday at the Potawatomi Cultural Center, Everybody's Road, Crandon, WI.

Please go to www.ryanfh.com to send online condolences.

CORRECTION

The Kalihwisaks was informed that some people were not listed in the above obituary for Autumn Rose Ertel, in the November 3, 2016 issue, page 21. Additional surviving family members are included below. Submitted obits are published verbatim.

Be Sure to Check Out the
KALIHWISAKS
website

www.kalihwisaks.com

In Loving Memory

In Loving Memory of...

Cheryl Ault

March 17, 1946 – December 1, 2015

*Time slips by and life goes on,
But from our hearts you're never gone,*

*We think about you always,
We talk about you too,
We have so many memories but,
We wish we still had you!*



Sadly missed by
Connie, Bill, Sheri, Justin, Nick, Devin, Tiana, Heaven, and Cyle

†† Memorial Policy ††

Payment MUST BE made at time of submission and payable by check, money order, or debit/credit card.

Message w/photo: All 2 column

- \$10.00 (limit 1-49 words)
- \$20.00 (limit 75-99 words)
- \$15.00 (limit 50-74 words)
- \$25.00 (limit 100-125 words)

All price options include a photo – if desired – and a nice border. Regular advertising rates will apply if the word limit exceeds the specified limits listed!

Memorial submissions mailed in without payment will NOT be published.

Questions?

Call Kalihwisaks Toll Free at:

1.800.752.1764

Dawn-ext. 5636, Yvonne-ext. 5631, Nate-ext. 5638 or Christopher-ext. 5632

Obituaries

There is **NO** charge for obituary notices to be published in the **Kalihwisaks** for enrolled Oneida tribal members.



Like us on: Facebook

www.kalihwiaks.com

Conflict of Interest (COI) Issue



This document was generated and reviewed by Attorney Samantha Skenandore and Attorney Scott Fiducci.

Samantha C. (Greendeer) Skenandore is an attorney licensed in Wisconsin and Arizona and represents and advises tribal and corporate clients on a variety of issues facing Indian country with a focus on tribal governance and governmental affairs, corporate transactions, Indian gaming, and litigation. In her practice, she has represented multiple Native American-owned companies in matters including business entity formation and business start-up. Samantha provides her law services through Husch Blackwell in Madison, WI.

Scott E. Fiducci is an attorney licensed in Wisconsin and represents a wide variety of businesses and their owners, senior management, investors and leaders in mergers and acquisitions, divestitures, business and management transition and organization planning, debt and private equity financing, joint ventures, distribution, supply and other commercial agreements, commercial real estate acquisition, sale, leasing and financing transactions, and international law matters. Scott provides outside general counsel to his clients advising them with respect to corporate governance, risk management and other legal and business matters. Scott is a member of the Davis Kuelthau's Board of Directors, serves as Managing Shareholder of the Metro-Milwaukee offices, and chaired the Corporate and Business Law Team for many years. He has been named a leading Wisconsin business transactions and corporate attorney by Law & Politics and Milwaukee Magazine for multiple years.

From time to time, conflicts of Interest (COI) can arise in connection with the ownership, management and operation of any business. COI can, however, be mitigated and managed, to avoid and/or minimize financial or adverse effects on the company or its shareholders, or otherwise unfair outcomes to the company's customers. The Federal Acquisition Regulations (FAR) subpart 9.5 recognizes that COI may arise, but indi-

cates that COI can be mitigated and managed. Many companies have ethics policies that govern how to prevent COI and, in those instances when a COI arises, how to identify and appropriately handle the COI situation. OTIE's Ethics Policy, Section 5.0, provides examples of COI and addresses how COI are to be handled. In addition, U.S. EPA proposals require contractors to provide a COI plan. Preventing and, when appropriate, managing COI is an integral part of good corporate governance.

COI arises when persons who owe a duty to the company have other interests which compete with, or are otherwise contrary to, the interests of the company. An external COI for board members can arise when board members' outside activities conflict with the company's interests or when a board member has a direct or indirect personal interest that goes against, or may even appear to go against, the best interests of the company. In OTIE's case, if any board member has an outside business activity that competes, directly or indirectly, with OTIE, and, as a result, OTIE loses a business opportunity, or revenue or profit, a COI exists. For example, if a board member of a manufacturing company works, owns or has an interest in another similar or competing line of business, a COI exists. The board member would be in a position to take advantage of proprietary information he/she would normally not be able to access to benefit his/her own competing business interest. In other words, this board member has the ability to use the company's material resources, profits, processes, data from company records, and components of the product to gain an unfair advantage for the benefit of the competing business he/she owns or works for. Similarly, it would be inappropriate for that board member to own an interest in or work for an upstream or downstream business, or any vendors which he/she can have an influence on the company to choose to engage in a business transaction.

Board members have a duty to main-

tain their independence by making sure their outside activities do not influence their decision making on behalf of the company in which they are a board member. Boards generally maintain independence by acting as a whole-bodied board, and not engaging in individual decision-making.

This means that when a board member assumes another function in the company, such as the company's CEO or other assigned position, any potential COI, real or perceived, can be mitigated. Many companies, including public, private or tribally-owned, opt to employ a board member as a CEO or other assigned position that reports to the CEO or others because:

- It's cost effective – using resources efficiently
- He/she may likely possess relevant knowledge or a proven record that he/she can bring in an attractive business opportunity to the company.
- Some board members may bring tremendous legal knowledge from his/her past experience or background that will add significant value to the company.
- Some board members may have certain technology or technical experience which can directly oversee or contribute to the technical production work or help minimize the company's risk and control the quality of the company's product.
- In some cases the board member may be selected to take on a duty in the company because he/she has a special relationship with financial institutions so that he/she can bring these relationships to the company to increase the company's access to capital or to increase the confidence from the financial industry.

Because COIs can be both real and perceived (not real), it is important that the company's board avoids COI. For example, the board should make a finding that no COI exists if the following two things happen:

1. If the function or the position the board member will be holding in the company is either CEO or another position reporting to the CEO or others, the entire board should clearly define the functions or mission. This determination is not one person's decision; it needs to be the combined deliberation and decision of the entire board.
2. The mission and duties must be clearly defined and have a meaningful contribution to the company. The assignment must make good business sense. In no case will this assignment adversely impact the company's ultimate interest.

When COIs are merely perceived and not actual, there is no risk of actual economic or financial harm to the company. The perception of COI does not carry any legal weight. For instance, if an officer of a company who also serves on the board of a charity authorizes a charitable donation by the company to that charity, that could create a perception of a COI. Also, if an employee was the last person to leave the office and the next day the company found out they lost money or property, the perception is that the last employee that left the office is the likely thief.

OTIE's Operating Agreement, Section 3.16, allows for the assignment of a board member to assume another position at the company such as the CEO or any other assignment reporting to the CEO or others. More specifically, OTIE's board discussed its option to make such assignments to prepare for the planned reorganization of OTIE becoming a subsidiary of OESC. The board determined that the Chairman of the board possesses tremendous knowledge of the best interests and risks to the Company and is in the best position to mitigate and minimize the company's risk while maintaining control of OTIE's high level of work quality. Through this discussion, the entire board clarified the role of the assignment and determined, in accordance

• See 20

OTIE Conflict of Interest Issue

From page 19/OTIE Conflict of Interest Issue

with Section 3.16, that the assignment posed no COI. The Chairman does not have any competing outside interest that would influence him to take actions adverse to OTIE. This decision and carefulness of the entire board, has enabled OTIE to achieve its tangible goal of proven sustained profitability, particularly in 2015 and 2016.

This assignment brings with it a tremendous amount of value and function, including the execution of the transition plan of merging OTIE into OESC in the near future without compromising continuity and company profit. In this case, the board properly valued the Chairman's active involvement with OTIE since 2007, and the tremendous institutional knowledge learned in light of the upcoming corporate changes that can help OTIE continue to grow and prosper. In addition, the board valued the Chairman's learned expertise as a result of his active involvement in many federal programs including the EPA and Navy as the Quality Assurance/Quality Control and Risk Manager.

Outside of the dual assignment scenario, it is important to point out that in many other American corporations similar to OTIE, the Chairman or any board member can assume different functions to further the company's goals. Some may take on a marketing function to lead the company to expand its business network or some can bring financial or legal breadth to the table in order to expand the company's profit.

Therefore, although the duties of a company's executives and board members are different, the common goal of achieving company profitability and success are the same. The board members and executives can work to utilize their strengths and weaknesses by carefully filling key executive positions and avoiding or mitigating any COI. The OTIE board is not aware of any goal or outside personal interest or agenda of any OTIE board members or executives that conflict with, or are adverse to, OTIE. Any perceived COIs are mitigated by the board's separation of duties and authority.

OTIE's board strictly adheres to OTIE's corporate governance policies and Oper-

ating Agreement, as amended. For example, the board maintains a record of full disclosure of its activities in its corporate records. In addition, OTIE timely files quarterly reports with its sole owner, the Oneida Nation. Sometimes confusion arises about the applicability of the Oneida Nation's Code of Ethics and Conflict of Interest Policy which applies to its government employees and enterprises. Here, the Oneida Nation created separation of government from business to ensure profitability when it created OTIE. For example, the tribe adopted OTIE's Operating Agreement which clearly vests corporate governance decisions with its representative Board of Managers (Sec. 3.1) and further set out the appropriate corporate COI for OTIE specifically (Sec. 3.16). Also see Amendment No. 2 adding Sec. 3.3.1 further providing corporate COI provisions.

As Principal, Butch Rentmeester has been directly involved in many of OTIE's Quality Assurance and Quality Control documents for OTIE's clients, such as the EPA and Navy. Listed below are a few examples of the documents he has reviewed, commented on and supervised the technical production.

1. OTIE Corporate Quality Management Plan. This is OTIE's overall plan for corporate quality systems. It has been updated recently by Phil Watts and Butch Rentmeester. Total pages = 117.

2. Construction Quality Control Plan for Injection Well Destruction and Monitoring Well Installation for Groundwater Monitoring Optimization at Installation Restoration Site 14, Former Naval Station Long Beach, California. This was prepared under our Corporate QMP. Total pages = 46.

3. Construction Quality Control Plan for Vandenberg Landfill Partial Closure Phase II, Vandenberg Air Force Base, California. This was prepared under our Corporate QMP. Total pages = 57.

4. Construction Quality Control Plan for CAOC 7 Stratum 1, Marine Corps Logistics Base Barstow, Barstow, California. This was prepared under our

Corporate QMP. Total pages = 64.

5. Quality Control Plan, Acid Area 3 (AA3) Remedial Action – Remediation of Contaminated Soil Plum Brook Ordnance Works, Sandusky, OH. Covers the excavation, soil analysis, and disposal of PCB-contaminated soil. Total Pages = 44.

6. Quality Control Plan, Pentolite Road Red Water Ponds Remedial Action – Remediation of Contaminated Soil Plum Brook Ordnance Works, Sandusky, OH. Covers the excavation, soil analysis, onsite treatment (using alkaline hydrolysis), and disposal of TNT-

contaminated soil. Total pages = 66.

7. Quality Control Plan, Waste Water Treatment Plants 1 & 3 Remedial Action – Remediation of Contaminated Soil Plum Brook Ordnance Works Sandusky, OH. Covers excavation, soil analysis, off-site disposal of TNT-contaminated soil. Total Pages = 52.

All of the Construction Quality Control Plans above were developed to be consistent with our Corporate Quality Management Plan which describes our overall corporate quality organization and overall quality systems.



ONEIDA Trophy Design Application

2017 Thornberry Creek LPGA Classic

July 3 - 9, 2017 • Thornberry Creek at Oneida

Submission Deadline: Thursday, December 15, 2016 at 4:30pm

Winning entry will receive a monetary award!

Entries must be submitted to:

Woodland Indian Arts, Inc.
P.O. Box 116
Oneida, WI 54155

Submission must include:

- Description and/or meaning behind your design as it relates to Oneida Culture
- Artist profile, i.e. briefly share who you are and your personal experience as an artist

Entry Requirements:

- Must be an ENROLLED Oneida Citizen
- Must be available to participate leading up to, and during the week-long event*
- Must create a replica of the trophy on-site during the week of the event
- Must sign a release to transfer ownership of design to Thornberry Creek at Oneida

*Artists will be compensated for their time and attendance at the week-long event.

Examples of Trophies on the LPGA TOUR (for size reference):



Name: _____ Enrollment #: _____

Address: _____

Phone #: _____ - _____ - _____ Email: _____

Submission Deadline: Thursday, December 15, 2016

Submitted designs will be reviewed by a panel of judges on Friday, December 16, 2016. Award notification will be revealed by days end - 4:30pm - via email and/or phone.

The winning design will be cast in Bronze and awarded to the winner of the Thornberry Creek LPGA Classic that will be held at Thornberry Creek at Oneida.



4470 N. Pine Tree Rd.
4155 Oneida, WI
www.thornberrycreeklpga.com



OBC Forum



**Fawn Billie
Councilwoman**

Reorganization

In mid-October, the BC met for two days to work on the final details of a reorganization proposal. We are looking forward to presenting this proposal to the GTC in March 2017. One of the main initiatives is to implement a Chief Executive Director of Administration (CEDA). This position is a contracted position and will report to the Business Committee Officers. The CEDA will be responsible for managing the non-Gaming operations of the

Nation and will focus on strategic planning and improving efficiencies by bringing the organization into alignment with the reorg. This position will take out the level of day-to-day type monitoring the Business Committee has with 30 direct reports. By realigning most of the direct reports to under the new position, the Business Committee will be able to focus more attention on the government-to-government assignments. The division directors will be able to focus more of their attention on the day-to-day operations of their areas.

The reorg is in-line with our Four Strategic Directions: Advancing On^yote>a=k@ Principles, Creating a Positive Organizational Culture, Committing to Building a Responsible Nation, and Implementing Good Governance Processes.

OTIE

At the October 30th GTC meeting, the GTC directed Chair Tina Dan-

forth, Vice-Chair Melinda Danforth, and Councilmembers David Jordan, Brandon Stevens, and myself to reappoint the OTIE Board and to resolve any conflicts of interest by the end of January 2017. On November 18th five board vacancies were posted, along with the required qualifications: <https://oneida-nsn.gov/government/boards-committees-and-commissions/vacancies/>. The deadline to apply is December 19, 2016 by 4:30 p.m. I encourage you to consider applying if you meet the qualifications for the board.

Employment Law

At the annual GTC meeting an update will be given on the Employment Law. At this meeting, the Legislative Operating Committee/OBC will be requesting that the GTC approve a March 2017 meeting for consideration of the Employment Law which would replace the current personnel laws contained in the Blue Book.

Our current personnel policies and procedures are very much in need of a facelift because they haven't had a significant update in 30 years. The current detailed Blue Book doesn't allow for changes to be easily made. Thirty years ago we had 626 employees and now we have approximately 2700 employees and 287 fund units providing approximately 1,200 programs and services. As our organization evolves, employee rules should evolve as well.

The proposed Employ-

ment law will provide guidance through broad policy statements and wouldn't include detailed requirements which can be too restrictive when attempting to apply to the entire organization.

HRD will be given the authority to develop rules through the Legislative Procedures Act which allows for changes to occur in a timelier manner. Further, departments will be given the authority to develop internal rules specific to the type of work and services they provide.

One of the most notable changes will be having the existing Judiciary hear employment law cases. Having these types of hearings at the Judiciary would ensure a consistent and faster hearing process for the employee and would result in savings to the Nation due to the reduction of duplicate services.

Please join me in supporting a March 2017 GTC meeting date for the Employment Law consideration.

Yawáko!

PROPERTY NAME NOTICE

Oneida Division of Land Management is requesting assistance from the community in naming the following property:



The former State of Wisconsin Department of Transportation aka Circuit City property, located at 1940 West Mason, Tax Parcel 6H-1084 & 6H-1085.

All recommendations must be submitted to the Division of Land Management by December 2, 2016. Recommendations will then be presented to the Land Commission for final selection.

**Submissions shall include:
Recommended Name, Reason why, Your Name and Tribal Enrollment number.**

**Please submit all recommendations to:
Administration, Division of Land Management, P.O. Box 365, Oneida, WI. 54155 or by email to: Land@oneidanation.org**

Oneida Gaming Commission

2669 West Mason St. • Green Bay, WI 54303 • (920) 497-5850

OGC Meeting Schedule

Scheduled OGC Meetings are open to the public and begin at 9:00 AM in the OGC Conference Room

OGC Officers:

Mark A. Powless, Sr., Chairperson
Matt Denny, Vice-Chair
Tom Danforth, Secretary
Barb Erickson, Commissioner

Meeting Dates: (Mondays)

December 19, 2016

NOTICE OF

PUBLIC MEETING

TO BE HELD

Thursday, DECEMBER 15th at 12:15 p.m.

IN THE

OBC CONFERENCE ROOM**(2nd FLOOR—NORBERT HILL CENTER)**

In accordance with the Legislative Procedures Act, the Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal.

TOPIC: TOBACCO

This is a proposal to amend the existing Tobacco Ordinance which would:

- ◆ Replace the term “tobacco outlet” with “Oneida retail location;”
- ◆ Eliminate the requirement that employees of Oneida retail locations be enrolled members of the Oneida Nation;
- ◆ Update the language and ensure compliance with drafting style and formatting requirements;
- ◆ Retitle the Tobacco Ordinance as a law in alignment with the Legislative Operating Committee’s directive that all policies be classified as laws; and
- ◆ Reformat the law to align with the approved reorganization of the laws.

To obtain copies of the Public Meeting documents for this proposal, or to learn about the LOC public meeting process, please visit www.oneida-nsn.gov/Register/PublicMeetings or contact the Legislative Reference Office.

PUBLIC COMMENT PERIOD OPEN UNTIL DECEMBER 22, 2016

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to the Tribal Secretary’s Office or to the Legislative Reference Office in person (Second floor, Norbert Hill Center) or by U.S. mail, interoffice mail, e-mail or fax.

Legislative Reference Office
PO Box 365 Oneida, WI 54155
LOC@oneidanation.org
Phone: (920) 869-4376 or (800) 236-2214
Fax: (920) 869-4040

Letters**Thanks**

Shekoli – I want to thank the Oneida Nation, the tribal leaders, and the tribal membership for all of your assistance with my campaign for State Senate. While the outcome did not go in the direction we were hoping the experience was life changing. The support

from the Oneida Nation and Oneida tribal members was fantastic and made the effort that much easier. Again, thank you for all of your assistance and support.

*Respectfully,**Bryan Van Stippen*

WWW.
kalihwisaks.
com

Letters Policy

Letters must be limited to 250 words. All letters are subject to editing and must have your signature, address and phone number for confirmation. Confirmation of letters will be needed before publication. Kalihwisaks has the right to refuse publication of submitted letters.

Effective January 1, 2001 per Kalihwisaks Policies & Procedures, Section I (c)(4), “Individuals will not be allowed to submit more than eight (8) letters per year regardless of topics.”

For more information on Kalihwisaks Policies & Procedures, please contact (920) 496-5636

Guest articles and editorials that appear in the Kalihwisaks are not necessarily the views or opinions of the Kalihwisaks staff or the Oneida Nation of Wisconsin.

Although we require a signed submission for letters, you can e-mail us now – and send the hard copy through the mail – to ensure we get your submission by the deadline.

E-mail your letters to:
dwalschi@oneidanation.org

 **Northeast**
 Wisconsin Technical College



To see openings and to apply, please visit
www.nwtc.edu/jobs

The NWTC community and Oneida Tribe of Indians of Wisconsin are dedicated to student success and committed to the diversity of our employees and a culture that recognizes the contributions a diverse workplace provides our community. NWTC offers the opportunity to work in a professional and stimulating environment where employees make a difference.

Playwriting Workshops Coming to S.E.O.T.S.

On Saturday and Sunday, December 10 & 11, South Eastern Oneida Tribal Services (S.E.O.T.S.) will host a playwriting workshop series. Running from 10:00 – 2:30 pm, these workshops are being offered as part of the Oneida Nation's second staging of the Wisconsin New Native Play Festival. The festival works with beginner and established playwrights from the badger state to produce new Native American plays in both staged readings and full productions.

The workshop will introduce Native writers to playwriting format, mechanics, and structure. Authors are encouraged to submit their new 10-15 minute scripts to the festival by the December 31st, 2016 deadline. A panel will then review the submitted plays and select some to advance to being produced for a staged reading. Authors will work with festival director and College of Menominee Nation faculty member Ryan Winn to revise their scripts before being showcased in a

stage reading in Oneida in late February. Judges will score the scripts, and audience members will vote which scripts will make it into the final play festival to be staged in a full production in late July.

This year's festival will challenge writers by requiring them to tell the story of what happens in a hotel suite at a Native American Casino-Resort. All plays must be set in the suite so the full production can be staged as if multiple patrons' visit

the same room on different occasions. While the location is fixed, the selected playwrights will collectively set the props, layout, and amenities, and of course characters and storyline of the suite.

S.E.O.T.S. is located on 5233 West Morgan Avenue in Milwaukee. Register for the workshops by calling 414-329-4101. Send workshop content questions to Ryan Winn, rwinn@menominee.edu.

LICENSE AND VACCINATE YOUR PETS...IT'S THE LAW

Part of being a responsible pet owner is to make sure that your animals are current on their license and vaccinations. Recently, OPD has been experiencing a number of calls regarding pets that are not licensed and/or are not current on their rabies vaccinations. According to the Oneida Domestic Animal Ordinance, pet owners that live on the reservation are **required** to license their pet annually and to maintain a current rabies vaccination. Failure to do so is violation of the law and can result in fines. Pet owners are encouraged to utilize the services of the Oneida Pet Safety Program.

Program Services

The Oneida Pet Safety Program is designed to help tribal members vaccinate their pets and to motivate pet owners to spay and neuter their pets— which is important to reduce bites

Vaccinations, Spaying, and Neutering Services

The program will provide Oneida Retail Gift Cards in exchange for vaccinations, spaying and neutering. Pet owners are responsible for taking their pet to any licensed veterinarian in **Brown or Outagamie County**. Pet owners must pay 100% of the bill at the time of service. After the pet receives service, pet owners who provide the following information can receive Oneida Retail Gift Cards:

1. Proof of rabies certificate
2. Copy of your Oneida Tribal Identification Card
3. A copy of a current Oneida Pet License if you live on the reservation. You can bring your paperwork to either N7332 Water Circle Place, Little Bear Development Center, or at the Conservation Office, located at N8047 County Rd. U. If you do not have a current license for your animal, you can purchase the license from either location at the time the gift card is picked up.





2016

NEW YEAR'S EVE

Saturday
December 31

ENTERTAINMENT, CHAMPAGNE & PARTY FAVORS

MAIN CASINO LOUNGE		W. MASON	
THE SAPPHIRES 8pm – 10pm <i>Doo Wop/Oldies Rock 'n' Roll</i>	THE TRIGGER TRIPPERS 10:30pm – 12:30am <i>Classic Country/Rock 'n' Roll</i>	MARIACHI NUEVO SONIDO 7pm – 10pm <i>Traditional Mariachi</i>	GRAYLING PINGEL 10pm – 12:30am <i>Americana</i>

LATE NIGHT \$5 BUFFET

Served in the Main Casino Food Court, 9:30pm – 1am

DINING SPECIALS

 <p>Served 11am – 2am Herb-roasted prime rib – \$19.95 Grilled bourbon-glazed salmon – \$16.95</p>	 <p>Served 11am – 2am Herb-roasted striploin – \$18.95</p>
--	--

<https://oneida-nasn.gov>

OBC Meeting Results

The full version of the Oneida Business Committee (OBC) minutes can be accessed at oneida-nsn.gov or by contacting the OBC Secretary's office at 920-869-4451.

Executive Session

9:00 a.m., Tuesday, October 11, 2016
BC Conference Room, 2nd floor,
Norbert Hill Center

Present: Chairwoman Tina Danforth, Secretary Lisa Summers (excused at 12:00 p.m.-personal), Council members: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster;

Not Present: Vice-Chairwoman Melinda J. Danforth, Treasurer Trish King;
Arrived at: Councilwoman Fawn Billie at 9:30 a.m. (excused-personal);

Others present: Jo Anne House, Larry Barton, Troy Parr, Joanie Buckley, Jacqué Boyle

Regular Meeting

9:00 a.m. Wednesday, October 12, 2016
BC Conference Room, 2nd floor,
Norbert Hill Center

Present: Chairwoman Tina Danforth, Council members: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster;

Not Present: Treasurer Trish King, Secretary Lisa Summers;

Arrived at: Vice-Chairwoman Melinda J. Danforth at 1:25 p.m.;

I. CALL TO ORDER AND ROLL CALL
 by Chairwoman Tina Danforth at 9:05 a.m.

For the record: Chairwoman Tina Danforth will be out of the office during the afternoon session on personal time. Vice-Chairwoman Melinda J. Danforth is out of the office on personal time, but will arrive for the afternoon session to chair the meeting. Treasurer Trish King and Secretary Lisa Summers are out of the office on personal time.

II. OPENING by Councilman Tehassi Hill

III. ADOPT THE AGENDA

Motion by Fawn Billie to adopt the agenda with the following changes: [Add-on to Resolutions section 6.F. Adopt resolution entitled Election Law Emergency Amendments Extension; and Add-on to Executive Session – New Business section 14.D.18. Review two (2) requests regarding the

release of confidential employee information], seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

IV. OATHS OF OFFICE by Chairwoman Tina Danforth

A. Oneida Family Court Judge – Marcus S. Zelenski

V. MINUTES

A. Approve September 28, 2016, regular meeting minutes

Sponsor: Lisa Summers, Tribal Secretary
 Motion by David Jordan to approve the September 28, 2016, regular meeting minutes, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

B. Approve September 30, 2016, special meeting minutes

Sponsor: Lisa Summers, Tribal Secretary
 Motion by David Jordan to approve the September 30, 2016, special meeting minutes, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

VI. RESOLUTIONS

A. Adopt resolution entitled Eviction and Termination Law

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee
 Motion by Brandon Stevens to adopt resolution # 10-12-16-A Eviction and Termination Law, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

B. Adopt resolution entitled Defining Comprehensive Housing Division in the Evic-

tion and Termination Law

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee
 Motion by Tehassi Hill to adopt resolution # 10-12-16-B Defining Comprehensive Housing Division in the Eviction and Termination Law, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

For the record: Chairwoman Tina Danforth stated I think this needs more work overall and maybe in 120 days we'll see what we find, but thank you.

C. Adopt resolution entitled Landlord-Tenant Law

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee
 Motion by Tehassi Hill to adopt resolution # 10-12-16-C Landlord-Tenant Law, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

D. Adopt resolution entitled Defining Comprehensive Housing Division in the Landlord-Tenant Law

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee
 Motion by Tehassi Hill to adopt resolution # 10-12-16-D Defining Comprehensive Housing Division in the Landlord-Tenant Law, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

E. Adopt resolution entitled Vendor Licensing Law Amendment

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee
 Motion by Jennifer Webster to adopt resolution # 10-12-16-E Vendor Licensing Law Amendments with the following changes:

[Revise section 56.5-3(b) by replacing "...appeal the decision." With "file a complaint with the Judiciary challenging the Department's action.";

• Revise header of section 56.9 by replacing "Appeals of Licensing Decisions" with "Department Decisions";

• Revise section 56.9-1 to read "The Judiciary is granted jurisdiction to hear complaints filed regarding actions taken by the Department pursuant to this law.";

• Add section 56.9-2 to read "No administrative hearing body, including a board, committee or commission, is authorized to hear a complaint filed regarding actions taken pursuant to this law."; and

• Add section 56.9-3 to read "Complaints filed with the Judiciary shall name the Licensing Department as the responding party"]

seconded by Tehassi Hill. Motion carried unanimously:
Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

Motion by Jennifer Webster to request the Finance Department to develop an analysis on whether the fees minus the funds collected for Trust are covering the costs of the Licensing Department; and for that analysis to be due back to the Business Committee within thirty (30) days, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

Councilwoman Jennifer Webster departs at 11:18 a.m.

Councilwoman Jennifer Webster returns at 11:22 a.m.

F. Adopt resolution entitled Emergency Election Law Amendments Extension

Sponsor: Councilman Brandon Stevens, Chair/Legislative Operating Committee
 Motion by Brandon Stevens to adopt resolution # 10-12-16-F Emergency Election Law Amendments Extension, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David

• See 25 October 12 OBC

From page 24/Oneida Business Committee October 12, 2016 Minutes

Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

VII. APPOINTMENTS

A. Approve recommendation to appoint Weldon "Ted" Hawk to the Environmental Resources Board

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Jennifer Webster to approve the recommendation to appoint Weldon "Ted" Hawk to the Environmental Resources Board, seconded by Fawn Billie. Motion carried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, Brandon Stevens, Jennifer Webster

Abstained: David Jordan

Not Present: Melinda J. Danforth, Trish King, Lisa Summers

For the record: Councilman David Jordan abstained due to the appointee being a relative.

B. Approve recommendation to appoint Felicia Bernhardt to the Southeastern Oneida Tribal Services Advisory Board

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Jennifer Webster to approve the recommendation to appoint Felicia Bernhardt to the Southeastern Oneida Tribal Services Advisory Board, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Melinda J. Danforth, Trish King, Lisa Summers

VIII. STANDING COMMITTEES

A. Finance Committee

Sponsor: Trish King, Tribal Treasurer

Councilman Tehassi Hill departs at 11:40 a.m.

Councilman Tehassi Hill returns at 11:43 a.m.

1. Approve October 3, 2016, Finance Committee meeting minutes

Motion by David Jordan to approve the October 3, 2016, Finance Committee meeting minutes, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Melinda J. Danforth, Trish King, Lisa Summers

IX. UNFINISHED BUSINESS

A. Review final report and accept recommendation regarding Medicare Part B Research

Sponsors: Debra Danforth Division Director/Comprehensive Health Operations; Dr. Ravinder Vir, Division Director/Medical Operations

EXCERPT FROM APRIL 08, 2015: Motion by Melinda J. Danforth to defer the Medicare Part B research back to the Comprehensive Health Division Directors and to comeback with a report in 90 days that researches the opportunities we would have to provide insurance to those individuals of 65 and over that are Oneida Tribal members and have a work meeting with the directors to clarify and develop the scope, seconded by Lisa Summers. Motion carried unanimously.

EXCERPT FROM FEBRUARY 11, 2015: Motion by Melinda Danforth to accept the Oneida Nation Commission on Aging report and that the request from ONCOA regarding researching whether or not the Tribe should pay for Medicare Part B benefits for Tribal members who use the Oneida Health Center be assigned to the Comprehensive Health Division Directors to research and bring back in 60 days, seconded by Lisa Summers. Motion carried unanimously.

Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Melinda J. Danforth, Trish King, Lisa Summers

B. Review update regarding vacancies and appointment recommendations regarding Oneida Personnel Commission (Not submitted)

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM SEPTEMBER 14, 2016: Motion by Lisa Summers to defer this item back to Chair's Office regarding the (2) two Oneida Personnel Commission vacancies not filled through posting #3 which had the deadline of June 20, 2016, and the one (1) vacancy not filled through posting #4 which had the deadline of July 15, 2016; and to request clarifications be brought back to the October 12, 2016, regular Business Committee, seconded by Tehassi Hill. Motion carried with two abstentions.

EXCERPT FROM AUGUST 24, 2016: (1) Motion by David Jordan to approve the recommendation to appoint Leland Wigg-Ninham, Eric Krawczyk, and Jennifer L. Hill to Oneida Personnel Commission,

seconded by Melinda J. Danforth. Motion carried with one abstention. (2) Amendment to the main motion by Lisa Summers to direct the Tribal Secretary to bring back a chronology of events for these particular vacancies for information to the Business Committee, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Melinda J. Danforth, Trish King, Lisa Summers

X. NEW BUSINESS

A. Approve request from Environmental Resources Board to support Menominee Nation in opposing the Back Forty Mine

Chair: Marlene Garvey; Environmental Resources Board

Liaison: Tehassi Hill, Councilman

Motion by Tehassi Hill to forward this item to the Intergovernmental Affairs & Communications Department to do further research; and for that area to bring back a report and proposed correspondence for the Business Committee to consider and support, to be conducted before the October 26, 2016, regular Business Committee meeting so that any action that may be taken can be accepted at the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Trish King, Lisa Summers

B. Approve annual Gaming Facilities Compliance Inspections; and request a letter be drafted by Tribal Secretary certifying approved request

Sponsor: Troy Parr, Division Director/Development

Motion by Fawn Billie to approve the annual Gaming Facilities Compliance Inspections, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by Jennifer Webster to request a letter be drafted in a timely manner by the Tribal Secretary certifying the approved annual Gaming Facilities Compliance In-

spections, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Trish King, Lisa Summers

C. Approve changes to the Rules of Play – Poker which were adopted by Oneida Gaming Commission on September 30, 2016

Chair: Mark A. Powless Sr.

Liaison: Brandon Stevens, Councilman

Motion by Jennifer Webster to accept the changes to the Rules of Play – Poker which were adopted by Oneida Gaming Commission on September 30, 2016, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Trish King, Lisa Summers

D. Approve request from Oneida Nation School Board regarding the Final Settlement Agreement in the Ramah Navajo Chapter; et al., v. Jewell case

Chair: Debra Danforth; Oneida Nation School Board

Liaison: Fawn Billie, Councilwoman

Motion by Jennifer Webster to approve the request to affirm that the awarded money shall not reduce or eliminate any grants or tribal contributions that the Oneida Nation School System is currently receiving or will be eligible to receive, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by Brandon Stevens to request the Business Committee to meet with the Oneida Nation School Board to discuss

the pre-planning for utilization of the Final Settlement Agreement funds, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Trish King, Lisa Summers

E. Approve limited waiver of sovereign immunity – Wisconsin Public Service – contract # 2016-1143 for CIP project # 14-008 Uskah Village Infrastructure

Sponsor: James Petitjean, Interim Assistant Division Director/Development

Motion by David Jordan to approve the limited waiver of sovereign immunity – Wisconsin Public Service – contract #

• See 26

October 12 OBC

From page 25/OBC October 12, 2016 Minutes

regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, David Jordan, Brandon Stevens, Jennifer Webster

Not Present: Tina Danforth, Tehassi Hill, Trish King, Lisa Summers

XIII. GENERAL TRIBAL COUNCIL

(To obtain a copy of Members Only Materials, please visit the BC Support Office, located on the 2nd floor of the Norbert Hill Center and present Tribal I.D. card)

A. Schedule the 2nd reconvened special General Tribal Council meeting

Sponsor: Lisa Summers, Tribal Secretary
Motion by David Jordan to approve scheduling the 2nd reconvened special General Tribal Council meeting on Monday, November 14, 2016, at 6:00 p.m., seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

B. Approve reprint and mailing of meeting materials for the 2nd reconvened special General Tribal Council meeting

Sponsor: Lisa Summers, Tribal Secretary
Motion by Tehassi Hill to approve the reprint and mailing of meeting materials for the 2nd reconvened special General Tribal Council meeting scheduled on Monday, November 14, 2016, at 6:00 p.m., seconded by Jennifer Webster. Motion carried with one opposed:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Opposed: Fawn Billie

Not Present: Tina Danforth, Trish King, Lisa Summers

XIV. EXECUTIVE SESSION

A. REPORTS

1. Accept Chief Counsel report – Jo Anne House, Chief Counsel

Motion by Tehassi Hill to accept the Chief Counsel report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

B. STANDING ITEMS

1. Land Claims Strategy (No Requested Action)

C. UNFINISHED BUSINESS

1. Review report regarding request from Tribal Member's concern over depletion of Bureau of Indian Affairs – General Assis-

tant Grant funds (Not submitted) (4:03:35)

Sponsors: Chris Johns, Coordinator/Self-Governance; Liz Somers, Division Director/Governmental Services

EXCERPT FROM AUGUST 24 & 29, 2016: (1) Motion by Jennifer Webster to accept the request as information; and to request the Governmental Services Division and Self-Governance Director to provide a report, seconded by Lisa Summers. Motion carried unanimously. (2) Amendment to the main motion by Lisa Summers to defer this item to a Business Committee Officer's for continued monitoring and follow-up; and to request the initial report be brought back within thirty (30) days, seconded by Tehassi Hill. Motion carried unanimously.

EXCERPT FROM AUGUST 10, 2016: Motion by Trish King to defer the remaining agenda items to the August 24, 2016, regular Business Committee meeting..., seconded by Lisa Summers. Motion carried unanimously.

Motion by David Jordan to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

D. NEW BUSINESS

1. Accept update regarding white corn crop damage as information

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Jennifer Webster to accept the report; for follow-up information to be provided in the tribal newspaper; and for the employee part of the complaint to be referred to the Internal Services Division Director for follow-up, seconded by Brandon Stevens. Motion carried with one abstention:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Abstained: Fawn Billie

Not Present: Tina Danforth, Trish King, Lisa Summers

2. Review concern regarding safety and lockdown procedures at Skenandoah building and determine next steps

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Jennifer Webster to accept this item as information; and to request a notification to the Business Committee when the Emergency Management procedures are complete, seconded by Tehassi Hill.

Motion carried with one abstention:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Abstained: Fawn Billie

Not Present: Tina Danforth, Trish King, Lisa Summers

3. *Accept update regarding Department of Public Works HVAC contracts as information*

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by David Jordan to defer this item to the Legislative Operating Committee, Law Office, and Purchasing Department to develop policies and solutions; and for an update to be brought back within sixty (60) days, seconded by Jennifer Webster. Motion carried with one abstention:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster

Abstained: Fawn Billie

Not Present: Tina Danforth, Trish King, Lisa Summers

4. *Review close-out report regarding 340-B certification and determine next steps*

Sponsors: Debra Danforth Division Director/Comprehensive Health Operations; Dr. Ravinder Vir, Division Director/Medical Operations

Motion by Fawn Billie to accept the close-out report; to include the sales comparison; and request the report to be released from executive session by placing it into open session for the October 26, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

5. *Approve limited waiver of sovereign immunity – Fredericks Peebles & Morgan LLP – contract # 2016-1076*

Chair: Debra Danforth; Oneida Nation School Board

Liaison: Fawn Billie, Councilwoman

Motion by Jennifer Webster to approve the limited waiver of sovereign immunity – Fredericks Peebles & Morgan LLP – contract # 2016-1076, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

6. *Review submission regarding complaint # 2016-DR07-01*

Sponsor: Lisa Summers, Tribal Secretary

Motion by Tehassi Hill to accept the verbal update; and to request an update be brought back in two (2) weeks, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster

Not Present: Tina Danforth, Trish King, Brandon Stevens, Lisa Summers

7. *Review proposed Economic Development Structure and determine next steps*

Sponsor: Troy Parr, Division Director/Development

Motion by Brandon Stevens to accept the proposed concept regarding the Economic Development Structure, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

8. *Approve limited waiver of sovereign immunity – Wisconsin Division of Transportation – Sealed Bid for Purchase of Excess Highway Property – contract # 2016-1123*

Sponsor: Patrick Pelky, Division Director/Land Management

Motion by Tehassi Hill to approve the limited waiver of sovereign immunity – Wisconsin Division of Transportation – Sealed Bid for Purchase of Excess Highway Property – contract # 2016-1123, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

9. *Review and accept concern # 2016-CC-17 as information*

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Brandon Stevens to acknowledge the receipt of information regarding concern # 2016-CC-17, seconded by Jennifer Webster. Motion carried with two abstentions:

Ayes: David Jordan, Brandon Stevens, Jennifer Webster

Abstained: Fawn Billie, Tehassi Hill

Not Present: Tina Danforth, Trish King, Lisa Summers

10. *Review concern # 2016-CC-18 and determine next steps*

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Jennifer Webster to acknowledge receipt of information regarding concern # 2016-CC-18, seconded by David Jordan. Motion carried with one abstention:

• See 27 October 12 OBC

From page 26/Oneida Business Committee October 12, 2016 Minutes

2016-1143 for CIP project # 14-008 Uskah Village Infrastructure, seconded by Brannond Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

F. Approve three (3) requests regarding 2017 Oneida Business Committee Standing Meeting Schedule

Sponsor: Lisa Summers, Tribal Secretary
Motion by Fawn Billie to approve the 2017 Oneida Business Committee Standing Meeting Schedule as presented with the following changes: [Revise start time of Business Committee executive and regular meetings to begin at 8:30 a.m.; and to limit Agenda Review meetings from 1:30 p.m. to 2:30 p.m.], seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by Jennifer Webster to request that any 2017 Oneida Business Committee Standing Meeting Schedule updates be submitted to a Business Committee work meeting as information, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by Jennifer Webster to request meetings from the approved 2017 Oneida Business Committee Standing Meeting Schedule be sent to Business Committee members and their aides from the Tribal Secretary E-mail account, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

G. Approve 2017 Quarterly Report Schedule; and direct Tribal Secretary to provide notification of schedule to Boards, Committees, and Commissions, Standing Committees, and Corporate Boards no later than December 1, 2016

Sponsor: Lisa Summers, Tribal Secretary
Motion by Tehassi Hill to approve the 2017 Quarterly Report Schedule, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by Tehassi Hill to direct Tribal Secretary to provide notification of the schedule to Boards, Committees, and Commissions, Standing Committees, and Corporate Boards no later than December 1, 2016, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

H. Approve limited waiver of sovereign immunity – CNH America LLC-CHN Industrial Capital – contract # 2016-0973

Sponsor: Larry Barton, Chief Financial Officer

Motion by Fawn Billie to approve the limited waiver of sovereign immunity – CNH America LLC-CHN Industrial Capital – contract # 2016-0973, seconded by David Jordan. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

Vice-Chairwoman Melinda J. Danforth calls for a five (5) minute recess at 2:20 p.m.

Meeting called to order by Melinda J. Danforth at 2:25 p.m.

Chairwoman Tina Danforth, Treasurer Trish King, and Secretary Lisa Summers not present.

XI. TRAVEL

A. TRAVEL REPORTS

1. Accept travel report – Councilman David Jordan – 34th Annual Native American Finance Officers Association (NAFOA) conference – Phoenix, AZ – April 17-20, 2016

Motion by Fawn Billie to accept the travel report – Councilman David Jordan – 34th Annual Native American Finance Officers Association (NAFOA) conference – Phoenix, AZ – April 17-20, 2016, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

2. Accept travel report – Councilman David Jordan – Democratic National Convention – Philadelphia, PA – July 24-29, 2016

Motion by Jennifer Webster to accept the travel report – Councilman David Jordan – Democratic National Convention – Philadelphia, PA – July 24-29, 2016, seconded

by Fawn Billie. Motion carried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, Brannond Stevens, Jennifer Webster

Abstained: David Jordan

Not Present: Tina Danforth, Trish King, Lisa Summers

B. TRAVEL REQUESTS

1. Enter E-Poll results into the record in accordance with BC SOP Conducting Electronic Voting

Sponsor: Lisa Summers, Tribal Secretary
a. Approved travel request – Councilman Brandon Stevens – White House Tribal Nations conference – Washington D.C. – September 25-27, 2016

Requestor: Brandon Stevens, Councilman
Motion by Tehassi Hill to enter the E-Poll results into the record for approved travel request – Councilman Brandon Stevens – White House Tribal Nations conference – Washington D.C. – September 25-27, 2016, seconded by Fawn Billie. Motion carried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster

Abstained: Brandon Stevens

Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by David Jordan to recess at 12:01 p.m. until 1:30 p.m., seconded by Fawn Billie. Motion carried unanimously: (2:56:07)

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Melinda J. Danforth, Trish King, Lisa Summers

Meeting called to order by Vice-Chairwoman Melinda J. Danforth at 1:30 p.m.

Chairwoman Tina Danforth, Treasurer Trish King, and Secretary Lisa Summers not present.

XII. REPORTS (This section of the agenda is scheduled to begin at 1:30 p.m.)

A. OPERATIONAL REPORTS

1. Accept Development Division FY '16 4th quarter report

Sponsors: Troy Parr, Division Director/Development; Jacque Boyle, Interim Assistant Division Director/Operations; Scott Cottrell, Utilities Manager
Motion by Jennifer Webster to accept the Development Division FY '16 4th quarter report, seconded by Tehassi Hill. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

2. Accept Environmental Health & Safety Division FY '16 4th quarter report

Sponsor: Patrick Pelky, Division Director/Environmental Health & Safety

Motion by David Jordan to accept the Environmental Health & Safety Division FY '16 4th quarter report, seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

3. Accept Division of Land Management FY '16 4th quarter report

Sponsor: Patrick Pelky, Division Director/Land Management

Motion by Jennifer Webster to accept the Division of Land Management FY '16 4th quarter report, seconded by Brandon Stevens. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

B. BOARDS, COMMITTEES, AND COMMISSIONS

Councilman Tehassi Hill departs at 1:44 p.m.

Councilman Tehassi Hill returns at 1:47 p.m.

Councilwoman Fawn Billie departs at 1:55 p.m.

1. Accept Anna John Residential Centered Care Community Board FY '16 4th quarter report

Chair: Candace House

Liaison: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by David Jordan to accept the Anna John Residential Centered Care Community Board FY '16 4th quarter report, seconded by Jennifer Webster. Motion carried unanimously:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Fawn Billie, Trish King, Lisa Summers

Councilwoman Fawn Billie returns at 1:57 p.m.

2. Defer Oneida Nation Arts Board FY '16 4th quarter report to the October 26, 2016, regular Business Committee meeting

Chair-Elect: Dawn Walschinski

Liaison: Jennifer Webster, Councilwoman
Motion by Jennifer Webster to defer the Oneida Nation Arts Board FY '16 4th quarter report to the October 26, 2016, **regular**

Call the **Kalihwisaks** at
1.920.496.5631
to place an ad

Oneida's Best Marketplace!

• BUY • SELL • SHOP • BARTER • TRADE • SEARCH • LEASE •

Mail submissions to:
Post Office Box 365
Oneida, Wisconsin 54155

DO YOU HAVE SOMETHING TO SELL?

Try Using The Kalihwisaks Classifieds!
For a limited time, get three lines of FREE Classified
ad space. For details call 920-496-5631 or email
Kalihwisaks@oneidation.org

EMPLOYMENT

NATIVE AMERICAN LIAISON

Pulaski Community School District
20 hrs/week

Position will generally work 4 hours per day, however
hours may vary based on student need.

Travel between schools is required.

Valid driver's license and personal vehicle required.

Application and details online at:

www.pulaskischools.org

Click on Employment Opportunities

FOR SALE

China cabinet - dark wood,
glass doors \$55. Dark desk
- \$55, 920-788-4584

TRUCK FOR SALE

'93 Chevy Silverado pickup
4 x 4. Asking \$1,200. FMI,
call: 920.660.9280.

TRUCK FOR SALE

2001 Ford F150XLT pickup.
Asking \$1,500. Clean, runs
good, call: 920.425.3562.

HOME FOR SALE

709 Theode St., Green Bay -
2 BR, 1 bath, 2 stall garage,
big yard. 74k OBO 920-713-

Oneida Personnel Commission

Three (3) vacancies

Qualifications:

- Must be enrolled members of the Oneida Nation.
- The entire combined commission may not consist of more than two (2) members from any one division of the Oneida Tribe, or less than seven (7) community members who are not employed by the Tribe.
- Be free of any and all direct conflicts of interest or appearances of conflict as defined under various laws and policies of the Tribe, including but not limited to the oath of office, the OPPP, the Ethic Code, the Judicial Code and the Oneida Rules of Civil Procedure.
- A member may not be and employee of the Human Resources Department, any advocacy group (department), or any other recognized hearing body within the Oneida Tribe, e.g. Personnel Relations Officers and Paralegals.
- Commissioners shall be available for meetings, trainings, interviews, pre-screenings, reassignments, grievance hearings and other duties as needed. Three (3) unexcused absences to attend to such duties may be reported to the OBC, if deemed appropriate by the OPC.
- Both formal and informal communications with any entity by any commissioner on behalf of the OPC will be as directed by the Commission, or as routinely my required by Officers. Specific policy governing all communications of the OPC may be set forth in an OPC Communications SOP which shall provide procedural guidance on determining when, how an d by whom OPC communications are made.

Deadline: 4:30pm Friday, December 16, 2016

NOTICE OF

PUBLIC MEETING

TO BE HELD

Thursday, December 15, 2016 at 10:00 AM

IN THE

**Division of Land Management Conference Room,
470 Airport Drive, Oneida, WI 54155**

In accordance with the Administrative Rulemaking Law, the Division of Land Management (DOLM) is hosting this Public Meeting to gather feedback from the community regarding the following rules.

TOPICS:

- Comprehensive Housing Division Residential Sales Rule
- Mortgage Programs, Guidelines and Requirements Rule
- General Rental Program Eligibility, Selection and Other Requirements Rule

The Comprehensive Housing Division Residential Sales Rule would:

- Identify the process required when the Nation is selling a home, including an advertising, showing and prequalification period; and
- Get rid of the current points system for choosing recipients for DREAM homes and move to a bidding process; and
- Identify requirements for the notice when the Nation sells a home as is that may require repairs upon purchase.

The Mortgage Programs, Guidelines and Requirements Rule would:

- Identify the mortgages available through the Nation and the requirements and process for applying for such loans;
- Establish how interest rates are set and may be amended;
- Consolidate the loan programs while maintains all loan services.

The General Rental Program Eligibility, Selection and Other Requirements Rule would:

- Get rid of the current points system for DOLM rental units and move to a first come, first served process; and
- Identify the requirements to be eligible and apply for a general rental.

To obtain copies of the Public Meeting documents for this proposal, please visit www.oneida-nsn.gov/Register/PublicMeetings.

PUBLIC COMMENT PERIOD
OPEN UNTIL Thursday, December 22,
2016

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to DOLM by U.S. mail, interoffice mail, e-mail or fax.

Oneida Division of Land Management
470 Airport Drive, Oneida, WI 54155
E-mail: LAND@oneidation.org
Phone: 920-869-1690
Fax: 920-869-1689

From page 27/OBC October 12, 2016 Minutes

tion:
Ayes: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster

Abstained: Brandon Stevens
Not Present: Tina Danforth, Trish King, Lisa Summers

11. Review item regarding Ancillary Facilities and determine next steps

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by David Jordan to direct the Law Office to develop the correspondence; and to submit the correspondence for an E-Poll approval by the Business Committee by Wednesday, October 19, 2016, seconded by Fawn Billie. Motion carried with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

12. Discuss Self-Governance Coordinator succession planning and determine next steps

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Fawn Billie to defer this item to the October 26, 2016, regular Business Committee meeting, seconded by David Jordan. Motion carried with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

13. Review update regarding Tribal Ombudsman

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Tehassi Hill to accept the verbal update; and to direct the Business Committee Officers to bring back a location recommendation to the Business Committee within sixty (60) days, seconded by Fawn Billie. Motion carried with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

14. Approve request for title change of Medical Director to Comprehensive Health Division Director-Medical

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by Jennifer Webster to defer this item to the October 26, 2016, regular Business Committee in order to allow for additional information to be followed up on, seconded by Tehassi Hill. Motion carried

with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

15. Discuss performance expectations for new Direct Reports

Sponsor: Trish King, Tribal Treasurer
Motion by David Jordan to approve the request and defer this item to the October 17, 2016, Business Committee work meeting, seconded by Fawn Billie. Motion carried with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

16. Review complaint # 2016-DR06-05 and determine next steps

Sponsor: Melinda J. Danforth, Tribal Vice-Chairwoman

Motion by David Jordan to accept the draft memorandum; and to direct the memorandum be forwarded to the appropriate parties, seconded by Brandon Stevens. Motion carried with one with one abstention:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Abstained: Fawn Billie
Not Present: Tina Danforth, Trish King, Lisa Summers

17. Approve limited waiver of sovereign immunity – PoliticalCalling.com – contract # 2016-1128

Sponsor: Nathan King, Director/Intergovernmental Affairs & Communications

Motion by Jennifer Webster to approve the limited waiver of sovereign immunity – PoliticalCalling.com – contract # 2016-1128, seconded by Tehassi Hill. Motion carried with one with one abstention:

Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Abstained: Fawn Billie
Not Present: Tina Danforth, Trish King, Lisa Summers

Motion by Fawn Billie to go into executive session at 2:54 p.m., seconded by Tehassi Hill. Motion carried with one unanimously

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Not Present: Tina Danforth, Trish King, Lisa Summers

Councilman Brandon Stevens departs at 3:40 p.m.

Motion by Tehassi Hill to come out of executive session at 3:42 p.m., seconded by Fawn Billie. Motion carried with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David

Jordan, Jennifer Webster

Not Present: Tina Danforth, Trish King, Brandon Stevens, Lisa Summers
18. Review two (2) requests regarding release of confidential employee information

Sponsor: Tehassi Hill, Councilman
Motion by Tehassi Hill to request the Finance Department to identify cost and funds to potentially provide identity theft insurance to the thirty-eight (38) employees; and to direct that report to come back in two (2) weeks, seconded by Jennifer Webster. Motion carried with one unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster
Not Present: Tina Danforth, Trish King, Brandon Stevens, Lisa Summers

XV. ADJOURN

Motion by David Jordan to adjourn at 3:45 p.m., seconded by Fawn Billie. Motion carried unanimously:

Ayes: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster
Not Present: Tina Danforth, Trish King, Brandon Stevens, Lisa Summers

www.oneida-nsn.gov



Come one, Come all!

To the annual Community Christmas Blanket making event!!!

Join the Oneida Police Dept. along with other local Public Safety Organizations to this year's Christmas Blanket making event.



Music, coffee, cookies, doughnuts, soda, and camaraderie will be provided by the OPD

When: Saturday, December 3rd 2016, @ 9:00 AM

Where: Anna John Nursing Home Dining Hall

2901 S. Overland Dr., Oneida



The blankets will be donated to Elders in our community, Oneida Birth to 6 Program, Oneida Domestic Violence, Oneida Foster Care, and to the Oneida Patrol officers for--Random Acts of Kindness

Happy Birthday

Many Blessings to You My Dear Son on your **25th** Birthday, November 30th!

Trevor 'T-Mo' Moses

A great hard-working father with a heart of gold!



I'm so very proud of the responsible young man you are – A loving father to Ayden & Presto, and loving partner to Linda! Love Always, Mom

Owi·láse?

Blaze Herman Shumpert

Blaze Herman Shumpert, newborn son to Danielle Porter and Ceth Shumpert, was born Tuesday, September 27, 2016 at St. Joseph's Hospital in Milwaukee. The proud maternal grandparents are Debra Huff-Porter and Herman Porter. Maternal great-grandparents are Roy and Alice Huff. The proud paternal grandparents are Marlon and Nora Shumpert.



Dorothy Porter Masse

Dorothy Porter Masse, newborn daughter to Josiah Porter and Carrie Masse, was born June 28, 2016 at Belin Hospital. The proud paternal grandparents are Debra Huff-Porter and Herman Porter. Parental great-grandparents are Roy and Alice Huff. The proud maternal grandmother is Kathleen Masse.



Oneida historian shares stories of tribe's contributions

By Aimee Malone

Public Affairs Office

An Oneida tribal historian shared her tribe's contributions to the United States as part of National American Indian Heritage Month/Native American Heritage Month observance Nov. 15 at McCoy's Community Center.

Guest speaker Loretta Metoxen, 85, was born and raised on an Oneida farm in northeastern Wisconsin. She served in the Air Force during the Korean War. She later returned home to raise a Family and serve the Oneida nation as a member of multiple civic and community organizations. She has been a tribal historian since 1996 and is still actively researching Oneida history and heritage.

The Oneida tribe has a

long and often-forgotten history of helping the United States, Metoxen said.

"The Oneida Indians saved this country from Great Britain," she said, explaining that the Oneida were early allies of American revolutionaries, and the majority joined forces with the rebels. One significant fight the Oneida participated in was the Aug. 6, 1776, Battle of Oriskany. Many Oneida fighters were killed during the battle, Metoxen said.

"They're not recognized for that because their names are obliterated from history because the United States Army did not keep track of all the names of the people who were fighting from the tribes," Metoxen said. "We did have six commissioned officers. Their names are prominent. But the rest who succumbed there ... their names are gone forever."

Another story of how the Oneida helped save American revolutionaries was how they fed George Washington's troops when the Soldiers were wintering over in Valley Forge, Pa.

"The Oneidas heard of Washington's plight and the plight of his Soldiers at Valley Forge, and so they sent 600 bushels of

corn from Fort Stanwix, N.Y., down to the Army," Metoxen said. The white corn sent down had to be specially prepared, so an Oneida woman named Polly Cooper stayed with Washington's army to show them how to properly prepare it. She ended up staying as a cook for the Washingtons.

"Martha (Washington) was so grateful for doing that that she purchased, in Philadelphia, a black shawl (for Cooper), and that black shawl survives today in Oneida, N.Y., ... at the museum," Metoxen said.

Metoxen recommended the book "Forgotten Allies: The Oneida Indians and the American Revolution" by Joseph T. Glatthaar and James Kirby Martin, which details some of the other contributions made by tribal members during the war.

Many members of the tribe relocated to Wisconsin from New York prior to the Indian Removal Act of 1830. Land in upstate New York was at a premium, especially where the Erie Canal eventually was built.

"My great-grandparents ... were born in New York," Metoxen said. "This is not ancient history."

The Oneidas also fought in the Civil War,

Metoxen said. About a tenth of the population of the Wisconsin Oneidas, 147 men, volunteered to fight for the Union. Thirty-two of them died, and some were buried in mass or unmarked graves. One of her research projects as tribal historian is trying to locate these Oneida Soldiers and bring them home, she said.

In closing, Metoxen said she hoped each audience member was a little richer from hearing about her tribe's history and heritage.

Sgt. 1st Class Nastassia Williams with the 181st Infantry Brigade said she thought Metoxen's presentation was wonderful.

"I learned a lot about the Oneida tribe," Williams said. "She was awesome."

Williams said she thought Metoxen was a very good representative of the Oneida for Native American Heritage Month.

The next Equal Opportunity observance will be in January celebrating Dr. Martin Luther King Jr. Day. For more information about Equal Opportunity events, call 608-388-6153.

Share some

"GOOD
NEWS"

Prices
starting
at \$5...



Call (920) 496-5631
for all your Advertising needs!

LEGAL NOTICE REQUEST FOR PROPOSALS

The Oneida Nation herby gives notice that Proposals will be received in the Engineering Office for the following described project.

PROJECT – Elder Village Cottages – Phase II. The project is to develop houses on some of the remaining lots within the Elder Village neighborhood. The scope of services consists of architectural and civil design for the proposed houses. A complete description of the project and required services is noted in the Request For Proposal documents.

PROCUREMENT OF REQUEST FOR PROPOSAL (RFP) - The complete RFP documents, in paper format, are available for pick-up at: Oneida Engineering Department

N7332 Water Circle Place
Oneida, WI
An Adobe Acrobat® electronic format digital file can be e-mailed upon request to the Project Manager, contact:

Kevin House – Project Manager
Telephone: 920-869-4545

khouse6@oneidanation.org
INDIAN PREFERENCE –
To the greatest extent feasible, the Oneida Nation shall give preference in the award of contracts to certified Indian Organizations and certified Indian Owned companies. Any contract awarded under this advertisement shall conform to the Oneida Nation's Indian Preference in Contracting law.

SUBMITTAL DEADLINE – The deadline for submitting completed Proposal Forms to the Engineering Department is noted in the RFP and is: before 3:30 PM on Wednesday December 21, 2016.

Published by the authority of the Oneida Nation.

ONEIDA NATION FAMILY COURT ORIGINAL HEARING BODY NOTICE OF HEARING

RE: DOCKET Case Number 16PA135, Oneida Tribe Child Support Agency and Petitioner NICHOLE M REINHOLDSON vs. Respondent BRANDON J ANDREWS

A diligent attempt is made to notify the above individuals of an action filed by the Oneida Tribe Child Support Agency for a Paternity hearing. A hearing shall take place on Wednesday, January 25, 2017, at 10:30 a.m. in the above captioned case at Oneida Family Court; located at 2630 W. Mason St., Green Bay, WI 54303.

Inquiries for pleadings and/or additional information may be directed to:

Clerk of Court
Oneida Family Court
P.O. Box 19
Oneida, WI 54155
(920) 496-7200

**Email us at
kalihwisaks.org**



Visit us on
Facebook

https://oneida-nsn.gov

ONEIDA NATION FAMILY COURT ORIGINAL HEARING BODY NOTICE OF HEARING

RE: DOCKET Case Number 13PA105, 15PA061, Oneida Tribe Child Support Agency and Petitioner TRACY L. ZALESKI vs. Respondent MICHAEL E. DOXTATOR

A diligent attempt is made to notify the above individuals of an action filed by the Oneida Tribe Child Support Agency for a Petition for Paternity. A hearing shall take place on {Wednesday, January 25, 2017} at 9:15 a.m. in the above captioned case at the Oneida Nation Family Court; located at 2630 W. Mason St. Green Bay, WI 54303. Failure to appear may result in a default judgment. Please call (920) 496-7200 with any questions.

Inquiries for pleadings and/or additional information may be directed to:

Clerk of Court
Oneida Nation Family Court
P.O. Box 19
Oneida, WI 54155
(920) 497-5800

NOTICE OF

PUBLIC MEETING

TO BE HELD

Thursday, DECEMBER 1st at 12:15 p.m.

IN THE

OBC CONFERENCE ROOM

(2nd FLOOR—NORBERT HILL CENTER)

In accordance with the Legislative Procedures Act, the Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal.

TOPIC: ONEIDA NATION SEAL AND FLAG

This is a proposal to create a new Oneida Nation Seal and Flag Law which would:

- ◆ Recognize the official Oneida Nation Seal and describe where the seal should be used;
- ◆ Give authority to the Oneida Nation Secretary to govern the placement, maintenance and authorized use of the Oneida Nation seal;
- ◆ Recognize the importance of publically demonstrating the sovereign authority and jurisdiction of the Nation through the proper flying of the Oneida Flag;
- ◆ Require all current and future Oneida Nation-owned buildings on the reservation that fly the Flag to do so pursuant to this law;
- ◆ Identify who is responsible for Flag duties;
- ◆ List the requirements for how the Flag is to be displayed; and
- ◆ Explain how the Flag is to be respected.

To obtain copies of the Public Meeting documents for this proposal, or to learn about the LOC public meeting process, please visit

www.oneida-nsn.gov/Register/PublicMeetings

or contact the Legislative Reference Office.

PUBLIC COMMENT PERIOD OPEN UNTIL DECEMBER 8, 2016

During the Public Comment Period, all interested persons may submit written comments and/or a transcript of any testimony/spoken comments made during the Public Meeting. These may be submitted to the Tribal Secretary's Office or to the Legislative Reference Office in person (Second floor, Norbert Hill Center) or by U.S. mail, interoffice mail, e-mail or fax.

**Legislative Reference Office
PO Box 365 Oneida, WI 54155**

LOC@oneidanation.org

Phone: (920) 869-4376 or (800) 236-2214



Saturday, Feb. 25
Tickets \$55

- Early Birds Pay \$500
- PhD™ Reserves \$40 (4-pack minimum)
- Regular Games Pay \$1,000
- Sales 8am
- Blackout Pays \$5,000
- Early Birds 10am
- 20 Bingo Pass Drawings for \$55
- Bash 10:30am

ADMISSION PACK INCLUDES 6-ON ENTRY PAPER & 1 Bonanza Paper

Sales begin at 8am. Early Birds begin at 10am. Six Crazy Bingo Early Bird games paying \$500 each! Session begins at 10:30am. (More than one admission ticket package can be purchased per customer.)

1. Hardway Bingo	\$1,000.00
2. Crazy Letter T	\$1,000.00
3. One Away Letter X	\$1,000.00
4. Crazy Bingo	\$1,000.00
5. THREE SISTERS	POSTED
6. SPECIAL Filled in Diamond	\$2,500.00
7. Crazy Eight Pack	\$1,000.00
8. BINGO OR BETTER	\$700.00
9. 5 Around the Corner	\$1,000.00
10. Crazy Bingo	\$1,000.00
11. JUMBONEIDA	POSTED

15-Minute Break • 15-Minute Break • 15-Minute Break

12. DUAL DAB	\$500.00
13. Two Verticals	\$1,000.00
14. Broken Arrow	\$1,000.00
15. Crazy Bingo	\$1,000.00
16. ONEIDA DOWNS	\$200, \$300, \$500
17. SPECIAL Heart	\$2,500.00
18. Crazy 6 Pack No Free	\$1,000.00
19. Crazy L	\$1,000.00
20. Crazy Bingo	\$1,000.00
21. SUPER X-TRA KASH	POSTED
22. Straight Bingo and Large Corners	\$1,000.00
23. DO-IT-YOURSELF	POSTED OR TWO CONSOLATION PRIZES OF \$500.00
24. BONANZA	POSTED
25. Double Bingo (Games 25 & 26 both played on the same sheet.)	\$1,000.00
26. Blackout (Games 25 & 26 both played on the same sheet.)	\$5,000.00

BOLDED GAMES NOT INCLUDED IN \$55 ADMISSION TICKET.

Boxed games are played on the same sheet.

Purchasing a PhD™ hand held unit requires a minimum of four (4) bingo packs to play. Units available on a first come, first served basis on the day of the bash. 200 PhD™ hand held units will be dedicated for pre-sales.



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net

Van Schyndel Joins the Sustain Oneida

By Brent Truttmann

Behalf of Sustain Oneida

The Trust Enrollment Committee is proud to announce the Sustain Oneida initiative has acquired a new contractor to oversee all functions, events, networking and publications. Enrolled Oneida member Tamara Van Schyndel has been selected to lead Sustain Oneida into 2017.

Tamara started working for the Oneida Nation in 1992 on the front line of the gaming operations vault. Over the next two decades, she's held management positions in the cage/vault, gaming internal audit, accounting and compliance departments.

In 2012 Tamara accepted the Executive Director position for the Gaming Commission.

During this time, Tamara has also focused her efforts toward education. In 2007 Tamara graduated with honors from the University of Phoenix where she acquired her Bachelor's of Science Degree in Business Management. She returned to school a few years later and is now a candidate for her Master of Science in Organization Development (MSOD) at Pepperdine University. Her areas of concentration center on community building, strategic planning,

change management, organization design, and leadership development.

This is not Sustain Oneida's first time meeting Tamara. She helped design and facilitate the Sustain Oneida Summit in September 2013 and the Sustain Oneida Retreat in March 2016. Given her experience, education and history with the Sustain Oneida Initiative, the Trust Enrollment Committee is both excited and confident that Tamara will help bring enrollment and citizenship issues to light and take us another step forward to a sustainable and long lasting Oneida Nation.

For the best in Native American music, listen to
Kalihwiyo'se
WPNE 89.3 FM
 Thursday evenings from 10:00p.m.-Midnight

**Just Move It Oneida
Jingle Walk**

Wednesday, December 14th
at the
Oneida Nation Elementary School
4:00 - 6:30pm

We encourage 1-3 miles of walking at your own pace

Oneida Adventures will be at the event with their winter programming information.
If weather permits (snow!) you will have the opportunity to snow shoe!

FREE Event for All Community Members. No RSVP needed.
Questions: call 490-3993

Partnerships for White Corn: The Oneida Nonpoint Program

In 2016 the Oneida Nonpoint Program re-organized so that it could help support Community agriculture. In its first year that has meant “partnering” in support of community efforts to grow white corn.

Two exciting projects are underway: 1) Support for the White Corn Cooperative that has formed and received a grant to learn new ways to grow corn organically; and 2) Tech-

nical assistance to Tsyunhehkwa that will focus on a “whole farm approach” to improving soil health so that more corn can be grown per acre.

White Corn Cooperative

The Nonpoint staff helped the White Corn Cooperative till and plant its first 3 acre field and are working with them on a larger 18 acre site that will be planted in 2017. In these fields corn will be rotated into cover crops that

will provide nutrients for future corn crops.

One innovative part of the project will be to “roll” the cover crops down and plant directly into the stubble and compare that to more conventionally tilled fields. If rolling down the cover crops works it will reduce weeds later in the year and reduce field cultivation.

Tsyunhehkwa Farm Plan

The second exciting initiative is to improve

the amount of white corn grown at Tsyunhehkwa by rotating crops, animals, and cover crops from field to field. Both the animals and the cover crops will add nutrients to the soil and maintain soil health, so that when corn is grown it will be healthier and provide more bushels per acre.

At Tsyunhehkwa the entire farm operations, the animals and all the crops will be used to support one another just like in nature.

Like anything new when you are working in partnership to improve a situation people can make

mistakes and the Nonpoint staff made such a mistake at Tsyunhehkwa. The Eco-Services Department and the Nonpoint staff would like to apologize to everyone that a 25 foot by 300 foot section (0.2 acres) of the white corn was destroyed during a construction project to improve water drainage on one of the corn fields. We take full responsibility, and have worked to make amends in any way we can including efforts to help harvest the damaged corn and pay for any lost crop.

Besides this and possible other “growing pains”

in the future, we are excited about these projects and will do what we can to make each one of these efforts a success.

Both efforts explore ways to improve white corn use in Oneida through the use of organic non-toxic methods (the growing of crops without synthetic chemicals and fertilizers). Hopefully, healthy organic white corn will be in Oneida forever and this traditional food will be available to all who want some Oneida grown corn soup or bread.

JACK FROST IS HERE
SO IS Breakfast with Santa

Saturday, December 10, 2016
8:00AM - 10:30AM
Oneida Civic Center

FOOD SPONSORED BY **festival**

PURCHASE TICKETS TO **WIN!**
AUTOGRAPHED JULIUS PEPPERS HELMET

Families with youth ages 0-8 will be able to visit with Santa and receive a picture. **ONE (1) picture per family.**

After the visit with Santa, youth ages 0-8 years old will be able to pick out a gift from Santa. **MUST BE PRESENT TO RECEIVE A GIFT.**

Please contact Cassandra Cottrell, at 833-0010, with any questions or concerns.

CO-PARENTING

Workshops

Parenting Together When Apart

The last session for this year will be held on

Tuesday, December 6, 2016,

from 1:30 PM-4:30 PM at

Oneida Social Services

2640 West Point Rd., Green Bay, WI 54313

You can come with your co-parenting partner or without, to begin to learn new ways to work together and communicate for the betterment of your and your child's life.

Contact Heather VandenLangenberg to sign up! 920-490-3717 or

Hvandenl@oneidanation.org



2016

NEW YEAR'S EVE

Bingo Party

Saturday, Dec. 31

Tickets \$55 • PhD™ Reserves \$50

10am • Sales

11:30am • On-Demand Bingo Begins

3:30-7pm • Dinner Served

5:30pm • Warm-Ups Begin

\$1,199 Specials • \$5,000 Blackout Party Favors • Cash Drawings

Details in bingo hall.



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net



Lady Thunderhawks fall in home opener to Rangers



Kali photo/Nate Wisneski

The Oneida Nation Lady Thunderhawks fell to the Wausaukee Rangers in their home opener 37-49 on Tuesday, November 29. Joshon Killspotted paced the Lady T-Hawks with 13 points while Yehli Rodriguez chipped in 10.

The Lady Thunderhawks will travel to Stockbridge on December 1 and Coleman on December 2. Above: Tiara Barber drives through Wausaukee defenders on her way to the hoop.

ONEIDA NATION – Lee 5, Killspotted 13, Rodriguez 10, Barber 3, Hernandez 6. 3-pt: Killspotted 2, Rodriguez 1.



Purchase your 2017 Season Pass prior to Dec. 31st, 2016 and receive a \$50 gift card for a 9 hole season pass and a

\$200 gift card for a 27 hole season pass!!
Payroll Deduction Opportunity available for all employees within the Oneida Tribe entities!

Employees can use payroll deduction for purchases towards a 2017 season golf pass or play passes. Pay over a 15-week period! Employees must complete a form in the golf shop at Thornberry Creek at Oneida.

Contact Mark Becker,

mbecker@golfthornberry.com
to sign up and/or for more information.

Mark Becker, Director of Golf, PGA
Thornberry Creek at Oneida
920-434-7501 x106
www.golfthornberry.com
"Come Play With Us"

College of Menominee Nation's Fall Theatre Production showcases two short plays

COLLEGE OF THE MENOMINEE NATION PRESENTS:
Performed by Fall's 2016 Theatre Course
FROM DIRECTOR RYAN WINN

N.A.P.S.

WRITTEN BY
WILLIAM S. YELLOW ROBE JR.
AND
SHINNOB JEP

WRITTEN BY
JIM NORTHRUP

WEDNESDAY 12/7/2016
7:30PM CMN CULTURAL LEARNING CENTER
KESHENA, WI

FRIDAY, 12/9/2016
7:30PM NORBERT HILL CENTER
ONEIDA, WI

ADMISSION IS FREE

PHOTOGRAPH BY: K.R.
POSTER BY: S. HEMKEN




The College of Menominee Nation (CMN) invites the public to view two short plays staged on separate nights in the College's Keshena campus and at the Norbert Hill Center in Oneida. This production will mark the eleventh time CMN has collaborated with the Oneida Nation Arts Program to bring live theater to both the Menominee and Oneida communities.

The first play, "N.A.P.S.: The Native American Paranormal Society", is set at the Broken Creek Bingo Hall where a group of investigators are trying to debunk alleged paranormal activity for their television show. It was written by decorated Assiniboine playwright, William S. Yellowrobe, Jr., and the show questions the wisdom and rationale of those investigating the spirit world.

The second play, "Shin-

nob Jep", is set at a humorous game of Jeopardy where all of the categories tie to Anishinaabe and/or American Indian culture. It was written by the late Fond du Lac tribal member, Jim Northrup. Jim passed in August, and this production attempts to honor his memory and share his humor.

Additionally, this production will feature an original scripted role of a Master of Ceremonies who will introduce the plays and entertain the audience during the set

changes.

CMN students and community members involved in the productions include the following: Daphne Allery, Melissa Besaw, Jessica Buettner, Moneejon Chevalier, Maria Frechette, Lloyd Frieson, Jamie Funmaker, Tonia Haack, Sabrina Hemken, Dorian LaTender-Lyons, Christa Lyons, Nathaniel Madsen, Debra McPherson, Doris Menore, Brian Moreno, Kasey Paiser, Linda Pamonicutt, Elizabeth Rice, AnnMarie Spice, Jordynne Waup-

kenay, and Kayshia Wayka.

Showings both evenings begin at 7:30 p.m. Admission is free. The Wednesday, Dec. 7, production is in the CMN Cultural Learning Center, N172 State Hwy. 47/55 in Keshena. On Friday, Dec. 9, the production is in the auditorium of the Norbert Hill Center, N7210 Seminary Road in Oneida.

The show is directed by CMN faculty member Ryan Winn. This is a one hour production.

LOOKING FOR A CHANGE?



TRANS IS NOW
RECRUITING FOR
THE NEXT CLASS!

GET
HIRED!

Come to orientation to
learn how you can start
a construction career
in just 6 weeks!



ATTEND AN ORIENTATION TO LEARN MORE!

Brown County Job Center

701 Cherry Street Green Bay, WI | Lower Level Conference Room

MONDAY, JAN. 9TH
9AM-11:30AM

THURSDAY, JAN. 12TH
1PM-2:30PM



LEARN NEW SKILLS

TRANS teaches the skills that contractors need. We work with industry professionals to create training that will get you hired.



EARN GREAT WAGES

The construction industry needs motivated, dedicated workers- and starting pay is anywhere from \$15-\$23 per hour.



FAST TRAINING

TRANS is a six-week intensive training designed to get you qualified for the construction industry quickly.

For more information, contact Ranard 920-940-6061

rmorris@fsc-corp.org

Make your own Regalia

By Betty Willems and Laura Manthe

Ridgeview Plaza, 3759 Ridgeview Plaza, Suite 4, Green Bay

10 A.M. to 2 P.M.

\$30.00

Projects must be left at site. No children unattended. Please bring any supplies you may have, such as scissors, glue, velvet, calico, leather, designs, 70 wt. pellow, various size beads, thread, needles, etc.

Anyone finishing the projects may enter the Wisconsin Indian Art Show and Market in July, children enter free with adults. You may attend the bead circle after the classes are finished and continue to work on projects.



- November 19, Moccasins
- November 26 catch up projects
- December 10 Collar
- December 17 finish projects

Each project is \$30 for adult, children 10 to 16 free; children must be accompanied by an adult

Name _____ Tribe: yes _____ no _____ child's Age _____

Phone _____ email _____

Address _____

Please contact Betty Willems at 920-660-5275 or bettyj967@yahoo.com with questions.

ONEIDA NATION ARTS PROGRAM NEWS



ONAP, 1270 Packerland Dr, Geen Bay, WI 54304 PH: (920) 490-3830, www.oneidanationarts.org

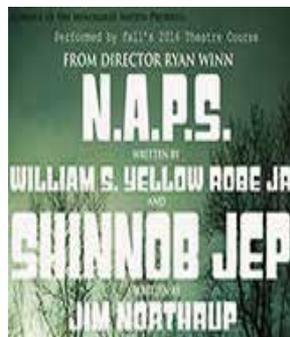
CMN Fall Theatre Showcases Two Short Plays

This season marks 11th collaboraton with ONAP

The College of Menominee Nation (CMN) invites the public to view two short plays staged on separate nights on the College's Keshena campus and at the Norbert Hill Center in Oneida.

This production will mark the eleventh time CMN has collaborated with the Oneida Nation Arts Program to bring live theater to both the Menominee and Oneida communities.

The first play, titled: "N.A.P.S.: The Native American Paranormal



Society," is set at the Broken Creek Bingo Hall where a group of investigators are trying to debunk alleged paranormal activity for their television show. It was written by decorated Assiniboine playwright, William S. Yellowrobe, Jr., and the show questions the

wisdom and rationale of those investigating the spirit world.

The setting of the second play, "Shinnob Jep," is in a humorous game of "Jeopardy," where all categories tie to Anishinaabe and/or American Indian culture. It was written by the late Fond du Lac tribal member, Jim Northrup. Jim passed in August, and this production is in his honor and shares his humor.

Performances on both evenings are from 7:30 to 8:30p.m. Admission

is free. On Weds, Dec. 7, production is in the CMN Cultural Learning Center, N172 State Hwy. 47/55 in Keshena.

On Fri, Dec. 9, the production is in the NHC auditorium of the Norbert Hill Center, N7210 Seminary Road, Oneida, WI.

The show is directed by CMN faculty member Ryan Winn. Cast and crew members are CMN students and alumni.

Info: Ryan Winn, (715) 799-6226, ext. 3070



Calling Oneida artists to design trophy

Oneida artists are called upon to create a design for a trophy for a golf tournament. The board members of the Woodland Indian Art, Inc. (WIA) announced a Request For Proposals (RFP) from Oneida artists for concepts and designs of a trophy for the 2017 Ladies Professional Golf Association (LPGA) tournament. The Thornberry at Oneida golf course is host of the LPGA next year in July.

The WIA is coordinating a juried art competition for concepts and designs for the trophy design. The artists must be an enrolled tribal member of the Oneida Nation in WI. There will be a monetary award for the selected trophy design.

The artists' proposal deadline is December

15, 2016, by 4:30pm. The LPGA trophy design must be unique and reflect some aspect of Oneida culture, history, or art.

A panel of judges will review the design concepts, sketches and descriptions. The award notification will be revealed - via email and/or phone.

The selected artist must create the physical trophy by March in 2017. The artist will also be required to create a replica of the trophy in live demonstration during the week of LGPA tournament July 3-9, 2017. The winning design will be cast in bronze, and the trophy will be awarded to the winner of the Thornberry Creek LPGA Classic.

The Woodland Indian Art, Inc. is a non-profit organization created to expand the awareness and appreciation of Woodland Indian art and culture through education, events and markets.

Info ONAP website: oneidanationarts.org/news

Hand Painted Cards class offers a place and time to socialize and learn Oneida phrases and greetings

There is a new opportunity for people to learn some of the Oneida language. One of the Oneida language teachers will be available at an upcoming watercolor painting class.



or expressing get well wishes in Oneida.

Using watercolors or mixed media, learn techniques to create



new and unique greeting cards.

Class will be held on Tuesdays, December 6, 13 & 20, from 6:00 to

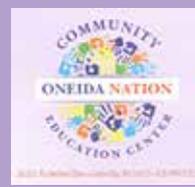
8:00 pm at the Arts Cottage.

Leanne Thompson from Cultural Heritage will be available during the last two classes to help with the translations.

Class is open to all, Basic supplies are included in the fee.

Info: (920) 490-3831

Students in the Hand Painted Cards can add a personal touch to any special occasions, such as birthdays, weddings,



Help others and become a tutor

By Doug Younkle
Oneida Community
Education Center

The Community Education Center (formerly referred to as the Career Center) has tutored more than 500 students, helping them continue and finish their education. We have tutored people of all ages, grade school through university students, and those who are not in formal educational settings. They may need help for job-related or personal goals.

I became a tutor after working in small industry for several years. I was amazed at the low level of math ability of the workforce, even of other college graduates. I knew that I could help, so I returned to school for my teaching credentials.

Learning, particularly in math, takes place through recognizing problem types and being able to apply methods of finding “the answer.” This two-step process helps most people start to think about how they are thinking. After that, it’s a matter of recall and practice. Some need to see a method done several times before they try it on their own. Most need guidance when they do try it. Some just need to know the rules.

I try to lead the student to understanding the question first. A good tip in doing math problems is to read carefully and analyze the question. What does

the answer look like: Is it a number, a sentence, a graph, or something else? We have to know what the answer looks like before we can try to get it. Then I show them the form or patterns in whatever process they need to master. I often draw pictures for the student. Many questions can be represented in two or more ways: as English sentences, equations, tables, or graphically. I encourage each student to find the way that each question makes the most sense to them.

Tutoring is an excellent opportunity to build your communication and leadership skills, keep up your knowledge in completed coursework, and help others. A good tutor has the ability to ask questions and evaluate how well the student sees the process before them.

Share your skills and knowledge with the Oneida community. The CEC is looking for high school, college, adult, professional, and retired people to serve as tutors for students of all ages. All subjects and ages are needed. We’ll match up the needs of each student with your skills and interests, and provide a safe and quiet place to work. Make some money. Help the community. Make some friends. Be a CEC tutor. Contact Doug at (920) 496-5257 or dyounkle@oneidanation.org to apply.



OCEC Fall Classes

All classes are open to ages 16+ unless specified.
Fees are \$30 per class (\$10 for Tribal Members and Oneida Employees.)

Computer Class - Intermediate Microsoft Word
Dec. 6 & 8
5:00 – 7:00 p.m. (This is a 2-session class.)

Computer Class - Intermediate Microsoft PowerPoint
Dec. 13 & 15
5:00 – 7:00 p.m. (This is a 2-session class.)

Beginner Oneida Language (Free)
Nov. 3 – Dec. 15
Thursdays, 5:00pm – 6:00pm

Budgeting (age 18+)
Dec. 6th
4:00-5:30 (These are one-session classes.)

OTHER EDUCATION SERVICES
GED/HSED preparation program
Tutoring for GED, high school, and college class work

Upcoming Events for December 2016

December 10

Jack Frost is here, So is Breakfast with Santa

Oneida Civic Center

When: Saturday, December 10

Time: 8:00AM – 10:30AM

Where: Oneida Civic Center, Oneida Families with youth age 0-8 will be able to visit with Santa and receive a picture. One (1) picture per family. After the visit with Santa, youth ages 0-8 years old will be able to pick out a gift from Santa. **MUST BE PRESENT TO RECEIVE A GIFT.**

Purchase tickets to WIN an autographed Julius Peppers helmet. Please contact Cassandra Cottrell, at 833-0010, with any questions or concerns. *Food sponsored by Festival Foods.*

December 14

Just Move It ONEIDA

Jingle Walk

Oneida Civic Center

When: Wednesday, December 14

Time: 4:00PM – 6:30PM

Where: Oneida Nation Elementary School, Oneida, WI

We encourage 1-3 miles of walking at your own pace. **Oneida Adventures** will be at the event with their winter programming information. If weather permits (snow!) you will have the opportunity to snow shoe!

FREE Event for ALL Community Members. No RSVP needed. Call 490-3993, with any questions.

Upcoming Events – 2017

Reiki Class Offered

Turtle Island Gifts

When: Sunday, January 8, 2017

Cost: \$150 (Inc. materials and lunch). \$75 deposit required to register.

Where: Turtle Island Gifts, Hwy. 29, Oneida, WI

Are you interested in learning how to feel good physically, mentally and spiritually? If so, Reiki and the healing it brings is the answer! Turtle Island Gifts will be hosting a beginner Reiki class. There are only six spots available for participants. Call (920) 785-4318 to sign-up.

Sunshine Gatherings...

Coming Soon!

Turtle Island Gifts

When: January – March 2017

Where: Turtle Island Gifts, Hwy. 29, Oneida, WI

Turtle Island Gifts will be bringing back their popular series of Sunday gatherings for community members to enjoy during the winter months (Jan-March 2017). Right now we are looking for interesting topics and presenters. Last year we had a drumming session, yoga session, stones & crystal gathering plus so much more. If you have some information to share that will lift people's spirits we want to hear from you NOW. Please call us at (920) 785-4318.

Ongoing

Wise Women Group

When: Every Tuesday

Time: 5:30 PM to 7:30 PM

Where: Wise Women Gathering Place, 2483 Babcock Rd.

Come and join us as we share topics about a healthy lifestyle. We explore a holistic way of looking at women's issues in regard to our roles, overall wellness, relationships and children. Enjoy activities, talking circles, speakers, crafts, pot-lucks and community outings. Come and share a cup of hot herbal tea, bring a friend, meet new people and have a healthy night out with women of all ages. 1st week: Talking Circle, 2nd Week: Speaker or Group Activity, 3rd Week: Creative arts, 4th Week: Pot Luck & games. Please call ahead for childcare. Call (920) 490-0627—ASK for Julia or Sam or email Jmclester@wisewomengp.org. Visit www.wisewomengp.org or www.facebook.com/WiseWomenGPs.

Alcoholics Anonymous

When: Wednesdays

Time: 6:00PM

Where: Three Sisters Comm. Center

The meeting will be open unless topic calls for a closed meeting. For more information call 920-869-9014.

Red Road AA Group

When: Thursdays

Time: 7:00PM

Where: "DarJune Cafe" Recovery Community, 1201 S. Broadway & Ninth St.

Open Meeting – Members, Friends & Family. All are welcome!
Contact: Daniel, (608)-695-6780.
hecrows369@gmail.com

Wise Men's Support Group

When: Thursdays

Time: 5:30 PM to 7:30 PM

Where: Wise Women Gathering Place, 2483 Babcock Rd.

Wise Men is a support group for men of all ages, Native and non-Native. The Wise Men group is comprised of mostly elders who want to share their life-long learning experiences. Our experiences are a tool for guidance for other men. Wise Men is dedicated to helping men manage or change addictive habits or thoughts. Destructive behavior comes in many forms and does no one good. Life is too short to deceive oneself and face struggling

through it. The past is gone, the future yet written.

Experience has proven that a Talking Circle is one of the best ways to help achieve a healthier outlook on life.

FMI, contact: Rick Laes at (920) 217-0851 or Gary Keshena at (920) 362-0206 Open to all men. Come join us.

Women's Support Group

When: Every Friday

Time: Noon-2:30PM

Where: Three Sisters Community Center

For more information Isabel Parker at (920) 412-0396 or Georgia Burr at (920) 362-2490.

The Robert Cornelius Veterans of Foreign Wars (VFW) Post 7784 would like to thank everyone who attended their brat fry's this season. See you next summer!

Note: Any requests to include local events in this section will require individuals to list a phone # and contact person for the event.



- 2096 sq. ft.
- New roof
- 4 bedroom
- 2.5 bathroom
- Shed
- New flooring

Application Deadline: Monday, December 12th, 2016 at the Land Management office by **4:30 p.m.**

This is a spec sheet only and is not a binding, legal document. Onsite viewing is recommended for potential home buyers. Homes are vacant and unfurnished. Eligible home buyers must be enrolled members of the Oneida Tribe of Indians

Approved by the Land Commission: 11/07/2016

DIVISION OF LAND MANAGEMENT DREAM HOME OPEN HOUSE

TUESDAY, December 6th, 2016 - 11:30 am – 1:30 pm
WEDNESDAY, December 7th, 2016 - 4:00 pm – 6:00 pm



1320 Crestwood Drive, Green Bay, WI

Purchase Price: \$ 135,000

Est. Monthly Payment: \$ 644.00
(\$135,000 @ 4% for 30 years)
Est. Monthly Tax Payment: \$ 176.73
Total: **\$ 820.73**

Applicants who have a minimum monthly gross income of **\$2,931.18** are encouraged to apply.

Directions to home:

Take Hwy 54 from Oneida to Green Bay. Turn right onto Country Club Road. Turn right on Crestwood Drive and follow road to left. Home is on right.

Contact the Division of Land Management for more information.

Local: (920) 869-1690
Toll Free: (800) 684-1697
Address: 470 Airport Drive, Oneida, WI 54155
Website: <http://www.oneidation.org/land/>

T-hawks represented on Great 8 All-Conference teams



Kali photo/Nate Wisneski

The Oneida Nation Thunderhawks football season has come to an end but season ending awards have rolled in. The Thunderhawks finished 1-8 on the season but had four players recognized with all-conference honors.

Left to right: LB Ryan King - Honorable Mention, OL Devlyn Reiter - Honorable Mention, Head Coach Bryan Peterson, WR Melvin Matson - 1st Team, QB Seth Charles - Honorable Mention



ONEIDA NATION THUNDERHAWKS BASKETBALL SCHEDULES

Girls

Fri, Dec. 2	@ Coleman	7PM
Mon, Dec. 5	Crivitz	7 PM
Thu, Dec. 8	@ Gillett	7 PM
Tue, Dec. 13	Saint Thomas	7 PM
Fri, Dec. 16	@ Peshtigo	7 PM

Boys

Tue, Dec. 6	Wausaukee	7PM
Fri, Dec. 9	Coleman	7 PM
Mon, Dec. 12	Crivitz	7 PM
Thu, Dec. 15	@ Gillett	7 PM

ONEIDA HEALTH CENTER CRAFT/BAKE SALE

Date: SATURDAY, December 3, 2016

Where: Oneida Community Health Center
525 Airport Rd., Oneida, WI

Time: 9:00 A.M. till 3:00 P.M.

Great Assortment of Crafts and Baked Goods

Including a "Grannie's Attic" (A space with gently used items for sale)

Questions contact:
Mercie Danforth (920)869-4810 or Terry VanWycken (920)496-7388

*Fies go toward the OCHC
Booster Club for future events.*

TRAILS/HOUSING BABYSITTING GROUP

If you are 12 years and older or know a youth interested in becoming a trained babysitter free of charge

Fill out and turn in registration forms at
Oneida Housing Authority
Flying Leaf Community Center (Site II)

All registrations must be turned in by **Mon Dec 5th 2016**
Must be pre-registered to attend (**no walk-ins**)

Where: Flying Leaf Community Center
When: Dec 5, 6, 7, 8 2016
Time: 3:30 to 5:30pm

Must attend all 4 days to be certified
(No exceptions)



For more information:
869-6669 Jacqueline Ninham
490-3700 Violet RedHail



EXCLUSIVE OPPORTUNITY!

**As a member of the Oneida Tribe,
you are already a member of Broadway Automotive's**

Preferred Partner Program

This program allows you instant access to great money saving opportunities not offered to the general public.

*Your Preferred
Partner Membership
entitles you to:*

- **Family Pricing** on all new and used vehicles.
- **\$250.00 Trade-In-Bonus** off your best negotiated vehicle price!
- **\$1000.00 Best Price Guarantee** so you always know you are getting the very best price for your vehicle!
- **10% Off All vehicle service and Parts!** Excludes collision; cannot be combined with other offers.
- **Quick and Easy Credit Approval** regardless of credit history!
- **Complimentary Car Wash** with every vehicle service!

Broadway
AUTOMOTIVE
Better!

The entire team of Broadway Automotive looks forward to earning the opportunity to serve all of your automotive needs!

www.BroadwayAutomotive.com

Broadway on Ashland
2700 S. Ashland Avenue
Green Bay, WI 54304
920.498.6666



Broadway on Military
1010 S. Military Avenue
Green Bay, WI 54304
920.499.3131