



## Oneida represented at State of the Tribes



Submitted photo

Oneida Nation Vice-Chairwoman Melinda Danforth, Oneida Nation veteran Kenneth House, and Oneida Nation's Local Government Lobbyist Tana Aguirre pose for a photo before the annual State of the Tribes before the Wisconsin State Assembly and Senate. The address was Tuesday, February 16 and given by Lac Courte Oreilles Chippewa Chairman Mic Isham. To read more about the State of the tribes see page 4.



### Doxtator honored by Green Bay Chamber of Commerce

By Nate Wisneski  
Kalihwisaks Sr. Reporter  
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@Nwisneski\_Kali  
(920) 496-7319

The award honors young professionals making an impact on Brown County.

Doxtator, the General Manager of Thornberry Creek at Oneida, was hired in May of 2014 after a successful career in Phoenix, Arizona. Doxtator was not looking for a new position, but a LinkedIn job notification alerted him to the opportunity at Thornberry Creek.

• See 37,  
Doxtator honored

Josh Doxtator has been with Thornberry Creek at Oneida for a short time, but he has already earned the respect of the area's business community.

The Greater Green Bay Chamber's Current Young Professionals Network named Doxtator a Future 15 Young Professional award winner.

### What's New This Week



#### Page 6/Local

Ron McLester honored as 40 under 40.

#### Page 3/Local

Oneida beadwork to be put on display.

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# Watrous to feature raised beadwork

By Dawn Walschinski  
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(920) 496-7318



Kalihwisaks file photo

The Wisconsin Academy's James Watrous Gallery will host an exhibit of raised beadwork featuring the works of local Oneida beaders, as well as what it takes to bring that beading style back to life in the community.

MADISON ~ The National Endowment for the Arts (NEA) recently announced awards totaling more than \$27.6 million in its first funding round of fiscal year 2016, including an Art Works award of \$10,000 to the Wisconsin Academy's James Watrous Gallery for its fall 2016 exhibition, "Beading Culture: Raised Beadwork and the Oneida Nation of Wisconsin."

"Beading Culture: Raised Beadwork and the Oneida Nation of Wisconsin" is an exhibition focused on the revival of traditional raised beadwork among the Wisconsin Oneida of the Iroquois (Haudenosaunee) Six Nations. Telling a story of cultural resilience and preservation, the exhibition will be augmented by interviews with the artists and public programs including panel discussions, and lectures.

Director of Watrous Gallery Jody Clowes said the exhibit will focus on what it takes to bring an art form like raised beading back to life.

"Raised beadwork is so culturally specific to the Six Nations, and the fact that it's been so important traditional art that never went away completely, but has been reinvigorated over the past 30-

40 years" said Clowes. "What we want to focus on is ... what it takes to reinvigorate a tradition like this. The amount of dedication, and time and just love for the art form that people have given to this to really bring it back to life in its fullest."

Plans for the exhibit include bringing in Oneida beaders such as Loretta Webster to do demonstrations, as well as display the works of area builders and the New York area artists who helped teach the techniques.

"I beaded my whole life, over 50 years, but I always did the flat beadwork, and I always worked with very, very small beads. When Sam (Thomas) came, I had given up beading because I couldn't see any more, the beads were just too small for me. So this was an opportunity to work with the bigger beads.

And I didn't think I would get hooked into it, but the minute I took his class I was hooked into that raised beadwork, it was just beautiful," said Webster.

Most Oneidas moved to Wisconsin in the 1800's missing out on the raised bead style developed in the Niagara Falls area for the tourist trade. As Webster developed as a raised beader, she began to develop her own style.

"At first I used all of (Thomas') designs," said Webster. "Most of Sam's designs are floral and leaves, he did do the

strawberry ... but I didn't learn how to animals, especially the turtle, wolf and bear, our three clans. I began to develop different designs for that because so many people wanted to show their clans on their outfits."

The completed exhibit, featuring examples of historic and contemporary raised beadwork, is designed to travel to several regional Wisconsin venues before being incorporated into the permanent displays in the Oneida Nation Museum. The exhibit will take place later this fall.

## What's New This Week



### Page 47/Sports

The Oneida Nation High School basketball season's are winding down.

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### Disclaimer:

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## Grammy award winner Joanne Shenandoah needs liver transplant

Oneida, N.Y. (AP) — Grammy Award-winning Native American singer-songwriter Joanne Shenandoah needs a new liver after becoming ill with a bacterial infection last summer.

The 58-year-old Shenandoah, of the Oneida Nation in central New York, tells The Post-Standard of Syracuse she has set up a GoFundMe account to help pay for costs associated with the

transplant.

Shenandoah says she contracted the infection after a visit to a hospital last June. She says it's spread from her intestines to her kidneys and liver.

Tests at Strong Memorial in Rochester determined that her liver had suffered irreparable damage and required a transplant.

Shenandoah has received more Native American Music Awards than any other native artist, and more than 40 music awards altogether.

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## Lac Courte Oreilles Chippewa Chairman delivers annual Wisconsin State of the Tribes

Madison, WI — The Lac Courte Oreilles Chippewa band's chairman is using the annual State of the Tribes address to dispel American Indian stereotypes.

Mic Isham told a joint session of the state Senate and Assembly on Tuesday that people still ask him if American Indians live in tee-pees and question why they don't know their own language. He said he tells people they live in houses and Chippewa youth know their

native language well. He said Wisconsin schools must do a better job educating children about tribal life.

He called on legislators to recognize tribal contributions to the state and erase perceptions that Wisconsin's tribes are a burden. He also implored legislators to protect the environment, ripping a water body development bill and lack of action to slow chronic wasting disease.

## Employment Opportunities



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## Get the Most out of your Money:



By Dianne Zubella  
Bay Bank

The Internal Revenue Service (IRS) recently released its annual "Dirty Dozen" ranking of tax scams, reminding taxpayers to use caution during tax season to protect themselves against a wide range of schemes ranging from identity theft to return preparer fraud. Here's a summary of three of the most common tax scams and ways that consumers can protect themselves:

### Phone Scams

The IRS has seen an increase in phone scams, where consumers receive a call from someone pretending to be from the IRS. The caller typically is hoping to steal either money or the consumer's identity. There are many variations of this scam. Some consumers may receive a call notifying them that they're eligible to receive a huge refund, but need to confirm some personal information such as bank account or Social Security numbers in order to receive the money. Others may be threatened with jail time if they don't pay "overdue" taxes.

Dodging this scam is simple. Just remember that the IRS will never call about taxes owed without first mailing a bill, and will never demand payment without

## Common Tax Scams for 2015

offering the consumer the opportunity to appeal the amount owed. Additionally, local law enforcement will never be called to arrest someone for not paying taxes.

### Phishing

Phishing is a scam typically carried out with the help of unsolicited email or a fake website that poses as a legitimate site to lure in potential victims and prompt them to provide valuable personal and financial information. Armed with this information, a criminal can commit identity theft or financial theft. If you receive an unsolicited email that appears to be from either the IRS or an organization closely linked to the IRS, such as the Electronic Federal Tax Payment System (EFTPS), report it by sending it to [phishing@irs.gov](mailto:phishing@irs.gov). The IRS does not initiate contact with taxpayers by email to request personal or financial information.

### Identity Theft

This time of year, an identity thief typically uses a legitimate taxpayer's identity to fraudulently file a tax return and claim a

refund. The IRS has a special section on their website ([www.IRS.gov/identitytheft](http://www.IRS.gov/identitytheft)) dedicated to identity theft issues, including YouTube videos, tips for taxpayers and an assistance guide. The IRS has also increased its efforts to combat this type of fraud. From 2011 through October 2014, the IRS has stopped 19 million suspicious returns and protected over \$63 billion in fraudulent refunds. The best way to protect yourself is to protect your information. Never give out your Social Security number, use the Internet with caution, and always shred documents that contain sensitive information.

Keep these scams in mind as you get ready to file your taxes this year. Always remember: if it sounds too good to be true, it probably is. You can read the full list of scams on the IRS website.

**Remember:** This year's filing deadline is a few days later, too. The filing deadline for this year is Monday, April 18, because April 15, a Friday, is Emancipation Day in Washington.

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# McLester named to Business Link Media Group 40 under 40

By Dawn Walschinski  
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Ron (Deganadus) McLester has been named a Business Link Media Group's 4th Annual 40 Under Forty Business Achievement Award Recipient for his work at Mohawk and Sheridan Colleges.

"It's recognizing specifically my work with post-secondary and focused on the aboriginal community and aboriginal education," said McLester who is the Director and Special Advisor, Indigenous Initiatives at Mohawk College in Hamilton, Ontario, Canada.

McLester has been working on a three year project with Sheridan College to administer, build, design and imple-

ment an aboriginals' initiatives office. He also sits on the board of Six Nations Polytechnic which is working on partnerships with aboriginal education institutes with other post-secondary institutes like Sheridan College.

"Six Nations Polytechnic is a post-secondary institution owned and operated by Six Nations of the Grand River, and the partnership is based on the Two Row Wampum approach where we're mutually beneficial, and traveling the road of life together shoulder to shoulder," he said.

McLester is weaving the experiences of First Nations people with higher education.

"We're doing the same kind of work everybody else is doing when it comes to post-secondary education leading to di-



Submitted photo

Ron (Deganadus) McLester in front of a mural inspired by the Two Row Wampum.

plomas, certificates and degrees, but most importantly we're embedding it with traditional, indigenous knowledge," he said.

McLester is currently working on an outdoor classroom called Hoop Dance which will be completed May 1.

"It brings indigenous (teaching) to the forefront, so sitting across the fire, transmitting traditional indigenous knowledge in an indigenous way," he said. "It's not just for Mohawk College students, it's really meant to be a learning environment for the transmission of indigenous knowledge for the greater Hamilton area."

The Business Link Media Group ceremony will be held February 18. The 40 Under Forty Business Achievement Awards recognize Hamilton's

next generation of business leaders. The 40 winners are under the age of 40 and consistently make their mark in business and in their communities.

## 2016 Winners

Layla Abdulrahim-Moore - City of Hamilton, Hamilton Immigration Partnership Council  
 Sangeeta Bahadur - EB Media Solutions  
 Cameron Ballantyne - Orbis Communications  
 Michael Battell - Battelle Denture Clinic  
 Tim Bolen - CHCH  
 Tyler Bowman - Walter-Fedy  
 Krysta Boyer - Ambitious Realty Advisors Inc.  
 Kevin Browne - Software Hamilton  
 Dan Churchill - Pita Pit Dundas  
 Justin D'Olimpio - Just Train Fitness  
 Hank de Jong - EduDeo Ministries

Rachel Devine - Aesthetics by Rachel; R Ebeine Skin Care  
 Larissa Drobot - CoMotion on King  
 Jonathan Fava - SCAN-LINK Technologies  
 Manny Ferreira - Mezcal Tacos & Tequila  
 Justin Fyfe - Mohawk College  
 Giuliana Guarna - McMaster Students Union  
 Steve Haining - CreateOF  
 Kevin Hall - Hall Construction Inc.  
 Dr. Andria Hoda - Meadowslands Chiropractic; TheDCCE.com  
 Dr. Daniel Hyams - Femata Inc.  
 Erika MacKay - Niche for Design Inc.  
 Megan MacLeod - McMaster University  
 John MacNamara - Colliers International  
 Jordan McCarter - Pearson Dunn Insurance  
 Michelle McDowell -

Evolve Massage & Wellness

**Ron McLester** - Mohawk College/Sheridan College  
 Maja Mihajlovic - RBC  
 Adriano Paonessa (Dre Pao) - Independent Songwriter/Recording Artist  
 Daniel Pele - Investors Group  
 Justin Policarpio - McMaster University  
 Warren Pyper - The Hamilton Brewery  
 Vince Raso - KPMG  
 Brianne Service - Brianne Service Fine Arts  
 Heather Shantora - Quindell Health Services  
 Melanie Sodtka - Mohawk College McKeil School of Business  
 Erwin Szeto - Mr. Hamilton; Rock Star Realty  
 Peter Topalovic - City of Hamilton  
 Blake Wyatt - Wyatt Development Group  
 Stacey Ziebarth - Studio Zee Pilates; Zee Float

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# Solar deployment on tribal facilities underway

By Michael Troge

Oneida Energy Team, Environmental Health & Safety

This is a rare opportunity for the Tribe! This project will install solar on several Tribal buildings for very little upfront cost.

The method for funding this project is something like a homeowner who refinances their home mortgage to pay for home improvement projects. Using the \$1 million Department of Energy grant awarded last spring, the Tribe will partner with an investor to create a project for a total cost of \$2 million. It will put up enough solar to save the Tribe \$90,000 of utility costs per year.

The solar will be installed on buildings that have good access to the sun and use a large amount of energy throughout the year. The Oneida Community Health Center is one building being considered.

The partnership between Oneida and the

investor will create a limited liability company to manage the solar project. The advantage of this partnership is that the investor can claim the tax credits that are available for clean energy projects – the Tribe can't because it is a government. That's where the savings starts.

A power purchase agreement will detail how the revenue from the solar will be directed to the investor during the eight-year agreement. During this time, the Tribe will see a bill savings of about \$90,000 per year. The Tribe will pay about \$2,000 per year for maintenance of the system. After the eight-year agreement has expired, ownership of the solar project will be transferred to the Tribe. The grant is also providing training to the Tribe's Facilities electricians. When the Tribe has gained ownership, the electricians can take over maintenance activities or it can be contracted out. The system is expected to produce

power for a minimum of 20 years and likely longer.

The Tribe's Energy Team is deliberately exercising their energy planning activities with caution with the intent to minimize risk to the Tribe. For example, we have assembled a strong team of internal and external stakeholders to analyze all aspects of this solar project. The team has used the competitive bidding process for all parts of the project. We have also created a work plan and modified the grant budget to accomplish all project tasks. As a show of commitment, the Tribe is matching \$45,000 of staff time and legal/financial representation with the \$1 million grant.

Solar will get the Tribe one step closer to stabilizing their energy costs. It will also emphasize the Tribe's leadership in clean energy development. The Energy Team wants this project to be only the first step towards



Submitted image

An artistic rendering of potential solar panels on the roof of the Oneida Community Health Center.

a comprehensive energy program. During a time when budgets are shrinking and the need for clean energy production has never been greater, communities must go after creative financing opportunities that don't require large budget expenditures.

Public and private organizations around the nation have found these funding options to be among the best strategies for communities to finance these kinds of projects. The adoption of the range of funding techniques is something we want to explore further,

but it will take time to research all of these opportunities. Please support these efforts as we continue our investigation of the Tribe's clean energy economy. Michael Troge, mtroge@oneidanation.org, 920-869-4572.

## Attention:

EHSD will be conducting a waste audit of the Oneida Residential Curbside Trash and Recycle collection on February 25-26.

Twelve random households will be selected for the audit. EHSD will collect the contents of the garbage and recycle carts on collection day, sort and weigh contents, then recycle/dispose appropriately.

Contact Amy Spears at 920-869-4549 for questions.

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*A: Yes.* The FAFSA must be renewed each Academic Year.

2. If I am planning on getting the Oneida Grant do I need to complete the FAFSA?

*A: Yes.* We want students to maximize the funding available to them. In addition, it is a requirement of the grant.

3. I haven't officially decided which school I am attending, should I wait until I have de-

ecided to complete the FAFSA?

*A: No.* You can list up to 10 schools on the FAFSA. To maximize funding, we recommend completing the FAFSA as early as possible.

4. I am 22 years old without children and live on my own. Since my parents don't claim me on their taxes, do I need their tax information?

*A: Yes.* The FAFSA does not consider independence on the taxes as independent for FAFSA purposes.

5. Do I need to attend the workshop to have

Oneida Higher Education assist with my FAFSA?

*A: No.* Students can stop in during open hours to have an advisor help them complete the FAFSA. However, the first workshop will be held on **Saturday, March 5<sup>th</sup> from 9:00 – 11:00 AM** to extend availability. In addition, we will have a local Financial Aid Counselor there to answer questions and will be hosting 2 short presentations to help people better understand the Financial Aid process.

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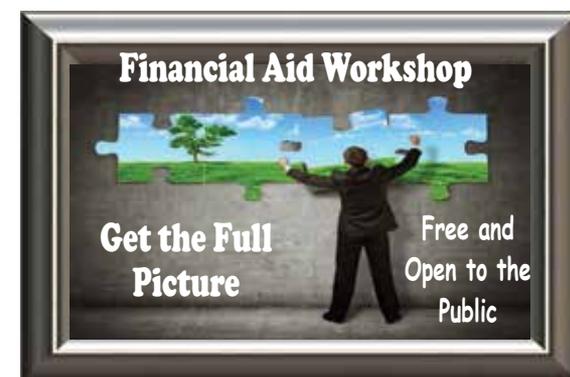
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## Youth Apprenticeship Opportunity

*Deadline drawing near, Pilot program targets High school upper class students*

The Oneida Education and Training Department announces the availability of Youth Apprenticeships for high school juniors and seniors starting in the Fall 2016. This collaborative initiative is the result of the combined efforts of the Oneida Tribe, NWTC, and the Greater Green Bay Chamber of Commerce. Apprenticeship students will attend regular school classes in the morning and will spend 10 to 15 afternoon hours per week employed either by the Tribe or by Green Bay businesses. Selected students will earn \$7.50 per hour. In addition, the educational experience will be augmented by relevant classroom enrichment at NWTC. Students will earn dual high school and college credit for these classes.

The following career work opportunities will be available, depending upon approved worksites. Program area availability is dependent upon work-force needs and employer interest.

- Agriculture/Food
- Business
- Construction/Architecture
- Finance
- Graphic Design/Communications
- Hospitality/Tourism
- Information Technology
- Finance
- Manufacturing
- Natural Resources
- STEM
- Transportation

Young people who take advantage of apprenticeships will gain valuable knowledge regarding their chosen career field, as well as learning beneficial employment skills which will lead to success in the Oneida workforce. Transportation is the responsibility of the student/parent. This pilot program will be limited to 15 students and begin in September 2016.

**Deadline for applications is March 5, 2016.**

For further information, please contact Norbert Hill at (920)869-4037 or JoAnn Ninham at (920)869-4345.

**ONEIDA Higher Education**  
**920-869-4033**

## ATTENTION

# 2016 Graduating Oneida High School Seniors

The Kalihwisaks is once again preparing to Honor all

“2016” graduating HIGH SCHOOL Seniors!

*A Special graduation section will be published in the June 16<sup>th</sup> 2016 issue in full color!*

### The following information is needed

One color photo (vertical preferred)

Black & white is acceptable

Name of graduating student

Name of high school student will be graduating from.

Please include a SASE (Self-Addressed Stamped Envelope) so the photo can be mailed back to you.

### Digital Photos Preferred

*Attach photos to an email message and send to:*

**ykaquato@oneidation.org**

Any special congratulatory messages will not be included in this section. You're welcome to purchase a Good News message to be included in this particular issue.

*If you would like to be showcased in the Special High School graduate section of the Kalihwisaks, please submit by:*

**Friday, May 20<sup>th</sup> 2016**

*Mail photos to:*

**c/o Kalihwisaks–Graduate Special  
P.O. Box 365 • Oneida, WI 54155**

*Walk-in Submissions will be accepted at:*  
**909 Packerland Dr.** until Thurs., March 17<sup>th</sup> 2016 and then to **2701 W. Mason Dr.** (Oneida Printing Building) thereafter until the posted deadline of **Friday, May 20<sup>th</sup>, 2016.**



### Submission

**DEADLINE:**

**Friday, May 20<sup>th</sup>, 2016**

There is **no guarantee** that photos received *after the deadline* will be included in the Special Graduation Section. So, please adhere to the posted deadline and submit the requested information at your earliest convenience.

**Oneida Pharmacy**  
**will be closed**  
**the 2<sup>nd</sup> Tuesday of every month**  
**from 9:00–10:00 A.M.**  
*for a monthly staff meeting*

## Oneida Tribe Behavioral Health

KáNi·Kuhli·Yo

(Ga-nee-goo hlee yo)

*“The openness of the good spirit and mind”*



### ▶ 2016 Awareness Educational Series ◀

3<sup>rd</sup> Monday of Each Month from 4:00 pm to 6:00 pm

DATE	TOPIC	PRESENTERS
March 21 <sup>st</sup>	Balance	Tim Lambert
April 18 <sup>th</sup>	Overcoming Guilt & Shame	Rhonda Huhtala
May 16 <sup>th</sup>	The Impact of Substance Abuse on Family	Becky Krueger
June 20 <sup>th</sup>	The Challenge of Change	Tina Marie Baeten
July 18 <sup>th</sup>	Forgiveness	Mary Beth King
August 15 <sup>th</sup>	Codependency	Lola Smith & Andrea Pociask

Lite SNACKS & Beverages will be served

Located Parish Hall Building- 2936 Freedom Road, Oneida  
 Please Call Tina Marie @ 920-490-3761 with Questions or Suggestions

# Oneida Dental Corner

## Did You Know Oneida Dental...

- Is open 7am – 5pm Monday thru Friday (last patient is scheduled at 4:00 pm)
- Has an On - Call Dentist for emergencies after hours. Call the Health Center at 920-869-2711 and ask for the dentist.
- Has 6 Dentists on Staff
- 8 Dental Hygienists
- 11 Dental Assistants
- 5 Front Staff
- Has a dental program at all Oneida Tribal Schools.
- Does not take walk – ins. Call first to be scheduled
- Has, cancellations in our schedule every day. Please call to check on available appointment times each day.
- Has a Broken Appointment Policy in effect. A Broken Appointment = no call, no show.

• 3 Broken Appointments and you may not be schedule a routine appointment for one year

• Call and cancel any appointment you can't make so your appointment time can be given to another patient.

The Oneida Dental Department will feature a dental-related topic in each issue of the Kalihwisaks. If you have any oral health questions you'd like answered call Oneida Dental at 920-869-2711

## TRIAD CLASSES

FEBRUARY, MARCH

OFFERED TO OCHC PATIENTS/FAMILIES USING PHYSICAL ACTIVITY/NUTRITION TO CONTROL DIABETES

DATE	CLASS	TIME
2/10/16	<b>LABEL READING (BRING YOUR LABELS)</b>	<b>11:00AM</b>
3/16/16	<b>UNDERSTANDING FATS</b>	<b>5:00PM</b>
3/30/16	<b>CARB COUNTING MEAL/EXERCISE/MEDICATIONS</b>	<b>11:00AM</b>



# Right Now Is the Time To Learn the ABCs of College Financial Aid

KESHENA ~ What are the most important letters in the alphabet? If you're going to college, they just might be F-A-F-S-A.

"FAFSA" stands for Free Application for Federal Student Aid and is the only way to get federal and state grants, as well as many scholarships, to help pay your college costs.

"We helped dozens of students file their FAFSA forms in January," says Nicole Fish, Dean of Student Services at the College of Menominee Nation. "You can complete your application on your own, or you can come in for help. Either way, if getting financial assistance for college is your goal, then putting off your FAFSA application

is not a good idea."

The application is needed from all college students who wish to receive aid. Continuing students who wish to receive aid need to renew their application yearly.

Fish encourages anyone who is thinking about attending a college or university in the 2016-2017 academic year to get started in February. "The deadline for submitting the form is June 30," she says, "but some student aid is given on a first-come, first-served basis. That means getting your paperwork done early can give you an advantage and waiting too long can cost you money."

Apply on line at no cost  
The FAFSA form is found at the official gov-

ernment website, fafsa.gov, and filled out entirely online. There is no cost, but working on the application requires getting a FSA ID number. You will use your ID whenever you log onto the site to enter the personal and family information that's needed to determine financial need.

"There are always a lot of questions," Fish says. "What if I haven't filed my taxes yet? Why do I need my parents' financial information? How long will it take to find out if I am eligible for aid? You can find answers to many questions right on the fafsa.gov website and you can certainly fill out the form on your own. But if some personal help is needed,

then staff at either the Keshena or Green Bay campus of the College of Menominee Nation will be happy to help you get started."

There are two final things to remember, Fish says. The first is that FAFSA will send your eligibility information to the schools you want to attend, so if CMN in your choice be sure to use the College's school

code, 031251, in your application. The second is that there is no charge for submitting the FAFSA form. If you are asked for a credit card number or to send cash, take another look at the URL of the online site and be sure it is fafsa.gov.

The College of Menominee Nation is an accredited baccalaureate-level institution with campuses in Keshena and

Green Bay. CMN is a recognized tribal college with enrollment that is open to all. Learn more about CMN at www.menominee.edu. Application to the College may be done online at no charge. The Green Bay/Oneida campus is located at 2733 S. Ridge Road, with parking and entry on the cul de sac at the end of Allied Street north of Waube Lane.



CMN Photo by D. Kakkak

College of Menominee Nation student Francis Skenandore, left, checks out the fafsa.gov website with Louie Ortiz, student support specialist at CMN's Green Bay/Oneida campus. Skenandore, who is majoring in business at the College, is an enrolled member of the Oneida tribe. Ortiz is an Oneida descendant.

## Oneida Food Safety Class

According to the Oneida Food Service Code and in an effort provide the safest food products to the community, people who wish to sell food at any Tribal sponsored event (PowWow, Carnival, etc.) or in Tribal buildings are required to complete and maintain food safety certification.

## 2016 CLASS SCHEDULE

### CERTIFICATION

March 23	5-9 P.M.
April 20	5-9 P.M.
May 18	5-9 P.M.
June 15	5-9 P.M.
July 1	9-12 P.M.-NHC
July 13	5-9 P.M.
August 10	5-9 P.M.
Sept. 7	5-9 P.M.
October 19	5-9 P.M.
November 2	5-9 P.M.

### RECERTIFICATION

March 16	12-1 P.M.
April 6	5-6 P.M.
May 4	5-6 P.M.
May 25	12-1 P.M.
June 1	5-6 P.M.
July 1	9-12 P.M.-NHC
July 27	5-6 P.M.
August 24	5-6 P.M.
Sept 21	5-6 P.M.
October 5	5-6 P.M.
November 16	5-6 P.M.

**LOCATION:** Little Bear Development Center,  
N7332 Water Circle Place, Oneida, WI 54155

**SIGN UP:** Call the Environmental, Health & Safety Division at  
(920) 869-4553 or email [vmiller@oneidanation.org](mailto:vmiller@oneidanation.org)

If there are not at least 3 people signed up and present within 15 minutes of the class start time, the class will be canceled.

This class is FREE and open to anyone.





## ONCOA

### Oneida Nation Commission On Aging

#### Special/Regular Meetings

2016 Schedule through October

Special Meetings held as Indicated

(Regular Meetings are held every second  
Tuesday of the Month, 11:00AM-4:30PM)

#### Regular Meeting

March 8<sup>th</sup>

April 12<sup>th</sup>

May 10<sup>th</sup>

June 14<sup>th</sup>

July 12<sup>th</sup>

August 9<sup>th</sup>

September 13<sup>th</sup>

October 11<sup>th</sup>

#### Special Meeting

February 23<sup>rd</sup>

March 8<sup>th</sup>

April 12<sup>th</sup>

May 10<sup>th</sup>

June 14<sup>th</sup>

July 12<sup>th</sup>

August 9<sup>th</sup>

September 27<sup>th</sup>

October 25<sup>th</sup>

**All Special and Regularly scheduled  
meetings will be held in the  
Elder Services Conference Room.**



Don't forget to set your clocks  
one hour forward  
beginning March 13<sup>th</sup>!  
(Spring Forward - Fall Back)

## A Note from Elder Services Reception

By Marena Bridges  
Elder Services Receptionist

Shekoli!

Oneida Elder Services currently serves 1,000+ elders and receives, on average, about 45 calls per day during regular business hours. During high call times, such as right after a snow storm or during a power outage, we easily receive twice as many phone calls. In order to better serve all of our elders, we ask that you keep a few things in mind when you call:

- If the call is to request a service, we ask that you request our Service Specialist Teresa Barber-Buch. Service requests may include things like minor home repair, snow removal,

in-home chores, and so forth.

- If the call is to request an item from our loan closet such as a walker, a cane, etc. you may also request our Service Specialist, Teresa Barber-Buch.
- If the call is for a concern, we may refer you to our Assistant Director Tina Pospychala.
- If you know the staff person you need to speak with, please say their name.
- If you're still not sure who you should call, we will help direct you to the correct person.

As always, we appreciate your patience and cooperation, and we'll continue to do our best to serve our elders with respect and to the best of our ability.



Happy Easter!



### Attention ALL Participants of the Elder Services Congregate Meal Site:

#### PLEASE HELP!

Participants who eat at the Elder Services Congregate Meal Site,

**MUST call in to reserve OR to cancel their meal before 3:30 P.M. the day before.**

If you reserve a meal and don't show we're required to pay for that meal. If you show up without a reservation you'll have to wait until all reserved meals are served.

\* NO PARTICIPANT WILL BE DENIED A MEAL \*



## Menu March 2016



Congregate Meal Site • 2901 S. Overland Rd.

### 1 Tuesday

STAFF MEETING, Meatloaf, Cheesy Potatoes, Almond Green Beans, Bread w/butter, Fruit.

### 2 Wednesday

Sloppy Joe on a bun, Corn on the cob, Baked chips, Jell-O.

### 3 Thursday

Boiled dinner, Lettuce salad, Dinner roll, Fruit.

### 4 Friday

Potato Crusted Cod, California Blend, Dinner roll, Fruit, Cake w/frosting.

### 7 Monday

BBQ Chicken, Buttered Broccoli, Cole slaw, Dinner roll, Fruit.

### 8 Tuesday

Ring Bologna, Parsley Buttered Potato, Squash, Bread, Fruit.

### 9 Wednesday

Turkey, Stuffing, Raw vegetables, Cranberries, Pudding.

### 10 Thursday

Chili, 1/2 Deli sandwich, Lettuce, Fruit

### 11 Friday

Pork chop, Mashed potato, Green beans, Dinner roll, Apple sauce.

### 14 Monday

Oneida Corn Soup, Deli Meat Sandwich  
Raw Vegetables, Fruit, Jell-O.

### 15 Tuesday

Sliced Roast Beef w/gravy, Mashed Potatoes  
Carrots, Bread, Fruit.

### 16 Wednesday

Ham, Scalloped potatoes, Green beans, Dinner roll, Apple sauce

### 17 Thursday

Swedish Meatballs, Noodles, Cucumbers,  
Corn Muffin, Fruit

**18 Friday**

Honey Dipped Chicken, Wild Rice Pilaf, California Blend Vegetables, Dinner Roll, Fruit

**21 Monday**

Liver & Onions, Mashed Potatoes, Carrots, Dinner Roll, Cookie

**22 Tuesday**

Spaghettis w/meat sauce, Italian blend vegetables, Cheesy mascot bread, Fresh fruit

**23 Wednesday**

Swiss Steak, Baked potato, Brussel Sprouts, Dinner roll, Fruit Cocktail

**24 Thursday**

Beef Stew, 1/2 Deli meat sandwich, Fresh vegetables, Fresh fruit

**25 Friday**

**GOOD FRIDAY – 1/2 Day Breakfast**  
Boiled eggs, Hash browns, Oatmeal, Muffin

**28 Monday**

Hamburger on a bun, Buttered Mixed vegetables, Baked beans, Fresh fruit

**29 Tuesday**

Homemade Beef Vegetable Soup, Deli meat sandwich, Lettuce salad, Jell-O

**30 Wednesday**

Roast Turkey, Mashed Potatoes, Wax beans, Cranberry Sauce, Corn Muffin, Fruit

**31 Thursday**

**BIRTHDAY DAY**  
Beef Stroganoff over Noodles, Brussel Sprouts, Apple sauce, Birthday Cake

*All meals are served with coffee, juice, milk, tea, or water*

**MENU SUBJECT TO CHANGE**

*Lunch is served:*

Monday–Friday from 12:00PM – 1:00PM

*Breakfast is served:*

9:00AM – 10:00AM on posted days

*All meals are served with coffee, juice, milk, tea, or water*

**MENU SUBJECT TO CHANGE**

*Lunch is served:*

Monday–Friday from 12:00PM – 1:00PM

*Breakfast is served:*

9:00AM – 10:00AM on posted days

## Unacceptable Behavior Reminder

Elder Services is committed to providing a high standard of service for all customers fairly and impartially. As part of our service we do not normally limit the contact customers have with us. However, we do not expect our staff to tolerate customer behavior which is clearly unacceptable (e.g. abusive, offensive or threatening) and will take action to protect our staff from such behavior.

**DEFINITIONS:**

- Unacceptable behavior: abusive, offensive or threatening
- Verbal abuse: Verbal abuse includes bullying, slander, harassing, interrogating, accusing, blaming, insulting, lying, severely scolding, taunting, putting down, threatening, name-calling, swearing, yelling and raging over the phone and hanging up on staff.
- Unacceptable behavior has many forms including physical aggression: hitting, kicking, biting, shoving, restraining, throwing objects, or threats also sexual abuse; emotional abuse; controlling or domineering; intimidation; stalking.

ask them to correct the behavior. If the unacceptable behavior continues, action will be taken.

- First Instance: Verbal warning, staff reports to supervisor; supervisor gives verbal warning and documents the incident.
- Second Instance: A written letter will be initiated by the supervisor of the

decision to sign an agreement or restrict access to Elder Services and/or contact with staff. The decision to restrict access or contact to Elder Services will be taken at the Director level.

- When a customer continues to behave in a way which is unacceptable, Elder Services may decide to terminate contact with

that customer.

- When the behavior is so extreme that it threatens the immediate safety and welfare of the program's staff, Elder Services will consider other options, for example reporting the matter to the police or taking legal action. In such cases, Elder Services may not give the customer prior warning of that action.



D	H	E	Y	O	K	C	I	H	C	O	P	Y	B	L	H
H	R	O	Y	E	D	Y	A	N	J	E	J	P	K	N	M
E	E	T	A	L	O	C	O	H	C	J	D	K	E	T	V
R	G	O	A	S	N	X	Y	N	N	U	B	P	T	K	I
T	O	G	Z	P	O	V	F	R	Q	V	H	P	D	M	Y
U	W	M	S	W	B	X	V	T	V	D	T	A	G	E	D
W	J	E	L	L	Y	B	E	A	N	S	V	N	M	T	N
A	A	G	Z	M	E	Y	D	U	C	K	L	I	N	G	A
Q	V	C	S	Y	Y	C	F	T	O	L	Z	I	F	Z	C
Q	H	F	Q	B	U	L	R	D	E	Q	H	A	X	J	J
A	R	D	L	I	H	Y	A	E	B	K	C	V	U	M	S
H	C	D	Y	O	B	W	I	M	E	O	S	H	X	L	T
U	J	P	I	V	W	F	H	Z	B	Z	N	A	I	L	F
E	T	A	R	O	C	E	D	N	G	E	R	N	B	D	Z
G	N	I	R	P	S	H	R	B	R	D	T	W	E	N	E
O	S	R	B	V	L	F	R	S	S	D	E	M	T	T	L

<b>BASKET</b>	<b>BONNET</b>	<b>BUNNY</b>	<b>CANDY</b>
<b>CHICK</b>	<b>CHOCOLATE</b>	<b>DECORATE</b>	<b>DUCKLING</b>
<b>DYE</b>	<b>EGGS</b>	<b>FLOWERS</b>	<b>HAM</b>
<b>HIDE</b>	<b>JELLYBEANS</b>	<b>LAMB</b>	<b>SPRING</b>

**PROCEDURE:**

- When we consider a customer's behavior is unacceptable we will tell them why the behavior is unacceptable and will



## 2015 AARP FREE Tax Preparation

<http://www.aarp.org/applications/VMSLocator/searchTaxAideLocations.action>



### Brown County

Center Name: Green Bay Community Church Address: <b>600 Cardinal Lane (Howard)</b> Phone No: (920) 393-3112 Dates Open: 02/01/16 – 04/15/16 Site Schedule: <b>MON - 9:00 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes	Center Name: Ashwaubenon Village Hall Address: <b>2155 Holmgren Way</b> Phone No: (920) 393-3112 Dates Open: 02/01/16 – 04/15/16 Site Schedule: <b>WED – 9:00 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes
Center Name: Brown County Aging Address: <b>300 S. Adams Street</b> Phone No: (920) 393-3112 Dates Open: 02/01/16 – 04/15/16 Site Schedule: <b>TUES - 9:00 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes	Center Name: Allouez Village Hall Address: <b>1900 Libal Street</b> Phone No: (920) 393-3112 Dates Open: 02/01/16 – 04/15/16 Site Schedule: <b>THURS– 9:00 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes
Center Name: DePere Community Center Address: <b>600 Grant Street</b> Phone No: (920) 393-3112 Dates Open: 02/01/16 – 04/15/16 Site Schedule: <b>WED – 9:00 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes	Center Name: Ashwaubenon Community Center Address: <b>936 Anderson Drive</b> Phone No: (920) 393-3112 Dates Open: 02/01/16 – 04/15/16 Site Schedule: <b>FRI – 9:00 AM to 12:00 PM</b> Comments: Construction at address listed. Appointment: <b>Appointment Required</b> Handicap Access: Yes

### Outagamie County

Center Name: Appleton /Ridgeview Highlands Address: <b>640 Ridgeview Circle</b> Phone No: (920) 215-1040 Dates Open: 02/01/16 - 04/15/16 Site Schedule: <b>MON – 8:30 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes	Center Name: Kaukauna First Merit Bank Address: <b>205 4<sup>th</sup> Street Plaza</b> Phone No: (920) 215-1040 Dates Open: 02/01/16 - 04/15/16 Site Schedule: <b>WED – 12:30 PM to 4:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes
Center Name: Appleton Public Library Address: <b>225 N. Oneida Street</b> Phone No: (920) 215-1040 Dates Open: 02/01/16 - 04/15/16 Site Schedule: <b>TUES – 9:00 AM to 4:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes	Center Name: Little Chute Community Center Address: <b>625 Grand Avenue</b> Phone No: (920) 215-1040 Dates Open: 02/01/16 - 04/15/16 Site Schedule: <b>FRI – 8:30 AM to 12:00 PM</b> Comments: Appointment: <b>Appointment Required</b> Handicap Access: Yes

## UW-Green Bay Volunteer Income Tax Assistance



**By Appointment Only, 5PM – 8PM**

**February 2–March 30 (Closed March 15 & 16)**

**TUESDAY Evenings–Brown County Central Library**

**WEDNESDAY Evenings–Salvation Army (off Velp)**

**FREE**  
Tax Preparation for low income and elderly taxpayers by UW-GB accounting students.

Please call **(920) 465-2575** to schedule your appointment. Please leave a message. A student will promptly return your call.

## Tribal Aging & Disability Resource Specialist

*Located at Oneida Elder Services*

### Connecting People to Community Services

Assisting our frail elders and adults with physical or developmental disabilities. We offer office appointments and home or telephone consultations

#### The Place for Information and Assistance:

The Aging & Disability Resource Specialist is the entry way into publicly funded long-term care programs. You will receive information on all long-term care programs available in Oneida along with Brown and Outagamie counties so that you will be able to make a more informed choice on services that will best fit your needs.



**Mallory Patton**

#### Long-Term Care Options

**Counseling:** Options counseling offers information about the choices that are available to meet your long-term care needs, as there are many factors to consider when making long-term care decisions.

#### Long-Term Care Programs

are offered through: Oneida, Brown County ADRC, and Outagamie ADRC

#### Music & Memory Project:

We are looking for participants who have a diagnosis of a form of Dementia. Loved one will receive an iPod downloaded with music of their choice

that may assist in bringing more joy and aliveness back to your loved one through the wonderful powers of music.

#### Vital Connections:

The Aging & Disability Resource Specialist can help you connect to our Benefit Specialists, who can provide you with information and assistance regarding private and/or government programs such as; Medicare, Medicaid, Social Security, Senior Care questions and their application processes.

#### Youth in Transition:

We can assist those youths with disabilities who are of age and able to transition onto the adult long-term care programs.

Contact our Tribal Aging & Disability Resource Specialist at

**(920) 869-6830 or 1(800) 867-1551**

or stop by at:

**Oneida Elder Services • 2907 S. Overland Road**

**P.O. Box 365, Oneida, WI 54155**

## Great Lakes Native American Elders Association Meeting

*Sponsored By:*

The Lac du Flambeau Band of Lake Superior Chippewa

*Dates: March 3 & 4, 2016*

Oneida Elder Services will not be providing transportation or scheduling hotels for this month's GLNAEA meeting.

We hope you are still able to attend and have a great event experience.

If anyone would like to attend please contact:

**Lake of the Torches Hotel & Casino**  
Hwy 47  
Lac Du Flambeau, WI 54538

Phone: 1-800-258-6724

<http://www.lakeofthetorches.com/hotel>

## MARCH 2016 ACTIVITIES

Monday	Tuesday	Wednesday	Thursday	Friday
<p>* Please sign up for trips at the E.S. Meal-site. * All Trips leave from E.S. Meal-site. *Activities need 5 Elders to go. *Activities subject to change.</p>	<p>1 <b>Crafts</b> 9:30 – 11:00 E.S. Meal-site</p>	<p>2 <b>Book Club</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00  <b>Bingo</b> C.W. building 1:30</p>	<p>3 <b>St Vincent De Paul</b> Green Bay 9:30  <b>Chair Yoga</b> E.S. Meal-site 1:30</p>	<p>4 <b>Banks, Shopping &amp; Lunch Out</b> (On your own) 10:00 – 3:00 No Transportation for lunch this day.</p>
<p>7 <b>Wii Bowling</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00 <b>Bingo</b> E.S. Meal-site 1:00</p>	<p>8 <b>Zumba</b> Activity Room 11:30 <b>Karaoke</b> E.S. Meal-site 12:30 <b>Tai Chi</b> E.S. Meal-site 1:30</p>	<p>9 <b>Book Club</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00  <b>Bingo</b> C.W. building 1:30</p>	<p>10 <b>Twig's Beverage</b> (Sun drop) <b>Museum &amp; Gift Shop</b> Shawano 9:30 No Transportation for lunch this day.</p>	<p>11 <b>Banks, Shopping &amp; Lunch Out</b> (On your own) 10:00 – 3:00 No Transportation for lunch this day.</p>
<p>14 <b>Knitting circle</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00 <b>Movie</b> (Casablanca) E.S. Meal-site 1:10</p>	<p>15 <b>Crafts</b> 9:30 – 11:00 E.S. Meal-site</p>	<p>16 <b>Book Club</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00  <b>Bingo</b> C.W. building 1:30</p>	<p>17 <b>Bingo</b> <b>3 Sister's Center</b> Green Bay 10:00 <b>Chair Yoga</b> E.S. Meal-site 1:30</p>	<p>18 <b>Banks, Shopping &amp; Lunch Out</b> (On your own) 10:00 – 3:00 No Transportation for lunch this day.</p>
<p>21 <b>Wii Bowling</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00 <b>Bingo</b> E.S. Meal-site 1:00</p>	<p>22 <b>Tai Chi</b> E.S. Meal-site 1:30</p>	<p>23 <b>Book Club</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00 <b>Bingo</b> C.W. building 1:30</p>	<p>24 <b>Banks, Shopping &amp; Lunch Out</b> (On your own) 10:00 – 3:00 No Transportation for lunch this day.</p>	<p>25 <b>½ DAY</b> <b>Observance of Good Friday</b>  No Activities</p>
<p>28 <b>Knitting circle</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00 <b>Movie</b> (Marian – Matt Damon) E.S. Meal-site 1:10</p>	<p>29 <b>Crafts</b> 9:30 – 11:00 E.S. Meal-site</p>	<p>30 <b>Book Club</b> E.S. Meal-site 9:30 <b>Exercise</b> E.S. Meal-site 11:00  <b>Bingo</b> C.W. building 1:30</p>	<p>31 <b>Q/A with Loretta Metoxen</b> E.S. Meal-site 9:30 <b>Birthday Lunch 12:00</b> <b>Bay Park Square Mall</b> Green Bay 1:15</p>	<p>Is this the Month of your Birthday? You must sign up in the Birthday Book at the E.S. Meal-site. *Must be present at B-day Lunch to receive your gift card <b>BIRTHDAY!</b></p>

\*\*If you have any questions Please call Michelle Cottrell at 869 -1551\*\*

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# Wáhta - Maple tapping time is around the corner

**Submitted by Josh Gerzetch**

There are many ceremonies that are done throughout the year according to the seasons. One of the early spring ceremonies is the Maple Syrup Ceremony. The Maple Ceremony begins only after the first thunders are heard in the spring. It is said that the thunder awakens the trees and all of Creation

begins to stir again. It is after this time that the sap begins to flow within the trees.

Once this occurs it is now time to begin gathering the Maple Sap. Many different sugar camps sprout up all over the community. Before any gathering of sap takes place there is a tobacco burning to give thanks to all of Creation. It is during this time of giv-

ing thanks that it is said that we should all have Ska Nikulat (the good mind) and that there is to be no anger. Working in the woods gathering sap can be dangerous, so they also ask for protection while they are in camp.

During this time of year it can be windy, rainy, cold and icy. It is easy to get hurt. The wind can blow down branches and people can slip on the ice.

It is asked that the children be watched closely and not allowed to run freely in the woods while they are helping to gather the sap. Many different animals live in the woods and could be disturbed by the people gathering the sap. It is asked that the animals be at peace and not be bothered by the people.

Once all the sap is collected there is still much work to do. The sap naturally contains large amounts of water and needs to be boiled down. Once the sap begins to boil the water evaporates

and the sap becomes thicker and more concentrated. This process can take days depending on how much sap is being boiled. It takes 80 gallons of sap to make 2 gallons of syrup! The fire must be watched constantly even throughout the night. It has to be kept at an even temperature. Some of the syrup is usually cooked down even further to make Maple Sugar.

When everyone is done gathering, cooking and storing the Maple Syrup the Faith Keepers come together and set a date for the Maple Ceremony.

The community comes together at the Oneida Longhouse where the Ceremony is held. A Great Feather Dance is held as part of the Maple Ceremony and many people give their personal thanks. The medicine Maple Drink is consumed. The Maple Syrup is shared among family and friends throughout the entire year until the next Maple Ceremony.

Adapted from: "Wáhta (Maple)" in Ukwehuwehneha Yukwatliwhahtatyé:tu, July 1995, p. 104-110.

**13th annual Seussabration**  
**Oneida Community Library**  
 201 Elm St, Oneida, WI  
**March 5th**  
 11AM-1PM  
 Prizes Games Stories  
 Serving Green Eggs & Ham

**Oneida History Department**  
 Olihwaka-yu  
 Oneida History Department

**2016 Presentation Series**

- Hall of Fame - Reggie Doxtater**  
 Mar. 16, 2:30 PM – 4:00 PM (Cottage II)  
 Mar. 23, 5:30 P.M. – 7 P.M. (S.E.O.T.S)
- Photo Project - Josh Gerzetch**  
 Apr. 20, 2:30 PM – 4:00 PM (Cottage II)
- Our Medicines - Annette Cornelius**  
 May. 18, 2:30 PM – 4:00 PM (Cottage II)
- Genealogy - History Team**  
 Jun. 15, 2:30 PM – 4:00 PM (Cottage II)  
 Jun. 22, 5:30 P.M. – 7 P.M. (S.E.O.T.S)
- Pregnancy, Childbirth, Midwifery - Eliza Skenandore**  
 Jul. 20, 2:30 PM – 3:30 PM (Cottage II)  
 Jul. 27, 10 A.M. – 11:00 A.M. (S.E.O.T.S)

**General Lafayette - Loretta Metoxen**  
 Oct. 19, 2:30 PM – 4:00 PM (Cottage II)  
 Oct. 26, 10 A.M. – 12 P.M. (S.E.O.T.S)

**Canandaigua Treaty - Josh Gerzetch**  
 Nov. 16, 2:30 PM – 4:00 PM (Cottage II)  
 Nov. 23, 10 A.M. – 12 P.M. (S.E.O.T.S)

**Hoyan - Loretta's Donuts**  
 Dec. 31, 9:00 AM – 12:00 PM (Cottage II)

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 Southeastern Oneida Tribal Services  
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 Milwaukee, WI 53220

# Dates of New Moons in 2016

**Jan. 9** Sat. 07:31 PM - Tsa'tekohsélha? Wáhní·tá·le? (Midwinter Moon, 1st new moon after solstice)

**Feb. 8** Mon. 08:40 AM - Wáhta Wáhní·tá·le? (Maple Syrup Moon, 2nd new moon)

**Mar. 8** Tues. 07:55 PM - Káhsakayu·té·se? Wáhní·tá·le? (Thunder Moon, 3rd new moon)

**Apr. 7** Thurs. 06:25 AM - Twayáthos Wáhní·tá·le? (Planting Moon, 4th new moon)

**May 6** Fri. 02:31 PM - Ka'niyohu·té·s Wáhní·tá·le? (Strawberry Moon, 5th new moon)

**June 4** Sat. 10:01 PM - O'yhótsli? Wáhní·tá·le? (Green Bean Moon, 6th new moon)

**July 4** Mon. 06:03 AM - Onástase? Wáhní·tá·le? (Green Corn Moon, 7th new moon)

**Aug. 2** Tues. 03:46 PM - Yeyáthókwas Wáhní·tá·le? (Harvesting Moon, 8th new moon)

**Sept. 1** Thurs. 04:04 AM - Yutékhwayáhe? Wáhní·tá·le? (Storing Away Moon, 9th new moon)

**Sept. 30** Fri. 07:13 PM - TehutAnuhwel·túhe? Wáhní·tá·le? (Give

Thanks Moon, 11th new moon)

**Oct. 30** Sun. 12:39 PM - Luto·láts Wáhní·tá·le? (Hunting Moon, 10th new moon)

**Nov. 29** Tues. 06:19 AM - Wahsu·tés Wáhní·tá·le? (Long Night Moon, 12th new moon)

**Dec. 29** Thurs. 12:54 AM - Wata'klokwasó· Wáhní·tá·le? (Great Snow Moon, 13th new moon)

## Kákhwa?

### Food

cornbread	kaná·stóhale
corn soup	ola·ná·
fry bread	waté·skute? kaná·talok
bread	kaná·talok
soup	ohnekákehli?
meat	o'wáhlu?
beans	osahéhta?
corn	o·náste?
pumpkin	onu'uhsla'kó·
potato	ohnáháhta?



## Oneida Language and Culture Presentation Early Literacy Education An Immersion Program in Making



Presented by:  
Eliza Skenandore

úskah

tékni

áhsá

**February 23, 2016**  
**4:00 PM**

Stay for the Language Class  
Conducted by Tracy Williams  
Words will correspond with Presentation!

Oneida Community Library  
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facebook.com/oneida.community.library

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**Lake'niha**



**Aknulhá·**

<https://oneida-nsn.gov/Language/>



## 9 Health Benefits of Martial Art Training

By Kevin Schoenebeck  
Master Instructor

Many people grow up with martial arts as one of their first competitive activities. Not only is it a great activity that keeps you physically active, but it instills a sense of achievement and ethics, as you work your way up to the black belt. Even if you have no experience in martial art training, it is a great activity to pick up as an adult, here are some reasons why:

1. Improved cardiovascular health: One way to improve your cardiovascular system is by participating in activities that work the heart, like martial arts
2. Total body workout: Martial arts can be a high-aerobic workout that uses every muscle group in the body. Stamina, muscle tone, flexibility, balance and strength will improve.
3. Self-Confidence: Goal setting, positive encouragement and respect for values that are part of all martial art programs. Self-confidence is reported by students as a major benefit.
4. Weight loss: An hour long martial art class can burn up to 500 to 600 calories.
5. Improved Reflexes:



6. Focus and stillness: As a martial artist you will learn to be still, challenged and focused.
7. Teaches morals and values: Martial arts teaches a good attitude, good frame of mind, and virtues to strive for inside and outside of training.
8. Muscle tone: By participating in martial arts, you can improve the amount of muscle mass you have in your body. The higher the

Research has found that by participating in martial arts, your reaction times during other activities get faster, like driving, and other daily activities.

muscle mass, the more calories you burn each day.

9. Better mood: Research has found that by exercising 3 to 4 times a week is a great way to improve your mood. You relieve stress, and can make you happier.

Oneida Family Fitness Center invites you to try a martial art class of your choice. Classes in Tae Kwon Do, Tai Chi, Inyan Eskrima, Danzan Ryu Ju Jitsu are given Monday thru Thursday. To talk with Mr. Schoenebeck and find out what class might be right for you or your child call him at (920) 490-3804.

## 5 tips for a healthier heart

### 1. Don't smoke or use tobacco

Smoking or using tobacco is one of the most significant risk factors for developing heart disease. Chemicals in tobacco can damage your heart and blood vessels, leading to narrowing of the arteries which in turn may ultimately lead to a heart attack.

### 2. Exercise for 30 minutes on most days of the week

Physical activity helps you control your weight and can reduce your chances of developing other conditions that may put a strain on your heart, such as high blood pressure, high cholesterol and diabetes. It also reduces stress, which may be a factor in heart disease.

### 3. Eat a heart-healthy diet

Most people need to add more fruits and veg-

etables to their diet — with a goal of five to 10 servings a day. Eating that many fruits and vegetables can not only help prevent heart disease, but also may help prevent cancer.

In addition, limiting certain fats you eat also is important. Of the types of fat — saturated, polyunsaturated, mono-unsaturated and Trans fat — saturated fat and Trans fat increase the risk of coronary artery disease by raising blood cholesterol levels. (ie, red meat, deep-fried fast foods, bakery products, packaged snack foods)

### 4. Maintain a healthy weight

- Men are considered overweight if their waist measurement is greater than 40 inches (101.6 centimeters, or cm)
- Women are overweight if their waist measurement is greater than 35

inches (88.9 cm)

Even a small weight loss can be beneficial. Reducing your weight by just 10 percent can decrease your blood pressure, lower your blood cholesterol level and reduce your risk of diabetes.

### 5. Get regular health screenings

High blood pressure and high cholesterol can damage your heart and blood vessels. But without testing for them, you probably won't know whether you have these conditions. Regular screening can tell you what your numbers are and whether you need to take action.

Stop by Oneida Family Fitness or call 920-490-3852 for a free blood pressure check the rest of February. Appointments are available Monday through Friday from 5:30am to 8:00pm.

## Saturday Classes

9:15am - 10:00am

Feb 20: Cardio Sculpt (Studio A)

Feb 27: Spin (Studio C)

Mar 5: Spin (Studio C)

Mar 12: Total Body Shred (Studio A)

Mar 19: Spin (Studio C)

Mar 26: Spin (Studio C)

April 2: Spin (Studio C)

# Alzheimer's Association Announce Wolf River Area Education Conference

*"Making Connections Matter"*

– April 12 – Keshena, WI

The Alzheimer's Association's Annual Spring Education Conference is set for Tuesday, April 12, 2016. The conference takes place at the Menominee Casino Conference Center, 10277 Highway 47, Keshena, WI. This one-day education forum opens at 7:45 am and concludes by 4:00 pm.

Sponsored annually by the Alzheimer's Association, this education forum provides opportunity for family and professional caregivers from across Northeastern Wisconsin to learn about research advances, latest care management strategies and enhance their caregiving skills. The day also features exhibits and displays sharing resources available in the area to support families car-

ing for a loved one with Alzheimer's disease or a related dementia.

Keynote speaker, Gina Green-Harris from the Wisconsin Alzheimer's Institute in Milwaukee, will share her unique ability to re-energize area caregivers. She is well-known across Wisconsin for her motivational and energizing presentations valuing the role of all caregivers. Ms. Harris is the Director of Milwaukee Area Outreach and Services.

Kathy Beran, OTR/L from Amery Behavioral Health Center joins the conference sharing best care approaches to meeting the changing needs of persons with dementia.

Other topics to be highlighted include an exploration of the latest advances in Alzheimer's

research and Wisconsin's work on dementia care re-design.

Pre-registration is required. Conference registration fees are \$60 for professional caregivers and \$30 for family care providers. Family caregiver scholarships are available through fund-

ing from the Wolf River Dementia Network Fall Fashion Show. Complete information can be found on-line at [www.alz.org/gwwi](http://www.alz.org/gwwi) or by calling 800.272.3900. Conference materials, lunch and refreshments are included. Registration deadline is March 29.

Fees will increase after March 29.

**Association statistics:** More than 5 million Americans are living with Alzheimer's disease. By 2050, up to 16 million will have the disease. Nearly two-

thirds of those with Alzheimer's disease are women. Another American develops Alzheimer's disease every 67 seconds. By 2050, an American will develop the disease every 33 seconds.



Monday, Feb. 29 • 10am – 10pm

**\$29,000 CASH & FREE PLAY GIVEAWAY**

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Leap at the chance to win cold, hard cash! Receive one electronic entry for every 25 base points earned. **Five winners receive \$2,900.** Drawing held on Tuesday, March 1.

*Need not be present to win.*

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Hooray for Free Play on Leap Day! Earn 25 slot base points to be eligible to win \$29 Free Play.

**500 Free Play prizes will be awarded.** Win multiple times!

*Free Play will be automatically issued to winners' accounts.*

**BINGO on "129" and win \$2,900**

*Valid on regular games during PM session only.*



**29¢ WINGS**

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## Lacrosse Equipment DONATION DRIVE

**Do you have any used lacrosse equipment that you no longer fit or use anymore?**

Please consider **donating** equipment to our program for the community youth!

Call Kelly Johnson at (920) 412-1817  
or Curt Summers at (920) 883-8332

# Oneida Nation High School

# THUNDERHAWK TIMES



## Some thoughts on winter

**By Kyla Denny**  
Thunderhawk Times

Do I like winter? Heck, no I don't. I think snow needs to come once a year and that's it. It get really cold and sickening after a while. Always having to make your way through the snow. In my opinion, I think winter is more for kids to have fun. The only thing I do like about winter is when we can stay home, drink some hot chocolate and watch movies all day. Some days, I can't wait until summer comes. Have late night bonfires, go swimming and have a lot more fun.

**By Toni Bodway**  
Thunderhawk Times

Do I like winter? Absolutely not! I don't like winter because I don't see the point of snow or snowmen. I think snow and winter is only for kids. It isn't fun for young adults or grown

people. We have to drive in it and bundle ourselves up for its coldness. And kids have fun in snow because they get to build snowmen and snow forts. I think as kids get older, they'll realize snow isn't as much fun and grow out of it. Winter is good for one thing: hot chocolate and staying inside with lots of blankets. Oh, and some Christmas movies like "Elf."

**By Florence John**  
Thunderhawk Times

Winter is alright. It is cold, but there are no bugs. I could stay inside and be lazy. Everything is white and cold. I have nothing else to say other than it's cold.

**By Grace Powless**  
Not a lot of people like winter. Why would they? It's cold; it's dangerous; and ... it's cold. There are people who love winter, though. I do. I love it because there

are so many activities to do during winter.

**By Tia Moore**  
Thunderhawk Times

The great thing about winter is that you can go sledding. Some other great things are you can go skiing and snowboarding and ice skating. You can build shields and start a snowball fight. You can make a tunnel in a big snow hill and play king of the hill on top of it. And, at the end of the day after playing outside in the cold, you can enjoy a cup of hot chocolate,



## Meet Mackenzie Engebretsen

**By Bernice Stevens**  
Thunderhawk Times

Mackenzie Engebretsen is a senior who has been attending ONHS for two years. She has also attended Jackson, Seymour, Martin Luther King schools and said, "I was also home-schooled."

Her favorite subject in school is "history, science and art." When it came to asking what class she had before and after 3rd hour journalism, she said, "I have chemistry and, after, I have algebra 2."

Mackenzie likes slot



Engebretsen

car racing in her free time. She said she likes 'just about any kind of music out there in the world' and she has "a bunch" of favorite musical artists.

She also likes "all the

colors of the rainbow." Her favorite food is pizza.

She lives by the motto, "life is too short to let others bug you."

When asked why she took journalism class, she said, "I needed an English credit." When asked what she knew about "Thunderhawk Times," she said she knew those were "students who work in the Oneida newspaper."

When asked if she has been paying attention to politics and the people running for president, she said, "Yes. I am voting for Bernie Sanders."

## Yearbook contest underway

**By Grace Powles**  
Thunderhawk Times

A Yearbook is always a special part of any school year. It's the thing you can pull out twenty years later and laugh at how dorky things looked "back then" and remember all the good times.

A tradition at ONHS is the annual yearbook cover drawing contest, which is underway.

According to ONHS

art instructor, Becky Anderson "It's hard to get the kids to enter because they don't think they are good enough that's why I have all my classes make a yearbook cover." The teachers are the ones that vote for the students cover and several said they have a hard time with choosing one because there are always good ones.

The judging takes place the week of February 22 and there are prizes for

first, second and third place, plus three honorable mentions. All six winners get a free yearbook. Additionally, first place gets \$100, second place gets \$50 and third place gets \$25.

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**com**

### 2015-16 Semester II Thunderhawk Times Staff, Journalism I:

Katie Bell, Akasha Berg, Toni Bodway, Seth Charles, LaNora Danforth, Loli Denny, Mackenzie Engebretsen, Brennan Danforth, Elijah Danforth, TaKoma King, Crimsen Powless, Bernice Stevens, Travis Stevens, Blake Doxtator, Brittney Hill, Grace Powless, Florence John, Tia Moore, Lillian Stands, Kyla Denny.

# My Scoop

## Habitat4Humanity: Help me help them

By Bernice Stevens  
Thunderhawk Times

My name is Bernice Stevens. I live in Green Bay Wisconsin. I'm a senior at Oneida Nation High School. I have been a "Home for everyone rebuilding a dream" through a program called Wise Women Gathering Place.

I would like to continue this dream by helping to rebuild homes with Habitat 4 Humanity. I am raising money for a trip to Maui, Hawaii, to build a home for a homeless family. The money will be used for my round-trip, lodging, food, transportation, and other expense. I need \$350 for a down

payment by June 13. I need \$2650 by June 30. This means so much to me because I was raised to help others in need and I grew to love to help people in and around my community.

I love to travel and this opportunity will help me do both. I will be very thankful for this experience and will teach others what I have learned from this trip.

Please help me help others.

Thank you in advance.

My Facebook is open to the public for donations; Bernice Stevens is my profile name. I also have a gofundme campaign.



# Fall sports eligibility

By Seth Charles  
Thunderhawk Times

It's winter, so thinking about fall sports like football and volleyball may seem crazy. It isn't.

According to the ONHS Student Athletic Code, the code applies "to all athletes during the entire calendar year. Once an

athlete has participated in an interscholastic sport, the code of conduct will go into effect and stay in effect for the remainder of the athlete's career at O.N.H.S."

Students in fall sports, this means that athletic eligibility is based on "4th quarter grades of [the] preceding year."

The code goes on to say, "an athlete who receives more than one F will fall accordingly under the WIAA rule for ineligibility, which states that the minimum ineligibility period shall be lesser of (2) 21 consecutive calendar days beginning with the date of earliest allowed competition

in a sport or one third of the maximum numbers of games/meets allowed in a sport."

So, if you're thinking about playing sports like football or volleyball, now's the time to get those grades up.

## Syrup gathering begins



THT Photo/Denis Gullickson

"Well, here we are again," Oneida Chief, Bob Brown, told ONHS students and staff as they gathered for the annual Wahta? Kayu? Kw^tho? to commence gathering maple syrup. Bob also reminded the group that the woods are the home to many animals and birds and they must be respectful as they go about this activity.

## Spring break right around the corner

By Kyla Denny  
Thunderhawk Times

Some say the toughest stretch of the school year is from Christmas until spring break. A look at the school calendar says that might be true.

Since returning to school on January 4, we ended the first semester

on January 11. Then, we started mid-winter ceremonies. The teachers had a workday on January 14.

February started off with Parent/Teacher Conferences on the 4th. Mid-quarter progress reports come on February 15 and teaching staff has a development day on Febru-

ary 19.

The good news is that staff and students have a big break coming up in March. It will be well-deserved, because the third quarter ends on March 16. Then, it's Spring Break from March 21-25.

So, hang in there students. It's coming.

## LAX Season

By Akasha Berg  
Thunderhawk Times

There are signs of spring in NE Wisconsin. The snow melts, the birds fly back, spring flowers bloom and the ONHS lacrosse team gets ready for action.

This year we have two seniors to lead the team. And we have many upcoming freshmen to get the season going. Most of our team will be coming from last year's U15 team. They had a successful year last summer and came home with the gold and silver.

This year we must find the chemistry that was in the U15 team and make some magic happen. Working as a team and helping each other out on and off the field will bring us to where we want to be — state.

Every year the team makes the playoffs and a game away from state. The low number of players has killed the team in previous years, but this year we have about 23 players with experience.

It's going to be a wonderful year for the lax team and Oneida.

## Metoxen, David G. Lata·Nikuhlisa·As February 16, 1986 – February 11, 2016

David G. Metoxen, 29, of Green Bay, WI passed away Thursday February 11, 2016. David graduated from East High School in 2004. He enjoyed making hand drums, wood carving burning, learning his Oneida Culture, being goofy, making people laugh and loved the outdoors. He was very creative and always eager to learn.

David is survived by his three sons, Jerome, Naat'aannii and Leland;



his parents, Lynn A. Vital and David G. Hernandez; three sisters, Sherene, Shal-len and Elizabeth; his brother, Larry and several nieces and nephews.

Services will be private. His final resting place will be in the Homelands near Chittenango Falls. Arrangements have been entrusted to Farone & Son Funeral Home, Syracuse, NY. Share condolences at [www.faroneandsoninc.com](http://www.faroneandsoninc.com)



## Sackatook, Gabrielle Leigh April 24, 1973 – February 8, 2016

Gabrielle Leigh Sackatook, 42, Green Bay, passed away peacefully on Monday, February 8, 2016. She was born April 24, 1973 in Green Bay.

Gabrielle loved to cook. She always took care of her family and loved spending time with her grandson, Miguel. She enjoyed laughing and spending time with her family. Gabrielle's greatest accomplishment was raising her daughter and her grandson. She worked for the Oneida Tribe for a long time.

Survivors include her daughter, Desiree; mother, Elizabeth; son-in-law, Florentino Jr.; grandson, Miguel; sister; Danielle; brothers, Christopher



and Stacey; godson, Juanito; nephew, Edward; nieces, Ressa, Shan, Emily, Vaeh, Sophia, Kassie and Alia; cousin, Lori; special friend, Theresa; many other cousins and other family members.

She was preceded in death by her father, Elmer; sister, Michelle, her cousins, J.R. and Scotty; nephew, Tyler; aunts, Mary and Deloris; uncles, Amos and Gus.

Friends gathered at Blaney Funeral Home, 1521 Shawano Ave., from 11 a.m. to 2 p.m. Saturday, February 13, 2016. A Memorial Service followed at 2 p.m. at the funeral home. To send online condolences, please go to [www.BlaneyFuneralHome.com](http://www.BlaneyFuneralHome.com).



## Weiss, Allen L. October 6, 1955 – January 17, 2016

Allen Lee Weiss of Harrisonville, Missouri was born October 6, 1955 in Milwaukee, Wisconsin the son of Theodore and Susan House-Weiss. He departed this life on Sunday, January 17, 2016 at Cass Regional Medical Center, Harrisonville, Missouri at the age of 60 years, 3 months and 11 days.

Allen was employed as a truck driver and was a graduate of Appleton West High School, Appleton, Wisconsin.

Besides his parents, Allen was preceded in death by his sister, Peggy Wheat.

He is survived by two sons, Legend and Victor Weiss who reside with their Mother, Dawnda Conran; a daughter, Jennifer Beasley, State of Missouri; two grandchildren, Aaden and Kaitlyn; two brothers, Jerald Weiss of Arizona, Ted Weiss of Tennessee; three sisters, Shirley Bosch-



Ward, Tennessee, Donna Ysebaert, Wisconsin, Bernice Besch, Valley Mills, Texas; other relatives and a host of friends.

Legend – "Thank you Dad for teaching me how to fish, be a loyal friend, love my Mom and how to be always positive, instead of being critical to others."

Victor – "Thank you Dad. I wish we had one more day to watch the turtles on logs while walking through the nature trail on the most beautiful perfect day."

Jennifer – "Thank you Dad. Anyone can be a Father, but it takes someone special to be a dad. Thank you for being that special person! Love you, RIP, it's not goodbye. It's till we meet again."

On behalf of the family, we wish to express their gratitude for your many kindnesses evidenced in thought and deed and for your attendance of the memorial service

## Obituaries

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



## Zion Evangelical Lutheran Church

453 Rose Hill Drive Oneida, WI  
(920) 869-9466

### Services

September - May  
Sundays - 8 a.m. / 10:30 a.m.  
June - August  
Thursday - 7 p.m.  
Sunday - 9 a.m.



We are the friendly little church that has been in the Oneida neighborhood for over 70 years. We are on Highway J just 1/2 block west of Overland Road. Look for the sign, you will find us.

## Kingdom Agenda Church

621 Pine Street • Green Bay, WI 54301

Total Man Ministry

Service schedule:  
9:30AM, Sunday Education  
11:00AM, Sunday Worship  
Wed., Kingdom Bldg., 7PM  
Thursday, Prayer, 6PM

Paul Davis, Pastor  
920.393.4082  
[kingdom-agenda.com](http://kingdom-agenda.com)

Welcome to...

## Oneida Assembly of God Church

Rev. Lonnie Johnson, Pastor

N7321 Olson Road, Oneida Wisc. 54155



920-869-2217

Sunday School - 9:00AM  
Morning Worship - 10:30AM  
Wednesday Bible Study - 7:00PM



## SAVE THE DATE

Saturday, May 21, 2016

A "Robert Cornelius" VFW Post 7784



Sponsored Event

Please join us in recognizing our community VFW World War II living veterans on Saturday, May 21, 2016, at the Oneida Radisson Hotel and Conference Center, located at 2040 Airport Drive, Green Bay, WI. We are seeking the names of all living Oneida Community WWII Veterans. Please contact Oneida Post Historian Chris Cornelius at 920-713-6422. Thank you.

## In Loving Memory

In Loving Memory of...

**Eleanora K. Smith**

February 18, 1963 – March 29, 2014



Not a day goes by that I don't think of you.

I think of you in silence,  
and often speak your name.  
All I have now are good memories,  
and your picture in a frame.

God has you up in Heaven,  
I have you in my heart.  
I often pray that I may join you,  
So we will never be apart.

Until then my love...

**Happy Valentine's Day &**

**Happy Birthday**

Love Always, Wes

### My Lovely Ant

Ray's S.O. – Mom – Nana – Sis  
– Daughter – and Friend

Wow Ant! To think you would be making  
good ole "60" this year.

There is not a day that goes by  
without you on my mind.

Celebrating the day you born and then the day  
You grew your wings is always tough!!!

Forever my ANT,  
you will never become a memory,  
cus the day you left, you left me a piece of you...  
...Your strength!

Thank you! I love you and a big kiss  
for you all the way to heaven

**Happy Birthday!!**

Love all of us... Especially Buzz



## LEGAL NOTICE:

### ONEIDA JUDICIARY NOTICE OF HEARING

RE: DOCKET #15-  
TC-042, Oneida  
Before and  
After Program v.  
Twyla Danforth

A diligent attempt was made to notify the above Respondent of a Tribal Debt Complaint and Summons filed by the Petitioner, Oneida Before and After Program. A hearing shall take place

on Tuesday, March 15, 2016 at 9:00 a.m. in the above captioned case at the Oneida Judiciary Court located at 2630 W. Mason St. Green Bay, WI 54303.

Inquiries for additional information may be directed to:

Oneida Judiciary  
P.O. Box 19  
Oneida, WI 54155  
(920) 496-7200

## Agricultural Land for Lease

Premises considered for bid:

Reference Number:

03-04-2016-1

Total Tillable Acreage:

94.70 acres more or less

Part of the Silver Creek Project

Located At:

W400 Block of Fish Creek Road, Oneida, WI 54155

Length of Lease:

5 years with 5 year option

Applications to be picked-up and dropped-off at the D.O.L.M. office located at:

Division of Land Management

470 Airport Drive  
Oneida, WI 54155

On our website: <http://land.oneidanation.org>

Mail applications to:

Division of Land Management

P.O. Box 365

Oneida, WI 54155

Attn: Sheila Huff

ALL APPLICATIONS  
MUST BE TURNED IN  
BY FRIDAY, MARCH

11, 2016 NO LATER THAN 4:30 P.M. NO APPLICATIONS WILL BE ACCEPTED AFTER THIS DATE AND TIME. ALL BIDS MUST BE SEALED AND CLEARLY MARKED WITH THE REFERENCE NUMBER. OPENING BIDS ON TUESDAY, MARCH 15, 2016 AT 10:00 A.M. @ D.O.L.M.

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In Loving Memory of

**Ron McLester**

December 2, 1948 – February 6, 2014

We thought of you  
with love today,

But that is nothing new.

We thought about you yesterday.

And days before that too.

We think of you in silence.

We often speak your name.

Now all we have is memories.

And your picture in a frame.

Your memory is our keepsake.

With which we'll never part.

God has you in his keeping.

We have you in our heart.

Forever in our hearts, Janice and Ronnie, Jr.

Be Sure to Check Out the  
**KALIHWSAKS**  
website

[www.kalihwisaks.com](http://www.kalihwisaks.com)

Visit us at:

[www.kalihwisaks.com](http://www.kalihwisaks.com)

**Northeast**  
Wisconsin Technical College



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.

To see openings and to apply, please visit  
[www.nwtc.edu/jobs](http://www.nwtc.edu/jobs)

# Chairwoman's Forum

**Hello Everyone!**

I hope this message finds you all well in mind, body and spirit!

## Chairwoman's On^yoteaka Youth Leadership Trip to Washington, D.C.

A leadership development and ambassador event for the On^yoteaka students will take place this summer. Middle school is the time of defining one's self and creating a realistic look at the future. Skill development is accelerated. Talents are perfected. Social skills are honed and relationships take on a more of a serious nature. Peer pressure is at its maximum. The dominate society is more tempting and has more sidetracks and pit falls than ever.

By the time a student finishes 8th grade, their basic values, life style choices, and academic abilities are pretty much set. For example, many schools now use the ACT Explore test in 8th grade to predict the score on the actual ACT test 3 years later. The predictions are remarkably accurate. It shows that the by 8th grade, a student's skills and priorities are fundamentally in place. Interventions in high school are more often than not, too little too late.

There are many programs and initiatives targeted at preschool, elementary and high school students at the local, state

and federal level. There are comparatively few middle school opportunities to develop leadership skills and meaningful connections to the leaders of the tribe. Ironically, this is the most developmental appropriate and critical time to develop leadership skills of students. This is also the time that students feel the most disconnected and isolated.

On this trip, the tribal government will become more than just a photograph in the Kalihwisaks. They will become real people. This trip will give middle school leaders the ability to connect with tribal volunteers, develop relationships with peers from different schools, learn and practice traditional teaching and values, become student ambassadors back at their schools, and see that serving the tribe as a leader/professional is something they can actually aspire to do. This is so important when trying to stop the brain-drain and losing our best and brightest to job opportunities offered by the dominate culture and outside the tribe.

Middle School students need to find their identity, take healthy risks in a safe and caring environment, feel a valued part of their community, and connect and practice with their culture. This trip is an inspired and complete opportunity to practice the components of "The Good Mind." The im-



## Chairwoman's Forum

**Cristina Danforth**  
Chairwoman



pressions and teaching at this time in our young people's lives, will last a lifetime.

For more information to volunteer, participate or donate resources, please contact Lora Skenandore @ (920) 869-4493 or Dawn Moon-Kopetsky @ (920) 869-4427.

## Marquette University

On February 4, 2016 one of our distinguished tribal members – the late Dr. Josiah A. Powless (1871-1918) was honored at the Marquette University with a scholarship established in his name. The announcement was made at a reception that was hosted at Marquette University for Marquette University Native American alumni and current Native American students.

Under the leadership of President Dr. Mike Lovell and Provost Dr. Dan Myers, Marquette University's diversity efforts are being propelled forward with some dedicated attention apportioned to the

current and future Native American student body. Among the committee's initiatives is an effort to establish the Dr. Josiah A. Powless Endowed Scholarship for Native American and Other Underrepresented Minority Students at Marquette University. This scholarship emerges from these heartfelt efforts.

Dr. Josiah A. Powless (1871 – 1918) is a member of the Oneida Tribe. He graduated from Marquette University School of Medicine in 1904. Later reincorporated as Marquette University) and is considered one of Marquette's first "graduates of color" (1904). He was the first Oneida Indian ever to graduate from medical school in the United States.

As a physician, Dr. Powless dedicated himself to fighting the tuberculosis and trachoma that were ravaging Wisconsin's Native American population at the time.

In 1918, he heeded another call to service,

joining the U.S. Army at the age of 45 to fight in World War I.

Dr. Powless was posthumously recognized with the Distinguished Service Cross, the Army's second highest award for valor. A growing movement is working to gain him the highest recognition – the Medal of Honor.

As part of the event, recognition was given to Maxine Elm for her 30 years of service as a student advocate with Marquette University. The students and staff are grateful for Maxine's dedication to support students and we applaud her as well.

Marquette seeks to join in honoring this great hero through the establishment of the Dr. Josiah A. Powless Endowed Scholarship. It is the hope of Marquette University that this support and Dr. Powless' inspiring example will serve to help the university recruit and retain Native American and other underrepresented minority students at Marquette.

## Greater Green Bay Chamber

The Greater Green Bay Chamber is sponsoring an event on Feb. 18th at the KI Convention Center in Green Bay. Current, the Green Bay Chamber's young professional's organization has announced its Future 15 finalists. Current will recognize the 15 award recipients and present awards for the Next Generation Best Place to Work, Young Entrepreneur of the Year and Young Professional of the Year at a gathering on Feb. 18th at the KI Convention Center in Green Bay. One of the recipients is our own Joshua R. Doxtator, Thornberry Creek at Oneida. Joshua plays an effective role in setting the example for others in having outstanding work performance. He is an inspiration to the tribe's organization and other employees as well. I would like to take this time to congratulate Joshua Doxtator on a job well done!

**Thank You!**

## FOUR STRATEGIC DIRECTIONS



# OBC Forum

Shekoli~

## Elders

On February 10th the Business Committee approved a motion to move \$199,000 from the Executive Contingency Fund to the Elder Home Repair line to be used for health and safety issues with regard to elder's homes and other minor maintenance issues.

This movement of funds was the direct result of discussion held at the Annual GTC Meeting in January. A motion was made on the GTC floor to have the Business Committee modify Elder Services budget by \$125,000 to take care of this item and was then placed on the BC Agenda. The BC took action to send it to the Finance Committee to determine where the funds could be taken from as originally it was talked about coming from the as yet unfilled CEO position. The Finance Committee determined since this was a GTC directive, the funds could be secured from the Executive Contingency Fund and I made the motion to not only take it from that line item, but to also increase the amount to \$199,000.

Now this is not to say that everything can be accomplished with these funds, but at least it is a start in the right direction and in the upcoming budget process Elder Services needs to be more proactive when asking for funds to cover the increased requests for

services to our elder's homes.

## Reasonable Alternative Standard (RAS) Program

For those of you who have the Tribe's health insurance the new requirements for fulfilling RAS points have been published. There are some changes and everyone needs to be aware of these, so you are not at a disadvantage come the end of the year in not fulfilling these requirements. The program started December 1, 2015 and runs through November 30, 2016 and all activities must be completed by this end date.

Some notable changes to receiving RAS points are:

- 1) Fitness Center check-ins (2 per day) must be at least two hours apart from each other;
- 2) When attending presentations, please be punctual. If you are late more than five minutes or leave more than five minutes early, you will not receive your RAS points;
- 3) No points awarded for duplicate presentations;
- 4) A max of four points per month per facility at fitness centers; and



David Jordan  
Councilman

5) Fitness center visits must be at least 20 minutes of physical activity.

There are other ways to receive RAS points, so check with Employee Health Nursing at (920) 405-4492 to see what else qualifies to earn these points and also receive a cash award for completing some medical tests. Remember too,

that with your health insurance plan you are also entitled to a free membership at the Oneida Fitness Center.

## Per Capita Payment

The Business Committee has put a task force in place to develop some plans to present to the GTC in the near future for FY2017 and beyond. Your input would be greatly appreciated. When you receive a survey please be responsible and complete the questionnaire so that we can get a good grasp of what it is you are looking for in upcoming years. Again, be reasonable. Monies for Per Capita payments come from revenues

gained from our casino and retail operations. Do not suggest enormous amounts or otherwise unattainable payments. Remember, with a reduced budget to cover Per Capita payments comes potential cuts in member services, programs and employment.

Again I want to thank

you, the general membership, for taking the time to read these articles and as always I am available to meet with you, should you so desire. I can be reached at 920-869-4483 or you can e-mail me at djordan1@oneidanation.org.

David Jordan

## OBC Meeting Schedule

OBC Conference Room  
2nd floor of Norbert Hill Center  
The Oneida Business Committee meets  
the **second and fourth Wednesday**  
of the month at **9:00AM**  
February 24                      March 23  
March 9                              April 13

## A Minion Ways to Stay Healthy



**Family Fun Night**  
Wednesday February 24, 2016  
4:30-7:00 PM

**Oneida Nation Elementary School**  
Sponsored by Oneida Comprehensive Health Division &  
Special Diabetes Program for Indians





# Employment Law: Corrective Actions and the Grievance Process

## By the Legislative Operating Committee

The Legislative Operating Committee and the Oneida Business Committee have made the development and adoption of a new Employment Law one of their top priorities. The Legislative Operating Committee has identified the importance of understanding the Employment Law and the Oneida Employee Handbook before presenting to the General Tribal Council for a vote. The Legislative Reference Office has been directed to present informational articles regarding the Employment Law and Handbook. In the last Kalihwisaks, we presented an overview of the Employment Law's limited use of at-will employees. This article focuses on the updated corrective action and grievance process.

The Oneida Employee Handbook (the "Handbook") provides which corrective actions are available and the progressive order for issuing corrective actions. Serious misconduct may justify deviating from the expected progressive order. The available corrective actions are written warnings, suspensions

and termination with progression recommended in that order; this is the same as the current practice under the Personnel Policies and Procedures. The Handbook also includes alternative dispute resolution and employee assistance programs as other non-corrective action tools available to supervisors that may be included as a requirement in a corrective action.

Some changes have been made to suspension and termination requirements, but written warnings remain unchanged. The changes to suspensions include a cap providing that suspensions may not exceed forty (40) hours and, based on legal payment requirements for salaried employees, require that suspensions of salaried employees must be in full workday increments and be limited to serious misconduct. As for terminations, the current policy allows for termination for three (3) accumulated corrective actions within a twelve (12) month period and interprets the actual termination to be the fourth infraction. The new Handbook clarifies that termination itself is the third corrective action within a twelve (12) month period and requires, instead of allows, termination so that this provision is applied fairly to all employees. Lastly, as discussed in

depth in our last article on employment at-will, the Employment Law and Handbook allow the limited group of at-will employees to be terminated at any time and for any reason.

The current practice requires HRD's Equal Employment Officers to review all suspensions and terminations before they are issued to an employee. The Handbook strengthens this process by requiring supervisors to have a written certificate of procedural compliance from an Equal Employment Officer prior to issuing a suspension and termination. Without the certificate, the suspension may not be issued. Further, the revised employee protection plan included in the Handbook allows an Equal Employment Officer to deny a certificate of procedural compliance if he or she deems the corrective action to be retaliation.

The grievance process for contesting a corrective action or any other supervisor action that an employee considers to be an adverse employment action or deprivation of an equal employment opportunity has remained largely the same. We summarize it below.

The first step required to contest a supervisor's action is for the employee to request reconsideration of the supervisor's action to the review-

ing supervisor, which is the person responsible for overseeing the employee's supervisor. A request for reconsideration may be made for any corrective action or other action the employee considers being an adverse employment action or deprivation of an equal employment opportunity. The reviewing supervisor must issue a decision to uphold, modify or reverse the supervisor's action. If the action is modified or reversed, the supervisor may receive a corrective action or be required to complete updated supervisor training. This is the same level of review that the Personnel Commission identifies as the first level of review currently available: appeal to the area manager. The only difference is improved accountability holding management responsible for inappropriate disciplinary actions and the change in title from "appeal" to "request for reconsideration." We chose to rename this step in the grievance process because reviewing supervisors are not conducting formal appeals as there is no hearing process involved at this level. For that reason, "request for reconsideration" is a more accurate reflection of what is occurring at the first level internal to Tribal management.

An employee may file a formal appeal to the

Administrative Hearing Court (AHC), which is in the process of being developed, if he or she disagrees with a reviewing supervisor's decision regarding an alleged adverse employment action, deprivation of an equal employment opportunity or a suspension or termination. We chose to limit appeals to only suspensions and termination because they are the only corrective actions that result in a loss of income for an employee. This largely mirrors the second level of appeal currently available: appeal to the Personnel Commission.

The largest change at this level is replacing the Personnel Commission with the AHC. Moving employee appeals to the AHC is in the best interest of both the Tribe and the employee because it will resolve appeals much faster and provide a legally experienced and impartial hearing body. Further, the AHC will also hear most matters currently heard by Tribal boards, committees and commission, so the transfer to the AHC will promote a consistent hearing process Tribe-wide.

In an opinion presented in a previous edition of the Kalihwisaks by the Personnel Commission, they were correct in stating that our earlier draft of the Employment Law did not allow appeal of

adverse employment actions. This was not intentional and the Employment Law has since been revised. Further, while it may seem to limit appeal rights by only allowing appeal of corrective actions that result in a loss of earnings (suspensions and terminations only), the Handbook specifically allows the AHC to consider whether any previous corrective action that led to the termination or suspension under appeal so long as the Employee requested reconsideration of it from his or her reviewing supervisor. The change in policy does not prevent employees from appealing written warnings, it just requires the employee to wait to appeal until he or she has been financially harmed by the supervisor's unjustified action. This policy change minimizes conflict in the employment environment while saving the Tribe and the employee the time and money spent disputing corrective actions that have no financial harm on employees.

If an employee asserted that the supervisor's action amounted to a deprivation of an equal employment opportunity in his or her appeal to the AHC, the Employee may appeal the AHC's decision to the appellate court of the Judiciary. This is a

• See 27

LOC

## From page 26/LOC

Judiciary. This is a policy change which only allows supervisor actions that are discriminatory the second level of appeal in the courts because these are the most serious allegation an employee can make against a supervisor. In all other circumstances, the decision of the AHC is final.

The AHC will be held to the standards set by the General Tribal Council in

the Judicial Cannons so the transfer to the AHC will promote consistent and fair decision making by judges held to higher standards than the Personnel Commission. By providing a more skilled and trained hearing body, we are able to reinstate confidence in appeal decisions and eliminate the need for so many levels of appeal that take from the Tribe's limited re-

sources.

Lastly, in response to the Personnel Commission's concern that the Oneida Judiciary's filing fees may be too burdensome on employees, we revised the Employment Law to allow those fees to be waived for Tribal employees appealing employment related matters.

Please keep in mind that the Employment Law is still in draft form,

so it remains subject to change as the drafting team continues to receive valuable input from the Tribe's employment base and membership. A current draft of the Employment Law and additional information is available on the Oneida

Register's homepage at <https://oneida-nsn.gov/Register/>. Please watch for upcoming meetings to be scheduled discussing the proposed Employment Law and the Oneida Employee Handbook and for our next article on the Employment Law, which

will discuss the hiring process. If you have any questions or comments regarding the Employment Law, please contact the Legislative Reference Office by e-mail at [LOC@oneidanation.org](mailto:LOC@oneidanation.org) or by telephone at 920-869-4375.

## ONEIDA NATION Pardon and Forgiveness Hearing NOTICE

**Purpose: Pardon or Forgiveness-** A Tribal member may receive a pardon for any criminal conviction(s) and any individual may receive forgiveness for an act(s) that renders the Tribal member or individual ineligible for Tribal employment, an occupational license, certification or permit issued by the Tribe, housing through the Tribe or other Tribal benefit.

**When:** February 18, 2016

**Where:** Norbert Hill Center - Business Committee Conf. Rm., N7210 Seminary Road Oneida, Wisconsin.

**Time:** 10:00 a.m.

### Pardon and Forgiveness Hearing Process

#### I. Registration

Pardon or Forgiveness petitioners must register witnesses twenty-four (24) hours prior to the public hearing date by contacting the Tribal Secretary at 920-869-4451.

#### II. Testimony

**A. Oral:** Each witness will be limited to 5 minutes. Witnesses who have not pre-registered will not be allowed to testify. There will be no exceptions.

**B. Written:** Written testimony must be submitted on or within 5 days of the pardon and forgiveness hearing date.

**C. Witnesses:** Witnesses who wish to testify against the granting of a pardon or forgiveness must register twenty-four (24) hours prior to the pardon and forgiveness hearing date. There will be no exceptions.

#### III Petitioners

The following pardon and forgiveness applications will be considered: Judith Saldana, Tammy VanDenBloomer

This pardon and forgiveness hearing notice conforms to the Oneida Pardon and Forgiveness Ordinance notice requirements [5.8-1].



## Notice of Public Meeting

to be held

February 18, 2016 at 12:15 p.m.

OBC Conference Room—2nd Floor, Norbert Hill Center



### Topic: Garnishment (Law) Amendments

The Legislative Operating Committee is hosting this Public Meeting to gather feedback from the community regarding a legislative proposal for amendments to the Garnishment (Law) that:

- ◆ Removes the specific amount of the garnishment action fee and the administrative fee from the Law and instead the Judiciary is authorized to determine the garnishment action fee amount, while the Accounting Department determines administrative fee amount [See 58.5-2 (a) (1) and 58.5-5 (a) (1)]. The current Law sets the garnishment action fee at \$25.00 and the administrative fee at \$5.00.
- ◆ Limits representation to an attorney or advocate [See 58.5-3 (d)]. The current Law allows the parties to be represented by someone to speak on their behalf.
- ◆ Requires post judgment interest be applied to the amount received beginning on the date of the judgment and ending on the date the garnishment order is satisfied [See 58.5-3 (d)]. The post judgment interest rate is a fixed rate and will be determined by 1) an agreement by both parties or 2) an annual post judgment rate equal to one percent plus the prime rate that was in effect on the date of the judgment [See 58.5-5 (d) (1) & (2)].

All community members are invited to attend this meeting to learn more about this proposal and/or to submit comments concerning this proposal.

Public Comment Period—Open until February 25, 2016

During the Public Comment Period, all interested persons may submit written comments regarding this legislative proposal; and/or a transcript of any testimony/spoken comments made during the Public Meeting. Written comments may be submitted to the Tribal Secretary's Office or to the Legislative Reference Office in person or by U.S. mail, interoffice mail, e-mail or fax.

For more information about the public meeting process, or to obtain copies of the Public Meeting documents for this proposal, please visit [www.oneida-nsn.gov/Register/PublicMeetings](http://www.oneida-nsn.gov/Register/PublicMeetings) or contact the Legislative Reference Office, which is located on the second floor of the Norbert Hill Center, Oneida WI.

Mail: Legislative Reference Office  
PO Box 365  
Oneida, WI 54155

Phone: (920) 869-4376 or (800) 236-2214  
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## OBC Meeting Results

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

### Executive Session

9:00 a.m. Tuesday,  
January 26, 2016

BC Conference Room,  
2nd floor, Norbert Hill  
Center

**Present:** Chairwoman Tina Danforth, Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, Tehassi Hill, David Jordan, Jennifer Webster;

**Not Present:** Vice-Chairwoman Melinda J. Danforth;

**Arrived at:** Councilman Brandon Stevens at 11:00 a.m.

### Regular Meeting

10:00 a.m. Wednesday,  
January 27, 2016

BC Conference Room,  
2nd floor, Norbert Hill  
Center

**Present:** Treasurer Trish King, Secretary Lisa Summers, Council members: Fawn Billie, Tehassi Hill, Brandon Stevens, Jennifer Webster;

**Not Present:** Vice-Chairwoman Melinda J. Danforth, Councilman David Jordan;

**Arrived at:** Chairwoman Tina Danforth at 10:26 a.m.;

### I. Call to Order and Roll

Call by Secretary Lisa Summers at 10:14 a.m.

**For the record:** Vice-Chairwoman Melinda J. Danforth is out of the office on personal time. Councilman David Jordan is away on travel to the Tribal Labor Advisory Committee meeting in Middleton, WI.

**II. Opening** by Councilman Tehassi Hill

*A. Special Recognition for Years of Service*

**Sponsor:** Geraldine Danforth, Area Manager/Human Resources Department

Special Recognition by Leon Adams and Tom Danforth of Michelle Braaten (25 years); Special Recognition by Barb Truttman of Wendel Cornelius Jr. (25 years); Special Recognition by Kim Laluzerne and Lambert Metoxen of Beatrice Stevens (25 years); Special Recognition by Kim Laluzerne and Lambert Metoxen of Doreen Reed (30 years); Special Recognition by Don White and Marlene Summers of Florence Petri (30 years); Special Recognition by Sharon Mosseau, Debra Danforth, and Yvette Peguero of Deborah Reiter-Mehojah (35 years); and Special Recognition by Geraldine Danforth of the following individuals who were not present: Marguerite Bork for 25 years of service, Renee Hill for 30 years of service, Linda Powless for 30 years of service, and Lois Domencich for 30 years of service.

*Chairwoman Tina Danforth arrives at 10:26 a.m.*

### III. Adopt the agenda

Motion by Lisa Summers to adopt the agenda with the following changes: [Delete item XI.D. Approve request to co-host April 2016 U.S. Dept. of Health and Humans Services consultation; Delete item XIV.B.01. Approve travel request – Chairwoman Tina Danforth – 2016 National

Indian Gaming Association (NIGA) Legislative Summit – Washington D.C. – January 18-21, 2016; Move item XIII.A. Accept request for Business Committee recognition and award of \$500 Exxon/Mobile Alliance Program grant to each six (6) area schools in cooperation with Oneida One Stops and Oneida Travel Center to the top of the agenda; Move item XIII.C. Approve request to co-host the 2016 Tri-History Conference on June 13-17, 2016, to the top of the agenda; Correct title of item XIII.B. to “Approve Ticket Distribution Standard Operating Procedure; and Move item XVI.E.01. Approve Chief Executive Office Job Description, Request to Post form, and Recruitment Letter to be sent out nationwide to all heads-of-households on January 18, 2016 to Unfinished Business as item XVI.D.05], seconded by Jennifer Webster. Motion carried unanimously.

### IV. Oaths of Office

*(No Requested Action)*

### V. Minutes

*A. Approve January 13, 2016, regular meeting minutes*

**Sponsor:** Motion by Tehassi Hill to approve the January 13, 2016, regular meeting minutes, seconded by Brandon Stevens. Motion carried unanimously.

*B. Approve December 23, 2015, regular meeting minutes*

### VI. Resolutions

*Treasurer Trish King departs at 10:48 a.m.*

*A. Adopt resolution titled Office of Special Trustee - Sign Off Authority*

**Sponsor:** Brandon Stevens, Councilman Motion by Lisa Summers to adopt resolution 01-27-16-A Office of Special Trustee - Sign Off Authority, seconded by Jennifer Webster. Motion carried unanimously.

*Treasurer Trish King returns at 10:53 a.m.*

*B. Adopt resolution titled Agreement with Wisconsin Department of Transportation for Corridor Study on Mason St/54*

**Sponsor:** Troy Parr, Assistant Division Director/Development Motion by Jennifer Webster to adopt resolution 01-27-16-B Agreement with Wisconsin Department of Transportation for Corridor Study on Mason St/54, seconded by Fawn Billie. Motion carried unanimously.

### VII. Appointments

*A. Appoint Mary Graves to the Oneida Personnel Commission*

**Sponsor:** Tina Danforth, Tribal Chairwoman Motion by Lisa Summers to defer the Oneida Personnel Commission appointment to the March 9, 2016, regular Business Committee meeting. Motion fails for lack of support.

Motion by Jennifer Webster to appoint Mary Graves to the Oneida Personnel Commission. Motion fails for lack of support.

Motion by Fawn Billie to table this item, seconded by Lisa Summers. Motion car-

ried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, Trish King, Lisa Summers, Jennifer Webster

Abstained: Brandon Stevens

### VIII. Standing Committees

#### A. Legislative Operating Committee

**Sponsor:** Councilman Brandon Stevens, Chair

*1. Accept January 6, 2016, Legislative Operating Committee meeting minutes*

Motion by Lisa Summers to accept the January 6, 2016, Legislative Operating Committee meeting minutes, seconded by Brandon Stevens. Motion carried unanimously.

*2. Approve Audit Committee Bylaws Amendments*

Motion by Jennifer Webster to approve the Audit Committee Bylaws Amendments with the following change: [Delete “Director” and “or” from Line 70], seconded by Tehassi Hill. Motion carried unanimously.

*3. Accept memorandum regarding status of Children's Code*

Motion by Lisa Summers to accept the update from the Legislative Operating Committee on the new Children's Code timeline, seconded by Trish King. Motion carried unanimously.

#### B. Finance Committee

**Sponsor:** Treasurer Trish King, Chair

*1. Approve January 18, 2016, Finance Committee meeting minutes*

Motion by Lisa Summers to approve the January 18, 2016, Finance Committee

*meeting minutes, seconded by Trish King. Motion carried unanimously.*

#### C. Community Development Planning Committee

**Sponsor:** Councilman Tehassi Hill, Vice-Chair

*1. Accept October 1, 2015, and December 3, 2015, Community Development Planning Committee meeting minutes*

Motion by Lisa Summers to accept the October 1, 2015, Community Development Planning Committee meeting minutes, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to accept the December 3, 2015, Community Development Planning Committee meeting minutes with the following correction: [Change Councilwoman Jennifer Webster's attendance from Absent to Present], seconded by Fawn Billie. Motion carried unanimously.

#### D. Quality of Life

*(No Requested Action)*

#### IX. General Tribal Council

##### A. Petitioner John E. Powless Jr.: Per capita payments

**Sponsor:** Lisa Summers, Tribal Secretary

**EXCERPT FROM JANUARY 13, 2016:** Motion by David Jordan to accept the legal analysis and to note the financial analysis is due by the January 27, 2016, regular Business Committee meeting, seconded by Lisa Summers. Motion car-

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ried unanimously.

**EXCERPT FROM DECEMBER 23, 2015:** Motion by Lisa Summers to defer the legal and financial analyses to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

**EXCERPT FROM SEPTEMBER 9, 2015:** Motion by Jennifer Webster to provide an additional 60 days for the legal analysis of Petitioner John E. Powless: Per capita payments, seconded by Lisa Summers. Motion carried unanimously.

**EXCERPT FROM AUGUST 17, 2015:** Motion by David Jordan to accept the legislative analysis for the regarding per capita payments submitted by petitioner John E. Powless Jr., seconded by Trish King. Motion carried unanimously.

**EXCERPT FROM AUGUST 12, 2015:** Motion by Lisa Summers to adjourn at 2:06 p.m. and to direct the Tribal Secretary to coordinate Business Committee special meeting date for the remainder of this agenda, seconded by Brandon Stevens. Motion carried unanimously.

**EXCERPT FROM JUNE 24, 2015:** Motion by David Jordan to acknowledge receipt of the verified petition submitted by John E. Powless, Jr.; to send the verified petition to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative and administrative analyses to be completed; to direct the Law, Finance and Legislative Reference Offices to submit the analyses to the Tribal Secretary's office within sixty (60) days, and that a progress report be submit-

ted in forty-five (45) days; and to direct the Direct Report Offices to submit the appropriate administrative analyses to the Tribal Secretary's office within thirty (30) days, seconded by Tehassi Hill. Motion carried unanimously.

Motion by Jennifer Webster to defer the financial analysis for two (2) weeks, seconded by Lisa Summers. Motion carried unanimously.

B. Petitioner Madelyn Genskow: Special GTC meeting to address six resolutions

- 1) Scheduling General Tribal Council Meetings
- 2) Fee to Trust Process
- 3) Elder Services Means Testing
- 4) Record Subcommittee Meetings
- 5) Governmental Services Chain of Command
- 6) Unclaimed Per Capita Payments

**Sponsor:** Lisa Summers, Tribal Secretary

**EXCERPT FROM NOVEMBER 25, 2015:** (1) Motion by David Jordan to accept the financial analysis for resolution 3, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Lisa Summers to request the remaining financial analyses come back in sixty (60) days, seconded by Jennifer Webster. Motion carried unanimously.

**EXCERPT FROM OCTOBER 14, 2015:** Motion by Lisa Summers to accept the financial analyses for resolution 1 with the following change [correction in the Chief Financial Officer's memorandum with either the elimination of "TO: Tina Danforth, Treasurer" or replacement of "TO: Patricia King, Treasurer"] and resolution 2, seconded by David Jordan. Motion carried unanimously.

**EXCERPT FROM SEPTEMBER 23, 2015:** Motion by Melinda J. Danforth to accept the update on this item and to place this petition and six (6) resolutions on the March 19, 2016 Special General Tribal Council meeting agenda, and to request the financial analyses on all six (6) resolutions be submitted to the Tribal Secretary's Office in a timely manner; seconded by Lisa Summers. Motion carried unanimously.

**EXCERPT FROM SEPTEMBER 9, 2015:** Motion by Jennifer Webster to accept the legal analysis for resolution 5) Governmental Services Chain of Command, seconded by Lisa Summers. Motion carried unanimously.

**EXCERPT FROM AUGUST 26, 2015:** (1) Motion by Brandon Stevens to accept the legal analyses for resolution 3, 4, and 6, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Lisa Summers to defer the legal analysis for resolution 5 to be completed by the September 9, 2015, regular Business Committee meeting and to defer the financial analyses for resolution 3, 4, and 6 Unclaimed Per Capita Payments to the September 23, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

**EXCERPT FROM JULY 8, 2015:** Motion by David Jordan to defer the remaining legal and financial analyses to the second regular Business Committee meeting in August 2015, seconded by Brandon Stevens. Motion carried unanimously.

**EXCERPT FROM JUNE 24, 2015:** Motion by David Jordan to accept the legal

analysis for resolution 1 and note that the remaining analyses are due back at the July 8, 2015, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

**EXCERPT FROM MAY 13, 2015:** Motion by David Jordan to accept the legal analysis for resolution 2, seconded by Trish King. Motion carried unanimously.

**EXCERPT FROM APRIL 22, 2015:** Motion by Lisa Summers to accept the legislative analyses for resolutions 1-6 and to provide an additional sixty (60) days for the Law and Finance Offices to complete their portions of the analyses, seconded by Jennifer Webster. Motion carried unanimously.

**EXCERPT FROM FEBRUARY 25, 2015:** (1) Motion by Tehassi Hill to accept the verified petitions from Petitioner Madelyn Genskow: Request Special GTC meeting to address six (6) resolutions, seconded by Jennifer Webster. Motion carried unanimously. (2) Motion by Tehassi Hill to send the verified petitions to the Law, Finance, Legislative Reference and Direct Report Offices for the legal, financial, legislative, and administrative analyses to be completed, seconded by Fawn Billie. Motion carried unanimously. (3) Motion by Jennifer Webster to direct Law, Finance, and Legislative Reference Offices to submit the analyses to the Secretary's Office within sixty (60) days and that a progress report be submitted in forty-five (45) days, seconded by Lisa Summers. Motion carried unanimously. (4) Motion by Lisa Summers to direct the Direct Report Offices

to submit appropriate administrative analyses to the Secretary's Office within thirty (30) days, seconded by Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to accept the financial analysis for resolution 4) Record Subcommittee Meetings, seconded by Tehassi Hill. Motion carried unanimously.

C. Determine available General Tribal Council meeting date to address Petitioner Frank Cornelius: four resolutions

- 1) Investigation into Oneida Seven Generations Corporation
- 2) Enforcing Salaries for Oneida Seven Generations Corporation
- 3) Freedom of Speech, Press, and Assembly
- 4) Imposing a Tax on the Business Committee

**Sponsor:** Lisa Summers, Tribal Secretary  
Motion by Lisa Summers to approve this item for the July 4, 2016, Semi-Annual General Tribal Council meeting, seconded by Jennifer Webster. Motion carried unanimously.

Councilman Brandon Stevens departs at 11:51 a.m.

D. Approve revised meeting date for Special General Tribal Council meeting from March 19, 2016, to March 26, 2016

**Sponsor:** Lisa Summers, Tribal Secretary  
Motion by Tehassi Hill to approve the revised meeting date for the Special General Tribal Council meeting from March 19, 2016, to April 11, 2016, seconded by Jennifer Webster. Motion carried unanimously.

X. STANDING ITEMS  
Councilman Brandon Ste-

vens returns at 11:55 a.m. Secretary Lisa Summers departs at 11:56 a.m. Secretary Lisa Summers returns at 11:59 a.m.

A. Accept update regarding Work Plan for CIP # 14-002 Cemetery Improvements

**Sponsor:** Troy Parr, Assistant Division Director/Development  
Motion by Lisa Summers to accept the updated Work Plan for CIP # 14-002 Cemetery Improvements, seconded by Jennifer Webster. Motion carried unanimously:

Councilman Brandon Stevens departs at 12:02 p.m.

### XI. UNFINISHED BUSINESS

A. Accept update from Environmental Resource Board and Environmental Health and Safety Department regarding plan on how to buffer area between Oneida Sacred Burial Grounds and access road

**Sponsor:** Tehassi Hill, Councilman  
**EXCERPT FROM DECEMBER 23, 2015:** (1) Motion by Jennifer Webster to approve the request from the Environmental Resource Board to lift the moratorium to allow access to Where the Waterbirds Nest and to restrict access on Adam Drive only, seconded by Lisa Summers. Motion carried unanimously. (2) Motion by Lisa Summers to defer this item to the Environmental Resource Board and Environmental Health and Safety Department to bring back a plan on how to buffer the area between the cemetery and the road as information

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to the Business Committee in thirty (30) days in order to reconsider the request, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to accept the update from Environmental Resource Board and Environmental Health and Safety Department regarding the buffering plan with the trees, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to recess at 12:21 p.m. until 1:30 p.m., seconded by Fawn Billie. Motion carried unanimously.

Meeting called to order by Chairwoman Tina Danforth at 1:34 p.m.

Vice-Chairwoman Melinda J. Danforth, Secretary Lisa Summers, Councilman Tehassi Hill, and Councilman David Jordan not present.

Secretary Lisa Summers arrives at 1:35 p.m.

Councilman Tehassi Hill arrives at 1:37 p.m.

B. Accept update regarding Tribal ID cards for Age Restricted Products

**Sponsor:** Michele Doxtator, Area Manager/Retail Profits

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the update regarding Tribal ID cards for Age Restricted Products to the January 27, 2016, regular Business Committee meeting, seconded by Trish King. Motion carried unanimously.

**EXCERPT FROM DECEMBER 23, 2015:** Motion by Lisa Summers to defer this item to the Janu-

ary 13, 2016, regular Business Committee meeting, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Brandon Stevens to direct the Liaison of the Trust/Enrollment Committee to work with the Trust/Enrollment Committee and MIS to look at the feasibility of incorporating more information within the Tribal ID card, seconded by Lisa Summers. Motion carried unanimously.

Councilwoman Jennifer Webster departs at 3:35 p.m.

Councilwoman Jennifer Webster returns at 3:38 p.m.

C. Approve Joint Marketing Charter

**Sponsor:** Trish King, Tribal Treasurer

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

Motion by Lisa Summers to approve the Joint Marketing Charter, seconded by Trish King. Motion carried unanimously.

**XII. TABLED BUSINESS**  
(No Requested Action)

**XIII. NEW BUSINESS**

A. Accept request for Business Committee recognition and award of \$500 Exxon/Mobile Alliance Program grant to each six (6) area schools in cooperation with Oneida One Stops and Oneida Travel Center

**Sponsor:** Michele Doxtator, Area Manager/Retail Profits  
Presentation of awards by Michele Doxtator and Angela

Parks to Niki Disterhaft (Lannoye Elementary School), Kris Wells (Hillcrest Elementary School), Jamie Kallies (Pioneer Elementary School), Diane Stelmach (Martin Luther King Elementary School), Yvette Peguero (Oneida Nation Elementary School), Sharon Mousseau (Oneida High School).

B. Approve Ticket Distribution Standard Operating Procedure –

**Sponsor:** Lisa Summers, Tribal Secretary

Motion by Tehassi Hill to approve the Ticket Distribution Standard Operating Procedure, seconded by Lisa Summers. Motion carried unanimously.

C. Approve request to co-host the 2016 Tri-History Conference on June 13-17, 2016

**Sponsor:** Jennifer Webster, Councilwoman

Motion by Lisa Summers to approve the request to co-host the 2016 Tri-History Conference on June 13-17, 2016, seconded by Fawn Billie. Motion carried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, Trish King, Brandon Stevens, Lisa Summers  
Abstained: Jennifer Webster

**XIV. TRAVEL**

**A. Travel Reports**

1. Accept travel report – Councilwoman Jennifer Webster – 2015 National Indian Head Start Directors Association (NIHSDA)/Office of Head Start (OHS) Tribal Leader Consultation – Sacramento, CA – June 15-17, 2015

Motion by Lisa Summers to accept the travel report – Councilwoman Jennifer Webster – 2015 National Indian Head Start Directors Association (NIHSDA)/Office of Head Start (OHS)

Tribal Leader Consultation – Sacramento, CA – June 15-17, 2015, seconded by Brandon Stevens. Motion carried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, Trish King, Brandon Stevens, Lisa Summers

Abstained: Jennifer Webster

2. Accept travel reports – Secretary Lisa Summers, Councilwoman Jennifer Webster, and Councilman Tehassi Hill – 72nd Annual National Congress of American Indians (NCAI) Conference – San Diego, CA – October 17-24, 2015

Motion by Fawn Billie to accept the travel reports – Secretary Lisa Summers, Councilwoman Jennifer Webster, and Councilman Tehassi Hill – 72nd Annual National Congress of American Indians (NCAI) Conference – San Diego, CA – October 17-24, 2015, seconded by Brandon Stevens. Motion carried with three abstentions:

Ayes: Fawn Billie, Trish King, Brandon Stevens  
Abstained: Tehassi Hill, Lisa Summers, Jennifer Webster

3. Accept travel report – Councilwoman Jennifer Webster – Wisconsin Tribes Meeting with Officials from Wisconsin Dept. of Health and Human Services (DHHS) and Centers for Medicare and Medicaid Services (CMS) – Washington D.C. – November 16-20, 2015

Motion by Lisa Summers to accept the travel report – Councilwoman Jennifer Webster – Wisconsin Tribes Meeting with Officials from Wisconsin Dept. of Health and Human Services (DHHS) and Centers for Medicare and Medicaid Services (CMS) – Washington D.C. – November 16-20, 2015, seconded by Brandon Stevens. Motion carried with one abstention:

Ayes: Fawn Billie, Tehassi Hill, Trish King, Brandon Stevens, Lisa Summers  
Abstained: Jennifer Webster

**B. Travel Requests**

2. Approve travel request – Chairwoman Tina Danforth – 2016 National Leadership Development Conference – Hinckley, MN – June 19-24, 2016

Motion by Lisa Summers to approve the travel request – Chairwoman Tina Danforth – 2016 National Leadership Development Conference – Hinckley, MN – June 19-24, 2016, seconded by Brandon Stevens. Motion carried unanimously.

3. Approve travel request and identify participants – Oneida Business Committee – Conference Travel for 2016 – Various Locations – February-October 2016  
**Sponsor:** Jennifer Webster, Councilwoman

Motion by Lisa Summers to approve the travel requests for up to three (3) Business Committee members – National Congress of American Indians (NCAI) Executive Winter Session – Washington, D.C. – February 22-25, 2016, seconded by Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to approve the travel requests for up to three (3) Business Committee members – National Indian Gaming Association (NIGA) Annual Convention – Phoenix, AZ – March 13-16, 2016, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Lisa Summers to approve the travel requests for up to three (3) Business Committee members – National Reservation Economic Summit (RES) – Las Vegas, NV – March 21-24, 2016, seconded by Brandon Stevens. Motion

carried unanimously. Motion by Lisa Summers to approve the travel requests for up to two (2) Business Committee members – Native American Finance Officers Association (NAFOA) 34th Annual Conference – Phoenix, AZ – April 17-19, 2016, seconded by Tehassi Hill. Motion carried unanimously.

Motion by Lisa Summers to approve the travel requests for up to three (3) Business Committee members – National Congress of American Indians (NCAI) Mid-Year Conference – Spokane, WA – June 27-30, 2016, seconded by Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to approve the travel requests for up to three (3) Business Committee members – National Congress of American Indians (NCAI) Annual Convention – Phoenix, AZ – October 9-14, 2016, seconded by Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to approve the travel requests for up to three (3) Business Committee members – National Congress of American Indians (NCAI) Annual Convention – Phoenix, AZ – October 9-14, 2016, seconded by Fawn Billie. Motion carried unanimously.

4. Approve travel request and identify participants – Oneida Business Committee – Republican National Convention – Cleveland, OH – July 18-21, 2016

**Sponsor:** Jennifer Webster, Councilwoman

Motion by Lisa Summers to approve the travel requests for up to two (2) Business Committee members – Republican National Convention – Cleveland, OH – July 18-21, 2016, noting one (1) attendee is Chairwoman Tina Danforth, seconded by Jennifer Webster. Motion carried unanimously.

5. Approve travel request and identify participants – Oneida Business Committee

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– Democratic National Convention – Philadelphia, PA – July 25-29, 2016

**Sponsor:** Jennifer Webster, Councilwoman

Motion by Brandon Stevens to approve the travel requests for up to three (3) Business Committee members

– Democratic National Convention – Philadelphia, PA – July 25-29, 2016, seconded by Fawn Billie. Motion carried unanimously:

### XV. REPORTS

*Secretary Lisa Summers departs at 1:40 p.m.*

*Secretary Lisa Summers returns at 1:51 p.m.*

*Treasurer Trish King departs at 2:05 p.m.*

#### A. Operational Reports

1. *Accept Comprehensive Health Division FY '16 1st quarter report*

**Sponsor:** Debra Danforth, Division Director/Comprehensive Health Operations & Dr. Ravinder Vir, Division Director/Medical Operations

Motion by Lisa Summers to accept the Comprehensive Health Division FY '16 1st quarter report, seconded by Jennifer Webster. Motion carried unanimously.

#### B. Corporate Reports

(No Requested Action)

#### C. Boards, Committees, and Commissions

1. *Accept Oneida Arts Board FY '16 1st quarter report – Nic Reynolds, Chair*

**Liaison:** Jennifer Webster, Councilwoman

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the Oneida Arts Board FY '16 1st quarter report to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unani-

mously.

Motion by Lisa Summers to accept the Oneida Arts Board FY '16 1st quarter report, seconded by Brandon Stevens. Motion carried unanimously:

*Treasurer Trish King returns at 2:26 p.m.*

2. *Accept Anna John Residential Centered Care Community Board FY '16 1st quarter report – Kimberly Schultz, Vice-Chair*

**Liaison Alternate:** Tina Danforth, Tribal Chairwoman

**EXCERPT FROM JANUARY 13, 2016:** Motion by Tehassi Hill to defer the Anna John Residential Centered Care Community Board FY '16 1st quarter report to the January 27, 2016, regular Business Committee, seconded by Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to accept the Anna John Residential Centered Care Community Board FY '16 1st quarter report, seconded by Fawn Billie. Motion carried unanimously:

Motion by Lisa Summers to defer the recommendation for a part-time Activities Assistant and an Assistant Administrator to the Comprehensive Health Division to bring back an analysis and recommendation for the FY '17 budget within ninety (90) days, seconded by Jennifer Webster. Motion carried unanimously.

3. *Accept Oneida Nation Veteran's Affairs Committee FY '16 1st quarter report – Mike Hill, Chair*

**Liaison:** Jennifer Webster, Councilwoman

Motion by Lisa Summers to accept the Oneida Nation Veteran's Affairs Committee FY '16 1st quarter report, seconded by Fawn

Billie. Motion carried unanimously.

4. *Accept Child Protective Board FY '16 1st quarter report – Dale Powless, Chair*

**Liaison:** Lisa Summers, Tribal Secretary

Motion by Lisa Summers to accept the Child Protective Board FY '16 1st quarter report, seconded by Tehassi Hill. Motion carried unanimously.

5. *Defer Oneida Police Commission FY '16 1st quarter report to February 10, 2016, regular Business Committee meeting – Bernie John Stevens, Chair*

**Liaison:** Lisa Summers, Tribal Secretary

Motion by Jennifer Webster to defer the Oneida Police Commission FY '16 1st quarter report to the February 10, 2016, regular Business Committee meeting, seconded by Lisa Summers. Motion carried unanimously.

6. *Accept Oneida Pow Wow Committee FY '16 1st quarter report – Lloyd Powless, Chair*

**Liaison:** Fawn Billie, Councilwoman

Motion by Lisa Summers to accept the Oneida Pow Wow Committee FY '16 1st quarter report with the noted changes, seconded by Jennifer Webster. Motion carried unanimously.

7. *Accept Southeastern Oneida Tribal Services Advisory Board FY '16 1st quarter report – Daniel Schiller, Chair*

**Liaison:** Tina Danforth, Tribal Chairwoman

Motion by Lisa Summers to accept the Southeastern Oneida Tribal Services Advisory Board FY '16 1st quarter report, seconded by Brandon Stevens. Motion carried unanimously.

### XVI. EXECUTIVE

### SESSION

#### A. Reports

1. *Accept Gaming General Manager report – Louise Cornelius, Gaming General Manager (This item is scheduled at 9:00 a.m. on January 26, 2016)*

Motion by Tehassi Hill to accept the Gaming General Manager report, seconded by Jennifer Webster. Motion carried unanimously.

2. *Accept Intergovernmental Affairs and Communication report – Nathan King, Director/Intergovernmental Affairs and Communication (This item is scheduled at 10:00 a.m. on January 26, 2016)*

Motion by Fawn Billie to accept the Intergovernmental Affairs and Communication report including the follow up actions identified on Wisconsin Assembly Bill 800, Green Bay Service Agreement, and the Health and Human Services (HHS) Secretary's Tribal Advisory Committee (STAC) nomination of Vice-Chairwoman Melinda J. Danforth, seconded by Tehassi Hill. Motion carried unanimously.

3. *Accept Oneida Retail Enterprise FY '15 4th quarter report – Michele Doxtator, Area Manager/Retail Profits*

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

**EXCERPT FROM DECEMBER 23, 2015:** Motion by Fawn Billie to defer the Oneida Retail Enterprise FY '15 4th quarter report to the January 13, 2016, regular Business Committee meeting, seconded by Lisa Summers.

*Motion carried unanimously.*

Motion by Lisa Summers to accept the Oneida Retail Enterprise FY '15 4th quarter report, seconded by Tehassi Hill. Motion carried unanimously.

4. *Accept Chief Counsel report – Jo Anne House, Chief Counsel*

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

Motion by Brandon Stevens to accept the Chief Counsel report of January 26, 2016, seconded by Fawn Billie. Motion carried unanimously.

#### B. Standing Items

1. *Land Claims Strategy (No Requested Action)*

2. *Oneida Golf Enterprise – Ladies Professional Golf Association (This item is scheduled at 1:30 p.m. on January 26, 2016)*

**Liaison:** Trish King, Tribal Treasurer

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

**EXCERPT FROM DECEMBER 23, 2015:** Motion by Jennifer Webster to defer this item to the January 13, 2016, regular Business Committee meeting, seconded by Lisa Summers. Motion carried unanimously.

Motion by Lisa Summers to accept the Oneida Golf Enterprise – Ladies Professional Golf Association

report, seconded by Tehassi Hill. Motion carried unanimously.

#### C. Audit Committee

**Sponsor:** Councilman Tehassi Hill, Chair

1. *Accept December 10, 2015, Audit Committee meeting minutes*

Motion by Brandon Stevens to accept the December 10, 2015, Audit Committee meeting minutes, seconded by Jennifer Webster. Motion carried unanimously.

#### D. Unfinished Business

1. *Reevaluate option to fill Organizational Development Specialist position*

**Sponsor:** Lisa Summers, Tribal Secretary

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

**EXCERPT FROM SEPTEMBER 23, 2015:** Motion by David Jordan to approve Option 2A contained within the memorandum

and to re-evaluate the option in ninety (90) days, seconded by Trish King. Motion carried unanimously.

Motion by Tehassi Hill to defer this item for ninety (90) days, seconded by Lisa Summers. Motion carried unanimously.

2. *Accept Hospice Advantage Recommendation*

**Sponsor:** Jennifer Webster, Councilwoman

**EXCERPT FROM JANUARY 13, 2016:** Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016,

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## NOTICE TO CREDITORS

### Setting Time and Notice to Creditors: request for information.

The following estates are being prepared for probate by the United States Department of the Interior and/or the Oneida Tribe of Indians of Wisconsin, Land Commission, Division of Land Management. All creditor claims must be filed on or before **March 29, 2016**

**Shelly Jean Hicks**  
DOB 7/31/1956  
DOD 4/14/2000

Send all creditors' claims and information relating to the decedent to the following address:

Tina L. Figueroa,  
Land Title and Trust  
Specialist,  
Oneida Tribe of Indians of  
Wisconsin  
Division of Land  
Management,  
PO Box 365,  
Oneida WI 54155  
**Dated: Wednesday,  
January 6, 2016**

## EMPLOYMENT

"Music from Our Culture" is looking for a choral music director for our after school and summer program. We are looking for candidates with experience that demonstrates musical ability in children's choral music. The Director must understand the nuances of working with a large group of young children and teens, possessing the spirit and demeanor to create an inviting, loving, celebratory, directed environment for our goals to be achieved. Experience in, knowledge of or willingness to learn the Oneida hymns, traditional Iroquois music, and Oneida language is required. The Director must be able to work with other music staff to develop an exciting, engaging music program that represents the unique culture of Oneida, past, present, and future. This is a contracted position. For more information, please contact Beth Bashara at 920-490-3833 or bbashara@oneidanation.org.

**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 920-496-7317 or email  
Kalihwisaks@oneidanation.org

## HOUSE FOR SALE

3 bedroom, 2 bath w/detached garage. 6.4 acres, 824 Cooper Rd., \$120,000. FMI: 920.833.9201 or 920.284.1296.

## STORAGE

**Key Storage, LLC** W1224 Town Road, Town of Oneida, **920-819-3475**. 10'x10', 10'x16', 10'x24', 10'x30', 10'x40'. 1 month free with any new lease. Call for appointment. storageinoneidawi.com

**WWW.  
Kalihwisaks  
.com**

## WOMEN

**Are you a woman?  
Starting or have a job  
and you need work  
appropriate clothing?  
Can't afford brand new  
work clothes?**

Come to the YWCA of Green Bay's Women's Closet. This program provides work-appropriate clothing for low-income women who are seeking employment, in a new job or going to school. Women may visit the Closet four (4) times per year or when they are newly hired for a job.

*Current Women's Closet Hours are:*

**Tuesdays: 1:00–4:00P.M.**  
**Wednesdays: 3:00–6:00P.M.**  
**Thursdays: 4:00–7:00P.M.**  
Donations accepted.  
FMI contact Dana Letizia,  
Coordinator, at  
**(920) 432-5581, #127**

## Memorial Policy

**Payment MUST BE** made at time of submission and payable by check, money order, or debit/credit card.  
**No Cash Policy in effect.**

**Message w/Photo: All 2 column**

- \$10.00 (limit 1-49 words)
- \$15.00 (limit 50-74 words)
- \$20.00 (limit 75-99 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:  
1.800.206.1100**

Dawn-ext. 7318, Yvonne-ext. 7317, Nate-ext. 7319

## Oneida Tribe

### Employment Opportunities

### Open to ALL Applicants

Position Title	Department	Closing Date
Bingo Caller	Gaming-Bingo	Until Filled
Bingo Cashier	Gaming-Bingo	Until Filled
Diabetes Program Supervisor	Diabetes	Until Filled
Information Security Administrator	MIS-InfoSec	Until Filled
Information Security Analyst	MIS-InfoSec	Until Filled
Journeyman Electrician	Maintenance	Until Filled

### \*Open to ENROLLED TRIBAL MEMBERS ONLY

Position Title	Department	Closing Date
Triage Counselor	Behavioral Health Services	February 25, 2016
Administrative Assistant III	Oneida Nation School System	Until Filled
Director of Legislative Reference Office	Legislative Reference Office	Until Filled
Desktop Support Trainee	MIS/Desktop Services	Until Filled

For a complete listing of positions and job description please visit our website at:

<http://www.oneidanation.org/humanresources/employment.aspx>

Or call: 920-496-7000 or the Job Line at: 1-800-236-7050



**NOTICE OF HEARING****Oneida Family Court  
Original Hearing Body  
Notice Of Hearing**

RE: CASE #10CS152  
OTCSA and Nikki Dick-  
enson v Manuel Ramirez

A diligent attempt was made to notify the above Petitioner of a Motion to Modify Custody and/or Physical Placement filed by Respondent. A hearing shall take place on Thursday, March 10, 2016 at 2:30 pm in the above captioned case at the Oneida Family Court located at 2630 West Mason Street, Green Bay, WI 54303.

Inquiries for additional information may be directed to:

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

**Agricultural Land  
for Lease  
Premises considered  
for bid:**

**Reference Number:**  
2-26-2016-1

**Total Tillable Acreage:**  
38 acres more or less

**Located at:**  
2500 Block of Hwy 32,  
Pulaski, WI 54162

**Length of Lease:**  
5 years with 5 year  
option

Applications to be picked-up and dropped-off at the D.O.L.M. office located at: Division of Land Management 470 Airport Drive Oneida, WI 54155  
On our website: <http://land.oneidanation.org>  
Mail applications to: Division of Land Management P.O. Box 365 Oneida, WI 54155  
**Attn: Sheila Huff**

All applications must be turned in by **February 26, 2016** no later than 4:30 P.M. No applications will

be accepted after this date and time. All bids must be sealed and clearly marked with the reference number. **Opening bids on Tuesday March 1, 2016 at 10:00 A.M. @ D.O.L.M.**

Method of determining who will be awarded the lease:

- Application enclosed in a sealed envelope with reference number written on the outside of the envelope.
- If the case of a tie, Tribal Department & Tribal Member will be given priority
- Credit score of 600 or better and a maximum debt to income ratio of 36%
- Following the SOP: Distribution of Tribal agricultural leases

**Minimum Bid:**  
\$200.00 per acre

**Agricultural Land  
for Lease  
Premises considered  
for bid:****PUBLIC NOTICES**

**Reference Number:**  
2-26-2016-2

**Total Tillable Acreage:**  
38 acres more or less

**Located at:**  
N5900 Block of County  
Road "E" & W500  
Block of County Road  
"EE"

**Length of Lease:**  
5 years with 5 year  
option

Applications to be picked-up and dropped-off at the D.O.L.M. office located at: Division of Land Management 470 Airport Drive Oneida, WI 54155  
On our website: <http://land.oneidanation.org>  
Mail applications to: Division of Land Management P.O. Box 365 Oneida, WI 54155  
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- ratio of 36%
- Following the SOP: Distribution of Tribal agricultural leases

**Minimum Bid:**  
\$200.00 per acre

**Civil Engineer**

OTIE has an immediate opening for a Civil Engineer/Project Manager for H&H modeling, site civil, and/or infrastructure related facilities in our Milwaukee office. We currently have a strong backlog and are looking to expand our planning and design capabilities. This engineering position offers an excellent opportunity for upward mobility within a growing firm. Specific duties include:

Job Description:

- Communicate effectively with clients, staff, and OTIE leadership.
- Manage and oversee multiple projects at a time, assigning work to junior professionals as appropriate.
- Manage projects to ensure that project deliverables and budgets are met.
- Assist in preparing proposals and fee estimates.
- Develop and perform H&H modeling for planning and design projects.
- Design civil site and infrastructure facilities including site grading, sanitary sewer, water, storm sewer, and storm water management.
- Develop of all aspects of construction plans including plan & profile sheets, cross sections, typical sections, construc-

tion details, storm sewer construction staging, and quantities.

- Prepare documents such as project specifications, design reports, agency coordination, and cost estimates.
- Attend and participate in meetings with clients and the general public.
- Work cooperatively with other engineers, project managers, and technicians.
- Travel within and outside the continental United States with a team of engineers and technicians to attend meetings and perform field work.

Minimum Qualifications:  
• Bachelor's Degree in Civil Engineering  
• 5 to 10 years of planning and design experience  
• Professional Engineer's License  
• Excellent communication and client interface skills  
Preferred Qualifications:  
• Familiarity with H&H modeling software, Autodesk Civil 3D design software, and ArcGIS software

Please send your cover letter and resume with salary requirements to:

OTIE  
Human Resources  
1033 N. Mayfair Rd.  
Ste. 200  
Milwaukee, WI 53226  
Fax: 414-777-5899  
Email: [hrdept@otie.com](mailto:hrdept@otie.com)  
[www.otie.com](http://www.otie.com)

EOE-Minorities/Females/  
Disabled/Veterans

**Discounted Wireless Service for Qualified Customers**

Cellcom believes it is more important than ever to stay connected. Cellcom offers affordable and reliable wireless service through Tribal Lifeline. Tribal Lifeline is a federally subsidized wireless program. If you participate in certain government assistance programs and reside on Tribal lands, you may be eligible.

For \$14.95 per month, Tribal Lifeline customers receive:

- 1300 Anytime Minutes
- Unlimited Night & Weekend Minutes
- Free Incoming Text Messages
- Free Activation (a \$25 value)

**Cellcom**  
Built For You

To learn more about Tribal Lifeline, or to request an application, stop by any Cellcom retail location or call (877) 477-5222.

Activation at time of service required. Applicants must be 18, have a physical address, reside on tribal lands and participate in at least one state program as noted on the Tribal Lifeline application. Service not available in all areas. Participants must certify eligibility to receive Tribal Lifeline discounts and eligibility must be re-verified annually. Promotional phone subject to change. Prices do not include taxes, fees or other charges. Regulatory and other recovery fees charged on all service lines. An \$911 fee or Police & Fire Protection fee charged on all service lines. The amount or range of taxes, fees and surcharges vary and are subject to change without notice. See retail location or [www.cellcom.com/fees](http://www.cellcom.com/fees) for details. Other restrictions may apply.

We want to include your **Owi·láse?** (pronounced oh-we-las which means "new baby" in Oneida)



If you have a birth announcement please send it to the Kalihwisaks:

PO Box 365  
Oneida, WI 54155  
or call Yvonne Kaquatosh at  
(920) 496-7317 for more information

There is **NO CHARGE** for birth announcements. If you would like to include a photo, please send a SASE with your submission. Make sure to include a phone number where you can be reached if any questions arise, please.

Please include:

- \* Baby's full name (F/M/L)
- \* D.O.B.
- \* Weight (lbs/oz) & Length (inches)
- \* Parents names
- \* Grandparents (both sides)
- \* Siblings (first names only)
- \* Indian Name of baby (if given and correct spelling)
- \* Indian Name meaning
- \* Person who gave Name



**Owi·láse?**

### Kaius Davidjon Delugo

Newborn son to proud parents Schuyler Sallaway and David Delugo on Thursday, February 4, 2016 at St. Mary's Hospital.

www.  
**kalihwisaks**  
.com

And look for us on facebook



*Congratulations Michelle Browning*

On your graduation on Dec. 18<sup>th</sup> 2015 from  
**NWTC**, earning your  
**Associates Degree in Human Resources!**  
We have pride and joy as we watch you attain  
your life goals.



You have blessed your entire family through your unselfish acts of compassion and love and we know this degree will benefit you, your family and everyone you touch in your life.

*With Love,  
Mom*

Michelle Browning, is the lovely daughter of Donna Butler (DeCoteau) and stepdad Boyd Fleming; Sister of Larry Butler and Samantha Laue (Browning); and the fiancé of Warren Demin

## New Officers elected to serve on Menominee Tribal Legislative

### Executive Team

**Keshena, WI**—On February 9, 2016, the Menominee Tribal Legislature convened at the Annual Reorganizational meeting at the Menominee Nation Casino-Convention Center. The Tribal Legislature elected the new Executive Council for the 2016 Legislative year. In an election among their Legislative peers, the following were voted into to the Executive positions of the Menominee Tribal Legislature: Joan Delabreau as Chairwoman, Crystal Chapman-Chevalier as Vice-Chair and Myrna Warrington as Secretary.

"It is a great honor to serve as Chairperson to the membership of the Menominee Nation. Each year our Legislature undergoes a re-organization at which time a new Executive Officers are seated. I am honored to have been elected to serve my Nation." Chairwoman Delabreau went on to say, "I would like to thank former Chairman, Gary Besaw, for his year of service and our outgoing Legislators, Lisa S. Waukau and Ruth Waupoose for their years of service. Additionally, I welcome our new Legislators, Doug Cox and Pershing Frechette, on board."

Delabreau replaces Gary Besaw, who served as Tribal Chairman for the 2015 Legislative year. Besaw will continue his service to the Tribe as a Legislator. Legislator Besaw stated the following,



**Joan Delabreau**  
Menominee Chairwoman

"The Menominee Nation reorganizes our Menominee Tribal Legislature each year, and I respect the process and all decisions made. The Nation always comes first. I want to thank the membership for allowing me to serve them as the Chairman. I never went a day without feeling so humbled serving such a beautiful people. Chairperson Delabreau will find a committed and dedicated tribal workforce I was honored to work with. I congratulate Chairperson Delabreau and look forward to working with her and the new Executive Officers."

Chairwoman Delabreau has culminated many years of service to the Menominee Nation. She has served on the Legislature since 2002 and also previously held the position as Tribal Chairwoman in 2003 and 2004. Chairwoman Delabreau also held the Executive Officer position of Secretary in both 2008 and 2014.

# COACHES *and* TEAM MANAGERS

needed for upcoming 2016 Spring season

*No past lacrosse coaching experience required.*

## INTERESTED?

Call Kelly Johnson at (920) 412-1817  
or Curt Summers at (920) 883-8332  
or stop at the Oneida Family Fitness  
on Wednesday, Feb. 24, 2016



Join our **LAX FAMILY!**

# 2016 Minor Trust Payment Information

Minor Trust Payment form Mail date:  
March 2016

Minor Trust Payment forms will be available to print from  
our website by March 1, 2016:

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

**Notarized Payment/Deferral Form  
Deadline:  
July 1, 2016, 4:30 PM (CST)  
Enrollment Department Office  
(No Exceptions)**

**Receipts** are mailed to members that return an acceptable 2016 Payment Form to the Oneida Enrollment Department, if you have not received your receipt within 2 weeks from the time you submitted your form, please contact the Enrollment Department immediately.

**Last date to provide Graduation  
Document and Direct Deposit  
form:  
September 1, 2016, 4:30 (CST)**

**If you have not yet claimed your  
Minor Trust and you are 21  
contact the Enrollment  
Department immediately.**

Deferrals – If you choose to defer your funds you will not be able to request funds from your account until next year. Please call with any other questions for deferrals.

**Minor Trust Payment will be  
issued...  
mid October**

**Direct Deposit (ACH) available.** Direct Deposit gives earlier access to funds from date payment is released vs. mail delivery. Direct Deposit forms are also used for your Adult Per Capita Payment and remain in effect indefinitely or until the Oneida Enrollment Department receives written notice of your intent to change/terminate this agreement or at the discretion of the Oneida Enrollment Department.

Please visit our website for additional information: <http://www.oneidanation.org/enrollment/>.

**Oneida Enrollment Department,  
PO Box 365, Oneida, WI 54155-0365  
920-869-6200 • 800-571-9902.**

# ONEIDA EMPLOYEE BINGO MATINEE SESSION FRI., MARCH 25 at 2PM Sales 12:30pm



## EMPLOYEE CASH BALL \$750

The cash ball starts out at \$500 and increases by \$50 every time it is called. If the cash ball is not won at the session, it will carry over to the next employee bingo session.

**PAYING DOUBLE—**  
Bingo on an EVEN number and the payout **DOUBLES**, valid on all games except Blackout.

**BLACKOUT—**  
Win \$1,199 or take your chances to spin the wheel to win anywhere from \$500—\$5,000. Valid only when there is one single winner on Blackout.

### PRICES:

6-on entry \$15  
6-on extra \$5  
Cash Ball \$1 (sold separately)  
Dual Dab \$1 (sold separately)  
Double Triple Game \$2 (sold separately)  
Crazy T \$2 (sold separately)

\*Games 11, 12 and 17 are not included in the pack and can be purchased separately. Boxed games are played on the same sheet.

### FUTURE DATE:

Thu., May 26, 2016  
Sales 8:30pm • Session 10:30pm

### MUST SHOW EMPLOYEE BADGE TO PARTICIPATE.

Each employee is allowed to invite one guest. Jackpots that are posted for the games regularly played during public sessions will not apply to the employee bingo session.

- |                               |              |
|-------------------------------|--------------|
| 1. Double Postage Stamp.....  | \$100        |
| 2. Triple Postage Stamp.....  | \$200        |
| 3. Crazy Bingo.....           | \$100        |
| 4. Any Outside Line.....      | \$100        |
| 5. Six Pack Anywhere.....     | \$100        |
| 6. Twelve Pack Anywhere.....  | \$200        |
| 7. Crazy Bingo.....           | \$100        |
| 8. Any Two Brackets.....      | \$100        |
| 9. Any Diagonal Line.....     | \$100        |
| 10. Letter X.....             | \$200        |
| 11. Dual Dab*.....            | \$300        |
| 12. Double Triple Game*... .. | \$300, \$400 |

### INTERMISSION ACTIVITY:

#### LET'S MAKE A DEAL

Participants will be offered deals and must choose to keep what they have or trade for something else. Participants will be randomly chosen.

- |  |              |
|--|--------------|
| 13. Any Outside Line.....                  | \$100        |
| 14. Crazy L.....                           | \$200        |
| 15. Double Bingo.....                      | \$200        |
| 16. Blackout.... \$1,199 or spin the wheel |              |
| 17. Crazy T*.....                          | \$300, \$400 |
| 18. Crazy Bingo.....                       | \$100        |



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

## From page 30/OBC Jan. 27, 2016 Minutes

regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously.

**EXCERPT FROM DECEMBER 23, 2015:**  
Motion by Jennifer Webster to defer this item to the January 13, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried with one abstention.

**EXCERPT FROM OCTOBER 28, 2015:**  
Motion by Lisa Summers to accept the update and to request the additional information be brought back to the Business Committee in thirty (30) days, seconded by David Jordan. Motion carried unanimously.

**EXCERPT FROM OCTOBER 14, 2015:**  
Motion by Lisa Summers to defer this item to Vice-Chairwoman Melinda J. Danforth and Councilwoman Jennifer Webster, as the Liaisons, for follow-up and to bring back recommendations to the October 28, 2015, regular Business Committee. Motion by Brandon Stevens to accept the report, seconded by Jennifer Webster. Motion carried unanimously.

3. Approve response to Complaint # 2015-DR13-02 and forward to appropriate parties

**Sponsor:** Lisa Summers, Tribal Secretary  
**EXCERPT FROM JANUARY 13, 2016:**  
Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill.

Motion carried unanimously.

**EXCERPT FROM DECEMBER 23, 2015:**  
Motion by Lisa Summers to defer the draft response regarding Complaint # 2015-DR13-02 to the January 13, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

**EXCERPT FROM DECEMBER 9, 2015:**  
Motion by Lisa Summers to accept Complaint # 2015-DR13-02 as information and to defer item to the Tribal Secretary's Office to bring back a draft response for the December 23, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously. Motion by Jennifer Webster to accept the recommendation and to direct the Tribal Secretary to send out the appropriate correspondence to the complainant, seconded by Brandon Stevens. Motion carried unanimously.

4. Review Complaint # 2015-CC-13

**Sponsor:** Trish King, Tribal Treasurer

**EXCERPT FROM DECEMBER 23, 2015:**  
Motion by Tehassi Hill to accept the recommendations for Complaint # 2015-CC-13 and to request a report be brought back to the January 27, 2016, regular Business Committee meeting, seconded by Lisa Summers. Motion carried unanimously.  
**EXCERPT FROM DECEMBER 9, 2015:** Motion by Lisa Summers to accept complaint # 2015-CC-13 and to assign Councilwoman Fawn Billie, Councilman

Tehassi Hill, and Treasurer Trish King for follow-up, seconded by David Jordan. Motion carried unanimously. Motion by Lisa Summers to accept the requested action and to accept as FYI, seconded by Brandon Stevens. Motion carried unanimously.  
5. Approve Chief Executive Officer Job Description, Request to Post form, and Recruitment Letter to be sent out nationwide to all heads-of-households on January 18, 2016

**Sponsor:** Lisa Summers, Tribal Secretary  
**EXCERPT FROM JANUARY 13, 2016:**  
Motion by Jennifer Webster to defer the remainder of the agenda to the January 27, 2016, regular Business Committee meeting, seconded by Tehassi Hill. Motion carried unanimously. Motion by Lisa Summers to defer this item and to direct it be brought back when it is ready for action, seconded by Jennifer Webster. Motion carried unanimously.

### XVII. ADJOURN

Motion by Tehassi Hill to adjourn at 4:15 p.m., seconded by Fawn Billie. Motion carried unanimously:

Minutes prepared by Heather Heuer, Information Management Specialist  
Minutes approved as presented/corrected on February 10, 2016.

**Lisa Summers, Secretary ONEIDA BUSINESS COMMITTEE**



**Oneida Housing Authority**  
2913 Commissioner Street  
Oneida WI 54155  
920-869-2227

## Environmental to conduct residential waste audit

By Amy Spears

Environmental Specialist-Pollution Prevention

A residential waste audit will be conducted by Environmental, Health and Safety Division on February 25th and 26th. A waste audit is a tool used to determine and quantify the amount and types of waste being generated. Information from the audit will help identify current waste practices and how they can be improved. This will aid in developing a more focused education and outreach campaign to be used by the Environmental Specialist-Pollution Prevention.

There are five main questions that will be answered by the audit:

- % recyclable material,
- % trash,
- % contamination in the trash (recyclables, hazardous/special/universal wastes),
- % contamination in the recyclables (trash, hazardous/special/universal wastes), and

• % food waste.

The waste audit will be conducted according to industry standards and the data will be compiled by the tribal statistician. A total of 12 randomly picked households (six from Thursday collection day, and six from Friday collection day) will be used for the audit. The contents of the trash and recycle carts will be collected and brought to a sorting facility. The bags will be weighed before sorting and the components listed above will be weighed after sorting. The sorting will be conducted by Environmental, Health and Safety Division employees using appropriate personal protective equipment. After sorting, the materials will be properly recycled or disposed of in the dumpsters at the sorting facility. If you have any questions regarding the waste audit, please contact Amy Spears at 920-869-4549 or [aspears@oneidana-tion.org](mailto:aspears@oneidana-tion.org).

It seems like it was yesterday when we learned to ride our bikes together, discovered that we both liked to dance and speak our language. It seems like we were never apart and everyone knew we were best friends.

When we decided to go to school, we made sure we were going to be roommates. When you finally landed that first job after all your hard work, I was the first to say "congratulations." When you said you wanted to help the youth on the reservation, I said, "Let's do it together." Then came a time when you told me that you have a mental health problem, like depression and anxiety. Now I know that anyone can experience mental health problems, even Native People. We thought we knew everything, yet I really didn't understand what a difference my support can make in your recovery. Well, I am here for you. I will be here for you. And—as always—we will recover together.

**SAMHSA** **Ad** **GUARD** Visit [www.whatadifference.samhsa.gov/native](http://www.whatadifference.samhsa.gov/native) to learn how you can help support a friend.

## Utilities expect Wisconsin customers to see heating savings

MILWAUKEE (AP) ~ Some Wisconsin utilities predict customers could see their lowest heating bills in years, thanks to low natural gas prices and a mild winter.

Customers of Milwaukee-based We Energies can expect savings of around 25 percent compared last year's heating season. That translates into a savings of \$150 for the six-month heating season, with a projected total heating bill of \$446.

The latest forecast is an update from We Energies' initial estimate in October, the Milwaukee Journal Sentinel reported. Wisconsin's largest utility reports that in November and December alone, a typical customer saved about \$85 on heating costs.

We Energies' new estimate is based on normal temperatures the rest of the winter. If that estimate holds, customers of the utility would see bills about \$350 below what they averaged for five consecutive years until 2010. At that time, it cost nearly \$800 for the six-month period for a typical residential customer.

In Madison, Alliant Energy Corp.'s Wisconsin Power and Light utility also reports a big drop in utility bills. Bills are down about 30 percent for November through January compared with the same period last year, Alliant spokeswoman Annemarie Newman said.

Customers of Wisconsin Public Service Corp. can expect to see savings of up to 35 percent from the same period last year, said Kerry Spees, a spokesman for the Green Bay-based utility.

A typical customer of Wisconsin Public Service spent about \$450 during the heating season last year. That could drop to just over \$300 this season. That utility's heating sea-

son runs from November through March.

"This could be the lowest that we've seen in quite a long time," Spees said. "It hasn't been this low since the turn of the century."

Natural gas prices have remained low, and temperatures in Wisconsin have been near to above normal so far this season. Through January, temperatures in the Milwaukee area were about 17 percent higher than last winter and 14 higher than the 20-year average.

## From page 26/Doxtator honored by Chamber of Commerce

came in I wasn't looking. One of my goals has always been to impact my people in some fashion or some way. When I looked into this I saw an opportunity to do something big," said Doxtator.

"I had no intention of moving to green Bay from Phoenix. When I came on site, I remember it was early March. I didn't own a jacket and walked outside and walked right back in and called my wife to tell her there was no chance."

Under Doxtator, big things are on the horizon for Thornberry Creek at Oneida. Late last year the LPGA announced the course will host the Thornberry Creek LPGA Classic July 3—9 in 2017 and July 2-8 in 2018. The event's \$2 million prize purse will be the LPGA Tour's biggest for a non-major tournament.

While Doxtator trumps

bagging the LPGA event as his biggest professional accomplishment, he knows meeting small goals leads to big success.

"This last year was the first time that Thornberry exceeded revenues from the previous year since it was purchased. That to me is a huge success," said Doxtator.

"The financial growth we've seen and the alignment within our organization with our team. They know why they are here. I say know the score a lot, which means where are we financially, how are we doing on our comment cards? Those little measurements we have in place help us excel our brand."

Along with growing revenues Thornberry Creek at Oneida has seen their market share grow 70 percent over the last two years along sharpen-

ing the course's overall strategy.

"Last winter we sat down with all of our management team and developed our vision, purpose and the pillars of our business and who we are as people and our values. I think that's its important for our organizational culture. It's hard to play the game if you don't know the score. Every team member on site should know financially how we are doing. They need to have a buy in and not here to just get a paycheck," said Doxtator.

While Doxtator understands a healthy bottom line leads to a successful business he knows there is a responsibility to the community.

"Where ever I go I make sure to create relationships in the community. Shortly after coming in I became a member of the Current Young Pro-

fessionals Organization from the Green Bay Area Chamber of Commerce. In this business you're always a representation of your brand," he said. "Everything we do in this business is based on relationships."

"I sat on the Brown County Teen Leadership Board for the chamber, I did give up those duties because of the LPGA consuming all my time right now. I still sit on the NWTC Presidents Council where we really work on how to engage minorities at the technical college and set them up for success beyond that two-year degree."

The Future 15 award winners will be honored on Feb. 18, from 5 p.m. — 9 p.m. during the Future 15 Young Professional Awards at the KI Convention Center in Green Bay.

# Book Review: *Professional Indian* by Michael Leroy Oberg

**By Clifford Abbott**  
University of Wisconsin-Green Bay

Michael Leroy Oberg, *Professional Indian: The American Odyssey of Eleazer Williams*. Philadelphia: University of Pennsylvania Press, 2015. 288 pages, cloth, \$39.95

The life of Eleazer Williams (1787-1858) offers historians both a playground and a challenge. The playground is that one can mine the source materials to create a rich array of stories, each casting Williams in a different light. The challenge is sorting through the fabrications and exaggerations in those materials to get inside the man. Williams is a man who has inspired a film, an opera, several novels, and enough controversy to bring in some DNA

analysis. He has been the subject of several articles that have reviewed his life and tried to sort through the mythmaking, including one published previously in this journal, and it is not uncommon for the authors to charge one another with misreading the historical record on him. Laurence Hauptman, who has written widely on the Iroquois and especially the Oneida, called for full-scale biography of Williams and Michael Leroy Oberg has now provided one.

Oberg's biography is richly researched with thorough and valuable documentation. One way he deals with his controversial subject is by opposing two authors who wrote about Williams during his lifetime. Oberg sees Albert Ellis, who had worked for,

with, and against Williams, as writing an exaggerated and critical recollection of Williams, while he sees John Hanson, who was taken with the possibility of Williams' being the lost dauphin, as writing an exaggerated and naively accepting recollection. Ellis is responsible for the idea that Williams aspired to be the leader of an empire of Indians removed from New York to Wisconsin, an idea that has been accepted by some writers but that Oberg finds unsupported. Hanson is responsible for assembling the case that Williams was actually the child of Louis XVI and Marie Antoinette who had been spirited out of France and raised in a Mohawk community outside Montreal, a story also unsupported by evidence. Between these two poles of ex-

aggeration Oberg sorts through the record for the true Williams.

The basic outline of the life Oberg describes is clear. Williams was born in the Caughnawaga community of Mohawks outside Montreal. He was descended from Eunice Williams, a white woman who had been captured in 1704 in a Mohawk raid on Deerfield, Massachusetts and had chosen to stay in the Caughnawaga community. As a teenager Williams was sent to be educated among New England Protestants and imagined himself headed for a career in the clergy. After a stay in New York City he embraced the Episcopal Church and found patrons for missionary work. He had a small role that he later exaggerated on the American side of the War of 1812 and then did serious missionary work among the Oneidas in New York. He had both supporters and detractors in that community as he played a role in spiritual, diplomatic, and land dealings. He eventually supported removal of Indians from New York to Wisconsin and worked toward that

end. He later fell out of favor among the Oneidas, tried to find other roles for himself, moved to the St. Regis Mohawk community in northern New York, enjoyed some popularity with the lost dauphin story, and died in poverty.

The challenge for Oberg is to make sense of this life rich with important connections to several religions, several native communities, policy changes in federal and state relations with natives, land development, and constant negotiations all with a lot of questions about who is representing whom. Since Williams had multiple audiences and financial reasons for pleasing them, Oberg sees his life as a series of performances. The times were turbulent enough so that the changing audiences required changing performances and eventually the performances overwhelm anything that might be real. Oberg has no hesitation in calling Williams a con man and the evidence certainly supports that assertion.

It is always difficult for a biographer to get truly inside the head of a sub-

ject, and so there is still plenty of room to speculate on Williams' motivations, but the idea of his life as performances is satisfying in understanding his behaviors. Oberg's writing is engaging. He can be a bit repetitive when he pulls back for a big picture assessment and at times the chronology is a challenge when he is trying to explain actions at one point that have roots in an earlier period, but these are minor quibbles. This is an important and needed work on a difficult life.

## Notes from Loretta Metoxen-Tribal Historian

The Culture Heritage Department has a collection of Eleazer Williams papers, including a number of letters where he is requesting funds from the Ogden Land Company, church officials and the Department of War for assisting Tribes in New York to remove from their homelands west.

Mr. Williams remains have been reburied near Holy Apostles Church in 1947 when Vestry members retrieved them from St. Regis, New York.

## Employment Opportunities

**Line Cook**  
**Prep Cook**  
**Dishwasher**  
**Bartender**  
**Server**  
**Host**

**Line Cook**  
**Prep Cook**  
**Dishwasher**  
**Bartender**  
**Server**

**Food Court**

**Cashier**  
**Line Cook**  
**Prep Cook**  
**Dishwasher**  
**Supervisor**  
**Manager**

**Boar's Head**

**Chick's**

For a complete listing of positions and job descriptions please visit our Craig's List postings and search the location's name

Send resume to:  
**GB.Employment@OvationsFS.com**

Visit our locations to pick up an application

ONEIDA TRIBE OF INDIANS OF WISCONSIN 2016 Holiday Observance Calendar			
Holiday	Calendar Day	Non-Standard Observance Date	Standard Observance Date
Good Friday (1/2 Day)	Friday, March 25, 2016	Calendar	Calendar
Oneida Code Talkers Day <small>(Previously Oneida Day)</small>	Friday, May 27, 2016	Calendar	Calendar
Memorial Day	Monday, May 30, 2016	Calendar	Calendar
Independence Day	Monday, July 4, 2016	Calendar	Calendar
Labor Day	Monday, September 5, 2016	Calendar	Calendar
Veteran's Day	Friday, November 11, 2016	Calendar	Calendar
Thanksgiving Day	Thursday, November 24, 2016	Calendar	Calendar
Indian Day	Friday, November 25, 2016	Calendar	Calendar
Christmas Eve (1/2 Day)	Saturday, December 24, 2016	Calendar	Friday, December 23, 2016
Christmas Day	Sunday, December 25, 2016	Calendar	Monday, December 26, 2016



## By Sustain Oneida and The Trust and Enrollment Committees

*This series of articles is designed to inform Oneida citizens about enrollment issues. The total number of Oneida enrolled members is expected to decline within the next 10 years. The goal of these articles is to generate community conversations about citizenship and belonging so that we may explore our options.*

This article will provide a summary of participants' discussion at the Sustain Oneida Summit held on Saturday November 21st, 2015. During the summit's "Fishbowl" activity and small group discussions, facilitators posed questions to the group about "citizenship," "membership," "belonging," and what it means to "be Oneida." Responses were captured on flipcharts. Later, the Sustain Oneida team analyzed the responses to find common themes, which are summarized here:

### Where do politics and politicians fit?

Participants stressed the importance of listening to the voice of the people. Both traditional and democratic systems rely on consensus for de-

## Sustain Oneida: Participant Responses to the 2015 Sustain Oneida Summit

cision-making. The Business Committee needs to stay engaged with the community. They should take a leadership role with this conversation and create the forum for it to continue. We must separate and define the difference between politics and politicians.

### What makes us Oneida?

The most common way participants identified as Oneida was through their family/ancestry. The next most common way was blood quantum. There is some hesitancy to change the membership ordinance due to a fear of creating a tribe of "white people." Some respondents feel a sense of belonging through the Oneida traditions, culture, and teachings. Some know they are Oneida in their heart and minds. The Oneida language was also mentioned multiple times. The Oneida Reservation was identified as home. Other participants said that their Oneida values and community involvement make them Oneida. Some solutions brought up by participants included providing housing on the Oneida Reservation, marriage to other Oneidas, adoption, and inclusion of other Oneidas (Canada, New York). Some participants identify as Oneida, because they have a membership card or for the benefits that Oneida provides.

It was mentioned that the "federal" govern-

ment should not determine who Oneida are. Some thought it was important to acknowledge that Oneida is a Nation not a Tribe. The history of Oneida needs to be shared, and the "truth" should be relayed as well.

### What needs to happen for Oneida to move forward?

Participants spoke of the need for the community to review the Constitution. They also stated that the Trust and Enrollment Committees should provide copies of the current amended membership ordinance. More communication needs to occur about the topic in various accessible outlets. The conversation should continue. There should be a dedicated focus on the youth. Other input can be obtained from community meetings and social media.

### Summit questionnaire feedback

At the end of the summit, participants provided feedback on questionnaire cards. The majority of responses indicated that they approved of the summit organization and content, but stressed the need for more time for dialogue. 88% of respondents rated the Fish Bowl activity as "good" or "excellent" and 84% rated the small group conversations as "good" or "excellent." Both of the speakers, Jill Doerfler (White Earth) and Richard Monette (Turtle

Mountain) were highly rated, but some participants were confused about terminology such as "citizenship," "membership," "enrollment" and "blood quantum." Webster's dictionary defines a "citizen" as "A member of a state; a native or naturalized person who owes allegiance to a government and is entitled to protection from it." A "member" is defined as "Someone or something that belongs to or is a part of a group or an organization."

Overall, participants were hungry to learn more and to have more time for dialogue and interaction. Suggestions included hosting a two-day summit, or a summit with dialogue only. An overwhelming percentage (93%) wanted a new summit within the next 6 months – 1 year from now. Participants also shared ideas to engage the entire Oneida community, such as: relying more on social media outlets such as Twitter and Facebook; increasing youth engagement; communicating to all departments and committees; continuing to provide incentives such as door prizes for participants; and utilizing the Kalihwisaks regularly for community outreach.

Yaw^ko! to all who attended the Sustain Oneida Summit! The Sustain Oneida team is grateful to the community for attending the event and

sharing their stories and comments. The information that came out of this summit will be used to plan several new summits later this year; to help us to improve summit design, and to continue forward in a good way.

Please check out the Kalihwisaks, our website, and Facebook page

for more information on future Sustain Oneida events!

<https://www.facebook.com/OneidaTrust>  
<http://www.oneidanation.org/enrollment/>

For comments or questions please email: [sustainoneida@oneidanation.org](mailto:sustainoneida@oneidanation.org)



Thornberry Creek at Oneida is recruiting for the upcoming 2016 golf and event season with some positions immediately available. In addition to reliability, motivation and loyalty, we are looking for Team Members who have charisma, are team players and focused on customer service to ensure our guests "Experience Something More." If you are looking for your next position, we would encourage you to apply to join our team!

We have the following full-time position available:

- Catering Coordinator – some evening and weekend shifts are required. Must be able to obtain and maintain a liquor license within 30 days of starting position, 2+ years of banquet, food or beverage management or supervisory experience required, college degree in food service management or related field preferred.

We also have the following part-time positions available:

- Banquet servers/set up – minimum age of 16, some positions are available for immediate start
- Servers (restaurant) – some positions are available for immediate start
- Maintenance (Groundskeepers) – (seasonal) must have valid driver's

license

- Guest Services (Golf) – (seasonal) must have valid driver's license
- Bussers-Expos - minimum age of 16
- Cooks – experience is preferred and some positions are available for immediate start
- Hostess - minimum age of 16
- Dishwashers - minimum age of 16
- Refreshment Cart Hostess (seasonal) – must be 18 years of age, able to obtain and maintain a liquor license and must have valid driver's license
- Bartenders – must be 18 years of age and able to obtain and maintain a liquor license, some positions are available for immediate start

Thornberry Creek at Oneida, as an enterprise of the Oneida Tribe of Indians of Wisconsin, supports the Oneida Tribe's initiative of Indian Preference as related to hiring decisions. Any further questions, please call 920-434-7501 extension 112. We encourage you to complete an application by going to [www.golffthornberry.com](http://www.golffthornberry.com) and printing it off, or stopping in at 4470 N. Pine Tree Road in Oneida, WI 54155. You can return the completed application via fax 920-434-8845, scan it and email it to [lfuss@golffthornberry.com](mailto:lfuss@golffthornberry.com), or by dropping it off.

## Board Vacancies

To submit an application by email sent to: TribalSecretary@oneidanation.org  
To submit an application by mail send to: Tribal Secretary's Office

PO Box 365 Oneida WI 54155

To submit an application in person go to the second floor of the Norbert Hill Center at N7210 Seminary Road

### Oneida Library Board

#### One (1) vacancy

**Purpose:** is to assist the Oneida General Tribal Council and the Library staff:

1. To provide quality library and information services to the people of the Oneida community as well as Brown and Outagamie county residents through the continuation of existing tribal, county and interlibrary system agreements.
2. To encourage and promote the development of library services to meet the informational, educational, cultural and recreational needs of the Oneida Community Library clients.
3. To develop policies which will protect the unique resources held by the Oneida Community Library, specifically those pertaining to the Oneida/Haudenosaunee and other Native American Nations.
4. To promote the use of meeting areas within the Oneida Community Library for socially usefully and cultural activities.

#### Qualifications:

- a) Any Tribal member whose name appears on the official roll of the Oneida Nation of Indians of Wisconsin and is eligible to vote in accordance with the Tribal Constitution can serve on the board.
- b) A Board member shall not be a consultant, contractor or staff of the Oneida Community Library.

**Deadline: 4:30pm  
Friday, March 4, 2016**

### Anna John Nursing Home Commission

#### Four (4) Vacancies- Finish terms until 7/8/18, 11/12/17, 1/28/18 and 7/25/17

**Purpose:** The is to serve in an advisory capacity for the Anna John Nursing Home (AJNH) ensuring the operations are within the guidelines and policies of the Oneida Tribe of Indians of Wisconsin and within all regulations, rules and policies governing the operation of a nursing home. The Board also ensures the AJNH maintains a safe and sanitary environment while providing quality care and services to residents of the facility and as ordered by each resident's attending physician. The Board shall have the following duties and responsibilities:

- a) Enhance service between the residents, families and the AJNH Administration.
- b) To be involved, visit and participate in activities with the residents.
- c) Ensure the AJNH is equipped and staffed in a manner to provide the best services for residents.
- d) To bring the Board's concerns and/or complaints to the AJNH Administration.

#### Qualifications:

- Must be an enrolled member of the Oneida Tribe or up to two health professional persons or licensed health professional persons may serve on the commission.
- May not be employed by the Anna John Nursing Home.
- Shall serve a full term of 3 years.

**Deadline: 4:30pm,  
Friday, March 18, 2016**

## Personnel Commission

#### One (1) vacancy-finish term until 6/10/20

**Purpose:** The OPC was created by the General Tribal Council as the Personnel Selection Committee and renamed the Personnel Commission by the Personal Commission and the Oneida Business Resolution (#4-13-90A). The original bylaws were amended by approval of the Oneida Business Committee on April 29, 1998 and April 28, 2010.

#### Qualifications:

Candidates for election or appointment to the Commission shall be at least twenty-one a) Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin.

- b) 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.
- c) 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.
- d) 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.
- e) 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.
- f) 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 and by whom OPC communications are made.

**Deadline: 4:30pm  
Friday, March 18, 2016**

## Election Board

#### Two (2) Vacancies-finish terms until 11/12/17 and 8/14/16

**Purpose:** is responsible for holding elections of the Oneida Tribe and conducting secret ballots of General Tribal Council Meetings.

#### Qualifications:

- a) Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin.
- b) Must be twenty-one (21) years of age or older.

**Deadline: 4:30pm  
Friday, March 18, 2016**

## Bay Bancorporation

#### One (1) Vacancy

#### Qualifications:

Individual eligible for election to the Board of Directors shall meet minimum qualifications determined by properly offered and approved motion (s) of the stockholders.

1. Qualifications for membership to the Board may include experience, education, prior service to the shareholder or its affiliates, or other qualifications which the shareholders deem appropriate and are within the parameters of applicable laws.
2. Due to the regulated nature of the business and the state in incorporation, shareholders shall not be bound by the Oneida Tribe of Indians Policy on Boards, Committees, and Commissions when electing eligible members to the Board.
3. A director does not need to be a resident of the State of Wisconsin.

**Deadline: 4:30pm  
Friday, March 18, 2016**



January 1, 2015 to  
December 31, 2015

**By Gerald L. Hill**  
Chief Judge of the  
Oneida Judiciary Court  
of Appeals

### Background

The Judiciary was created by the Oneida General Tribal Council on January 7, 2013, by Resolution that directed the finalization of procedural laws be enacted by the Oneida Business Committee, which they were, and the election of judges on the day of the General Election in July of 2014. The Judiciary Law requires that all elected judges be enrolled members of the Oneida Tribe. The General Election took place in July of 2014 however the judges were not included.

A Special Election for Judiciary judges was held on September 27, 2014. The results of the election were:

### Court of Appeals

Gerald L. Hill, Chief Judge (Full Time)  
Sharon House (Part Time)  
Jennifer Hill-Kelley (Part Time)  
Chad Hendricks (Part Time)

# First Full Calendar Year of the Oneida Judiciary

Diane House (Part Time)

### Trial Court

Denice Beans, Chief Judge (Full Time)  
Layatalati Hill (Full Time)  
John Powless, III (Full Time)

The Chief Judges were sworn in on October 13, 2014. The remaining six elected judges were sworn in a week later. A formal Investiture by the Oneida Business Committee was held at the Radisson Hotel on November 4, 2014 at which the oaths of office for the judges-elect were administered by Chairwoman Tina Danforth before the assembled Oneida community, families and friends. Outgoing Judicial Officers of the Oneida Judicial System/ Appeals Commission were also honored by the presentation of Pendleton blankets for their many years of service.

By the OGTC Resolution the Judiciary was scheduled to be operational by November 1, 2014, however, because of the election being delayed to September that date became impossible. The OBC then, by resolution authorized by the OGTC, revised the operational start date to January 5, 2015.

Peacemaking was intentionally included in the Judiciary Law as an important vestige of our Oneida heritage to en-

courage settlement of cases by the parties themselves - on their terms - with the assistance of an assigned Peacemaker to facilitate the process. Agreement to Peacemaking by the parties is not always possible, however, it remains an option at all levels of litigation in the Judiciary, as intended by the OGTC.

It was determined that Peacemaking in the Judiciary would only apply to cases formally filed in the Tribal Court. Previously, Peacemaking had been available to other Tribal bodies under the aegis of the OTJS/ Appeals Commission. In formal communications with the Oneida Human Resources Department the Judiciary supported the continuation of Peacemaking as an option to avoid litigation as there are a number of persons trained in the Peacemaking and Mediation processes throughout the Tribe, including Cultural Heritage and HRD. Peacemaking is a feature of many Tribal courts and by including it in our law, the Oneida Tribe is committing to incorporate this process as a hybrid procedure available to the Judiciary. Many outside courts require mediation and settlement as a preferred outcome when it is mutually accepted by the parties. When Peacemaking is not viable or the parties cannot reach an agreement, the usual formal procedures will govern the outcome of

the case.

### Transition Period

The Transition Plan adopted by the OBC provided that the new Judiciary would commence operations concurrent with the Oneida Tribal Judicial System/ Appeals Commission until March 1, 2015, when the OTJS/ Appeals Commission would be phased out. The clerks of each court and the Court Administrator were carried over from the previous system and were critical to the success of the Transition phase. They are the professional support staff of the Judiciary. The Family Court was included in the Transition, however it functions under the Family Court Law which was separately enacted by the OBC in June, 2013.

The initial primary undertaking of the Judiciary was training of the judges. The OGTC had mandated no less than 60 hours of training for each judge before they would be eligible to hear cases. The first 32 hours were provided by the National Judicial College out of Reno, NV, whose staff instructors came here and covered necessary areas of instruction such as judicial ethics, community responsibilities and judicial writing. In the past, this training was available to Appeals Commissioners as they were elected or appointed at the Reno Campus. Other required training included observing court sessions in oth-

er Tribal courts as well as local courts. Five of the nine Judiciary judges are graduates of accredited law schools and four are licensed to practice law, and the remaining four have Master's degrees, as required by the Judiciary Law. The Family Court Judge, Robert J. Collins, II, is retained on a professional contract by the OBC as provided for by the Family Court Law. The required minimal training hours were accomplished by each of the elected judges and their training hours exceeded the required time by many hours.

### Judiciary Begins Operations

The Judiciary began receiving cases on January 5, 2015, including those that were not completed by the OTJS/ Appeals Commission. The Family Court docket proceeded as usual and the Trial Court began scheduling cases for hearings on garnishments, Tribal indebtedness, and Oneida Housing Authority collection actions and evictions. Additionally, Peacemaking sessions are scheduled from the Family Court.

As the judges completed training the Judiciary was located in offices of the old Tsyunhekwa Retail Store suite at the Ridgeview Plaza. Completion of the conversion of the former Oneida Human Resources Department building into a courthouse was origi-

nally scheduled to be completed by November 1, 2014. However, due to delays in construction, the Judiciary was unable to move in until the last week of February, 2015.

The new facility was completely renovated utilizing in-house tribal resources as much as possible. There are two court rooms equipped with state-of-the-art technology communication systems, a Peacemaking/Mediation room, expanded lobby areas and private attorney/client consultation rooms. The wampum belts, art work and photos in the lobby were done in cooperation with Oneida Tourism, Cultural Heritage and students at the Oneida Tribal School.

Additionally, the Judiciary was officially opened to the Oneida community on February 24, 2015, with the Oneida Business Committee, local dignitaries and Oneida Veteran's Color Guard. There was also an "Open House" on May 1, 2015, which invited the community and employees to tour the courthouse premises.

During our transition period we were invited on scholarships to a three-day training session provided by the Fox Valley Tech addressing Courthouse Safety. This was a key component in the development of a Courthouse Safety Plan.

• See 24  
Oneida Judiciary

## From page 41/Oneida Judiciary

There was an existing safety plan for the Ridgeway site. However, it was quickly realized that the new courthouse would require an updated system that would coordinate with other Tribal entities as well as outside agency first responders. Particularly, the Judiciary's safety plan had to account for unimaginable, but potentially serious events such as active shooters and/or terrorist threats. To that end the Judiciary was able to enhance the safety of everyone who uses the building, both staff and public by having a trained Security Officer assigned from Oneida Internal Security. The Judiciary was also able to provide on-site training from Fox Valley Tech for the entire staff, including the new Security Officers. The training included a building safety audit with recommendations, which was provided at no cost but by cooperative agreement.

In addition to this was a federal evaluation of Judiciary administrative practices and courtroom procedures, again provided at no cost to the Tribe. Each of these training and evaluation events reflects the intent of the Judiciary to maintain the highest professional standards and follow through of the directives set forth in the Judiciary Law enacted by the Oneida General Tribal Council.

The following numbers reflect statistics from

2015:

- Trial Court  
188 hearings
- Peacemaking  
71 intake requests
- Family Court  
471 hearings
- Court of Appeals  
19 case filings

Each of these accomplishments require continuing maintenance and to that end the Judiciary is establishing the following:

1. Comprehensive Training Plan for both Judges and staff.
2. Establishment of an Emergency Action Plan to address emergencies and natural disasters to accommodate public and Judiciary staff safety.
3. The establishment of protocols for communications between the Judiciary and the OGTC through the Oneida Business Committee. The OGTC Resolution, 1-7-13B, established the Judiciary Law, Chapter 150 of the Oneida Code of Laws, and declared its intent that "The Judiciary shall support a separation of Tribal Government powers." 150.4-4. Presently, we have scheduled quarterly meetings with the OBC.

4. Another area of responsibility is with self-represented litigants and lay advocates. Throughout Indian County, courts are concerned with providing an environment

where self-represented litigants and lay advocates can put forth a credible case in situations where the party is unable to afford an attorney. The Judiciary is addressing this by sending judges to a training put on by the National Judicial College which teaches the best practices in handling these types of cases. The goal of the Judiciary is to utilize this course to help educate lay advocates and the general public and make the court more "user friendly."

5. Except for pro se litigants, all lay advocates and attorneys must be accepted by the Judiciary and granted admission to practice. All those who appear before the Judiciary, including pro se litigants, are required to conduct themselves professionally and present cases consistent with the rules of civil and appellate procedure set forth in the Oneida Code of Laws. Each of the branches of the Judiciary has developed a brochure briefly describing its procedures which is available on the Judiciary website for tribal members and the general public.

### Looking Forward

The Judiciary is preparing for the procedural requirements of an "Administrative Court" which when enacted will

take the responsibility of original hearing bodies; Boards, Committees and Commissions. These hearings will be de novo trials processed in the Judiciary Trial Court.

Like all other tribal laws, the Administrative Court Law is wending its way through the LOC legislative processes of public hearings and review. Until it actually becomes law, the Judiciary is preparing for the changes that may come as the Tribe continues to refine its governing infrastructure as a modern government and an act of Tribal Sovereignty.

Maintaining the credibility of our Judiciary is a priority and the key features of this priority is training and communication, both internally and externally.

Under the circumstances, the first full calendar

year of the Judiciary has been one of training and experiencing the responsibilities of interpreting Oneida Tribal Law for all parties, their advocates and attorneys as well as working with the Oneida Business Committee and other Tribal entities to insure that this new independent body of our government is functioning as it was intended.

The mission of the Oneida Judiciary is to provide a fair, orderly, and neutral forum for the resolution of issues that may arise out of governance of the Oneida Nation and civil actions amongst its members, other people residing on the Oneida Reservation, and those doing business with Oneida Tribal entities. It is our mission to operate as an independent branch of our government entrusted by the

General Tribal Council to protect the Sovereignty of the Oneida Nation and the Rights of its citizens.

I believe that the Judiciary, including all judges and staff, has fulfilled its mission during our first full calendar year of 2015. In as much as the Transition Plan was a starting point we know that there are continuing responsibilities and that there will always be room for improvement. The accomplishments described are a strong foundation for the future. A respected, credible Oneida Judiciary will continue to effectively serve and protect the rights of the Oneida people and the Sovereignty of the Oneida Tribe as a separate and independent branch of government as intended by the Oneida General Tribal Council.



## Oneida Business Committee

### 2016 Pardon and Forgiveness Hearing Schedule

Application Deadline Date	Time	Hearing Date	Time	Hearing Location
Friday, January 15, 2016	4:30 p.m.	Thursday, February 18, 2016	10 a.m.	Norbert Hill Center, 2 <sup>nd</sup> floor
Friday, April 15, 2016	4:30 p.m.	Thursday, May 19, 2016	10 a.m.	Norbert Hill Center, 2 <sup>nd</sup> floor
Friday, July 15, 2016	4:30 p.m.	Thursday, Aug. 18, 2016	10 a.m.	Norbert Hill Center, 2 <sup>nd</sup> floor
Friday, Oct. 21, 2016	4:30 p.m.	Thursday, Nov. 17, 2016	10 a.m.	Norbert Hill Center, 2 <sup>nd</sup> floor

After the application has been completely filled out with \$50 filing fee, return to:

Norbert Hill Center - Attention: Kathleen M. Metoxen  
N7210 Seminary Rd.  
Oneida, WI 54155

Any questions or concerns call Kathy Metoxen (920) 869-4451 or e-mail [kmetoxe1@oneidationation.org](mailto:kmetoxe1@oneidationation.org)

## WISCONSIN INDIAN EDUCATION ASSOCIATION SCHOLARSHIP APPLICATION 2016 – 2017

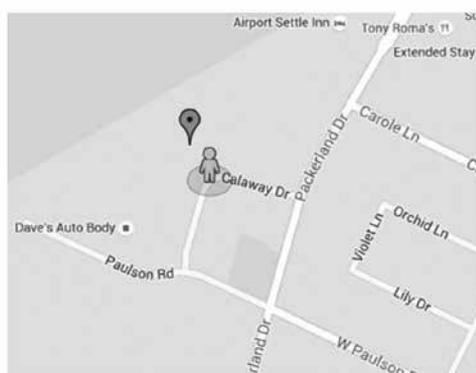
Wisconsin Indian Education Association is pleased to provide scholarship assistance to American Indian students attending institutes of higher education for the 2016– 2017 academic year. This scholarship is an achievement-based scholarship, not based on financial need. Four (4) scholarships will be awarded, each in the amount of \$1,000, to complete the application process for this award go to the following website.

<http://www.wiea.org/uploads/files/WIEA-Scholarship-2017.pdf>

### Oneida Tribe Purchases

1700 Blk, 1720 Calaway Dr., 2600 Blk Packerland Dr.

1 Acres of vacant land



### Property History

- Purchased December 21, 2105
- 1 acres of vacant land
- Parcel Number: VA-228-B-505 and VA-288-B-506
- Village of Ashwaubenon
- Zoned Commercial Light Industrial
- Taxes \$2018



For more information contact Division of Land Management at [Land@oneidation.org](mailto:Land@oneidation.org) or 920 869-1690.

## Letters

### Community Outreach Kick-Off Meeting

There was a FY'17 Kick-Off meeting on January 30th. The postcard was received the day before yet the meeting was still held at OBC Conference room. Two discussion items follow:

1. There has always been confusion on the difference between economic development and tribal economy, the latter we do not have. Fortunately, Pat Pelky was able to explain it and rightly stated that a tribal economy “needs to be done on purpose”. Inferring a sense of urgency that has been previously neglected by GTC. I am suggesting GTC must hold themselves accountable for a failed tribal economy. Therefore, I plan to work with “Central Oneida” planners to make the changes necessary to churn our own Reservation tribal dollars. I am suggesting, GTC should expect to see Central Oneida plan-

ning reports from me on a regular basis with respect to the current failed tribal economy.

2. Regarding, Increasing Revenue and Reducing Debt, the following is observed at the Packerland One Stop/ Oneida Market. Oneida Market is not always open when the One Stop is open because One Stop employees are not trained in selling Oneida Market products.

Yet Retail infers \$30,000 in Tsyunhehkwa losses that must remain separated from One Stop for accountability (understandable), yet Retail seems unwilling to solve this simple inventory control problem so Market products can be sold by One Stop employees. Thus, it appears Retail is not fully supporting the Oneida Market because One Stop employees cannot sell Oneida Market products.

**Dan Hawk**

### Move to Oneida

I understand there is a question of sustaining our blood for the Oneida people.

May I suggest that a program be established to assist tribal members willing to relocate to Oneida. Help with moving costs, housing and employment for those that qualify. It's worth discussing and it would give our people the opportunity to contribute to the community.

Also, my father is Charles Elmer Skenandore son of Abselum Skenandore and Florence Hill – I'm looking for a connection to my family - one day I would like to relocate to Oneida, I don't know anyone there - If there is anyone who is interested in being a pen pal.... I'm on facebook, please contact me.

*Sincerely,  
Janine Skenandore  
Born and raised in  
Idaho*

### 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) 496-7318

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: [dwaltschi@oneidation.org](mailto:dwaltschi@oneidation.org)

# Indigenous Food and Agriculture Initiative Funded for Youth Summits

*Beginning Farmer and Rancher Development Program grant will fund summer agricultural summit for Native American youth for three years.*

FAYETTEVILLE, Ark. ~ The Indigenous Food and Agriculture Initiative, based in the University of Arkansas School of Law, has received a three-year, \$681,459 grant to fund the Native Youth in Agriculture Summer Leadership Summit.

The summit, now entering its third year, is currently accepting applications from American Indian, Native Hawaiian and Alaska Native youth, ages 15-18. In 2015, 84 students representing 47 tribes attended the summit, and the program hopes to serve 100 youth this year. Contact the Indigenous Food and Agriculture Initiative or visit the website for more information or an application. Older students should consider applying to be a student leader for the program.

“The Indigenous Food and Agricultural Initiative is a great illustration of how higher education institutions should work everyday to create greater access for underrepresented students while also providing valuable support for the betterment of their com-

munities,” said Charles Robinson, University of Arkansas vice chancellor for diversity and community. “I am very proud of Dean Leeds and all of the people in our School of Law and campuswide who are making this happen.”

The summit promotes farming, ranching and food businesses as productive and sustainable career choices for American Indian, Alaska Native and Native Hawaiian youth. It also secures the future of tribal food systems by promoting intertribal cooperation and an understanding of food sovereignty. And it ensures the success of future native farmers and ranchers by giving them the specialized education they need to thrive as the next generation of Indian Country food and agriculture leaders.

The Beginning Farmer and Rancher Development Program, sponsored by the National Institute of Food and Agriculture at the United States Department of Agriculture, provides grants to organizations for education, mentoring and technical assistance initiatives for beginning farmers or ranchers. The summit serves only native youth because of the unique legal complexities surrounding land status, credit access, food safety protocols, and more, that only Native producers

must confront when engaging in food systems careers. Through a combination of classroom and experiential learning, the summit provides a singular educational experience for native youth.

### **About the Indigenous Food and Agriculture Initiative:**

The Initiative enhances health and wellness in Tribal communities by advancing economic development and cultural heritage in Indian Country. We empower tribal governments, farmers, ranchers and food businesses by providing strategic planning and technical assistance; by creating new academic and executive education programs in food systems and agriculture; and by increasing student enrollment in land grant universities in food and agricultural related disciplines.

### **About University of Arkansas School of Law:**

The University of Arkansas School of Law prepares students for success through a challenging curriculum taught by nationally recognized faculty, unique service opportunities and a close-knit community that puts students first. With alumni in all 50 states, the District of Columbia, two territories and 20 countries, it has been ranked among the top 10 “Values in Legal Edu-

cation” by the National Jurist magazine for three consecutive years and is among the top 41 public law schools, according to U.S. News and World Report.

### **About the University of Arkansas:**

The University of Arkansas provides an internationally competitive education for undergraduate and graduate students in more than 200 academic programs. The university contributes new knowledge, economic development, basic and applied research, and creative activity while also providing service to academic and professional disciplines. The Carnegie Foundation classifies the University of Arkansas among only 2 percent of

universities in America that have the highest level of research activity. U.S. News & World Report ranks the University of Arkansas among its top American public research universities. Founded in 1871, the University of Arkansas comprises 10 colleges and schools and maintains a low student-to-faculty ratio that promotes personal attention and close mentoring.

### **CONTACTS:**

For Inquiries About the Initiative:

Janie Simms Hipp, director, Indigenous Food and Agriculture Initiative, School of Law, 479-575-4699, [jhipp@uark.edu](mailto:jhipp@uark.edu)

Erin Shirl, assistant director, Indigenous Food and Agriculture Initia-

tive, School of Law, 479-575-6572, [eshirl@uark.edu](mailto:eshirl@uark.edu)

For Interested Applicants and General Program Information:

Emerald Hames, recruitment officer, Indigenous Food and Agriculture Initiative, School of Law, 479-575-5128, [ehames@uark.edu](mailto:ehames@uark.edu)

### **RELATED WEB SITES**

Summer Leadership Summit – <http://law.uark.edu/ifai/summer-leadership-summit-native-youth-in-agriculture/>  
Indigenous Food and Agriculture Initiative – <http://indigenousfoodandag.com>

## **TRIBAL ID'S**

**Effective January 1, 2016 the Enrollment Department will not accept Broken or Faded Tribal ID's as a valid form of identification**

### **COST**

Under Age 55 - \$3.50

Age 55 and Over - \$1.50

### **Hours for issuing Tribal ID's:**

Normal business days Monday through Friday

9:00 am to 4:00 pm

### **Please Note:**

If you are coming from out of town and/or require a specialized time, please call at least two (2) business days in advance to schedule an appointment for services.

A picture Tribal Identification Card can be issued to any, currently enrolled Tribal Member (no age requirements). The Tribal Member must be present to be issued this card and must provide another valid form of picture ID. Examples: Driver's License, State ID, School ID

# HUD allocates more than \$660 mil. to Native American communities

WASHINGTON ~ The U.S. Department of Housing and Urban Development today announced more than \$660 million in grant allocations to 587 Native American tribes in 35 states (see list below). Indian Housing Block Grant (IHBG) allocations are distributed each year to eligible Indian tribes or their tribally designated housing entities for a range of affordable housing activities.

IHBG funds benefit low-income families living on Indian reservations or in other American Indian and Alaska Native communities. The amount of each grant is based on a formula that considers local needs and housing units under management by the tribe or designated entity.

“Every family, every community in America, deserves the chance to flourish,” said HUD Secretary Julián Castro. “Tribes use this funding to build new homes, or to solve their most pressing housing issues. Our partnerships with tribal communities and leaders are critical today to help ensure better housing, neighborhoods and economic opportunities for tomorrow.”

Eligible activities for the funds include housing development, assistance to housing developed under the Indian Housing Program of the 1937 Housing Act, housing services to eligible families and individuals, housing management services, crime prevention

and safety, and model activities that provide creative approaches to solving affordable housing problems. The block grant approach to housing was enabled by the Native American Housing Assistance and Self Determination Act of 1996 (NAHASDA).

“The Indian Housing Block Grant program is the single, largest source of affordable housing assistance in Native American communities,” said HUD Principal Deputy Assistant Secretary Lourdes Castro Ramirez. “Over the life of the program, recipients have been able to build or acquire almost 37,000 affordable homes and have rehabilitated more than 77,000 housing units.”

HUD’s proposed Fiscal Year 2017 Budget seeks \$700 million for Native American Housing Block Grants, \$50 million above the 2016 enacted level, to address severe overcrowding and substandard housing conditions in Indian Country. An additional \$20 million in Indian Community Development Block Grant funding is being requested for projects to improve outcomes for Native youth, such as the construction or renovation of community centers, health clinics, transitional housing, pre-school/Head Start facilities and teacher housing. And up to \$5 million in Jobs-Plus funding will be used to implement a demonstration of the program in Indian Country

to boost employment and earnings.

**Wisconsin**  
Oneida Tribe of Indians of Wisconsin Oneida  
\$3,743,260

Bad River Band of the Lake Superior Tribe of Chippewa Odanah  
\$1,529,220

Forest County Potawatomi Community of Wisconsin Crandon  
\$359,326

Ho-Chunk Nation of Wisconsin Black River Falls  
\$4,236,672

Lac Courte Oreilles Band of Lake Superior Chippewa Indians of Wisconsin Hayward  
\$2,741,434

Lac du Flambeau Band of Lake Superior Chippewa Indians of the Lac du Flambeau Reservation of WI Lac du Flambeau  
\$1,548,972

Menominee Indian Tribe of Wisconsin Keshena  
\$2,571,318

Red Cliff Band of Lake Superior Chippewa Indians of Wisconsin Bayfield  
\$1,130,671

Sokaogon Chippewa Community Crandon  
\$886,429

St. Croix Chippewa Indians of Wisconsin Webster  
\$1,422,242

Stockbridge-Munsee Community of Wisconsin Bowler  
\$515,304



**Save the Date!**

**12th Annual  
Indigenous Health and Wellness Day**  
“Healthy and Green in 2016!”  
**April 21-23, 2016**



**Thursday April 21, 2016**

**Madison College: Truax Campus-  
Afternoon Program**

Information Sessions | Interactive Activities | Native Student Panel | Dinner

**Friday April 22, 2016**

**UW-Madison Campus-All Day Program**

Campus tour | Hands-on activities |  
Native student welcome event | Lunch and  
more!



**Saturday April 23, 2016**

**Madison College: Truax Campus-All Day Event**

Madison College Annual Pow Wow

**Sponsored by**

Great Lakes Inter-Tribal Council (GLITC), Native American Center for Health Professions,  
UW School of Medicine and Public Health,  
Madison College



For more information contact Lauren Cornelius, Associate Student Services Coordinator, Native American Center for Health Professions, UW School of Medicine and Public Health, Health Sciences Learning Center, Suite 2110, 750 Highland Avenue | Madison, WI 53705.

P: 608.262.7218 F:608.262.7864

# Upcoming Events for February – March 2016

## February 20

### UWGB Black History Month Soul Food Dinner

**When:** Saturday Feb. 20th

**Time:** 5:30PM – 7:30PM

**Where:** Phoenix Rooms, Student Union

\$8 public, \$5 students.

For information or to purchase tickets call 920-465-2400.

## February 27

### St Norbert College Soul Food Dinner 2016

**When:** Saturday, February 27, 2016

**Time:** 5:00PM

**Where:** Michels Commons Ballroom De Pere, WI

The keynote speaker for the evening will be Dr. Oluyemisi Adeyemi-Fowode, Assistant Professor at Baylor College, with performances by Ky'Eric and United-N-Worship. Available Pricing: Adult: \$14 Student: \$12 Child (age 5-12): \$12 Infant (age 0-4): \$0. Tickets can be purchased at the St. Norbert College Box office (Abbot Pennings Hall of Fine Arts, 315 Third St., De Pere, WI 54115) with cash, check, or credit online (convenience fee is charged for online purchases). Purchases can also be made by calling the Box office at 920-403-3950. Limited seating is available. *If you are interested in purchasing a table for the event (8 people per table) please*

call 920-403-3232.

## February 19 – March 18

### Lenten Fish Fry Fridays

**When:** Fridays Feb. 12–Mar. 18

**Time:** 4:00PM – 6:00PM

**Where:** Parish Hall

Adult Plate & All take-outs \$10.

Children 5 & under (no take-outs)

\$5. Meal includes: Fish, potato side, coleslaw, bread, pickle & dessert.

Visit [www.oneidaholyapostles.com](http://www.oneidaholyapostles.com) for more information.

## March 13

### Corn bread workshop

**When:** Sunday, March 13

**Time:** 10:00AM – 12:00PM

**Where:** Oneida Cannery, NHC

Cost: \$10, Limited to 10 participants, RSVP with payment by March 5. Taste a sample of strawberry corn bread. Participants will be able to take home their loaf of corn bread. Park in back by auditorium entrance. Ring red door bell. 920-869-4379 or email [vcorneli@oneidation.org](mailto:vcorneli@oneidation.org) or [jbettters@oneidation.org](mailto:jbettters@oneidation.org)

## Ongoing

### BIA Oneida Early Intervention

#### Lunch and Learn

**When:** Every second Tuesday of month

**Time:** 12:00PM – 1:00PM

**Where:** Early Intervention, Cottage 1260, 1260 Packerland Dr.

Join us every 2nd Tuesday of each

month for our parent education series focusing on parenting, education, and child development. Registration is required, open to the first 12 par-

ticipants. Box lunch included. A new topic will be announced each month. Call Rose at 920-490-3880 to register.

### Taco Fund Raiser

**When:** Every Wednesday

**Time:** 11:00AM – 3:00PM

**Where:** Oneida United Methodist Church, N6037 Cty. Rd. E

Tacos \$6, chili \$3, blanket burger \$4, blanket dog \$3, side pork \$5, fry-bread \$2. Deliveries available. Call 920-869-2927 FMI.

### 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 920-544-9709.

### Wise Men's Support Group

**When:** 1<sup>st</sup> and 3<sup>rd</sup> Monday, each month

**Time:** 6:15PM – 8:00PM

**Where:** Wise Women Gathering Place, 2483 Babcock Rd.

### Our Statement...

When an individual is born to life, that individual has a responsibility to learn as much as he can as long as he lives. No person has the right to just be. To be born an individual demands one to be responsible to one's self.

This is a natural law.

### Our Mission...

Our mission coming out to SPCC is

to help any man who wants to discover or rediscover his responsibility to himself. We offer confidentiality, freedom to speak your concerns, and our support to help you to learn.

### Who We Are...

Wise Men is a volunteer group of elder men from the Oneida and surrounding Green Bay communities. We are ordinary men with many years and areas of painful learned experiences over our lifetime. As an offender here at SPCC, you are considered a failure to your community and deemed not responsible to continue in your community. Wise Men want to help assist any man with his reintegration into his community. Come join us. FMI, contact: Rick Laes at 920.432.6028 or Gary Keshena at 920.362.0206 Open to all men.

### 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.

*Note: Any requests to include local events in this section will require individuals to list a phone # and contact person for the event.*

2016 Spring Season

## ONEIDA COMMUNITY LACROSSE PROGRAM



**Wednesday, February 24, 2016**

at the Oneida Family Fitness Center from 5-7pm  
is the last day to register your child for the season

### QUESTIONS?

Call Kelly Johnson at (920) 412-1817  
or Curt Summers at (920) 883-8332

Join our **LAX FAMILY!**

## SATURDAY FEATURES

**FULL RACK RIBS \$17.95**

**1/2 RACK RIBS \$13.95**

Tender ribs glazed with our tangy  
BBQ sauce served with fries and  
corn on the cob



# Thunderhawks prep for tourney



Kali photo/Christopher Johnson

The Lady T-Hawks dropped a tough game to Suring at home on Feb. 11. It was a hard fought back and forth match for the entire first half before Suring pulled away in the second half for the 55-29 victory. The Lady T-Hawks next home game is slated for Friday, Feb. 19.

Left: Yehli Rodriguez drives to the hoop.



Kali photo/Nate Wisneski

The Oneida Nation Thunderhawks couldn't get a three at the buzzer to fall as they fell to Saint Thomas Aquinas 64-65 at the Turtle School on Tuesday, February 16. The game was highlighted by multiple lead changes with the Thunderhawks taking the lead with under 15 seconds left after two free throws by Crimsen Powless. Brandon Grandquist and Elijah Metoxen paced the Thunderhawks with 11 points each. Oneida Nation sits at 3-14 on the season and will travel to Suring on February 18. Left: Crimsen Powless attacks the basket during the second half of their game against Saint Thomas Aquinas.

# Sandy Cohen making strides at Marquette



Kali photo/Tia King

Oneida Nation citizen and Seymour High School graduate Sandy Cohen (5) has shown steady improvement on the basketball court during his sophomore season at Marquette. The 6-foot-6 Cohen has almost doubled his scoring and rebounding averages while starting 15 of the Golden Eagles' 23 games.

Marquette plays in the Big East Conference and has a 16-10 overall record with a 5-8 record within Big East play.

For more sports photos

visit

[facebook.com/kalihwisaks](https://www.facebook.com/kalihwisaks)



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Das Auto.



HYUNDAI