

Joint effort takes aim at drug and gang activity

By Christopher Johnson
Kalihwisaks Reporter/
Photographer
cjohnson@oneidanation.org
(920) 496-7316

Part Two of a Two-Part Series.

Part one of this series discussed the growing opioid abuse and addiction concern happening on and near the Oneida Reservation from a Behavioral Health standpoint. Part two analyzes what is being done to combat this and other drug issues on the reservation from a law enforcement perspective.

The people of the Oneida Nation, along with many other tribes in Indian Country, have seen more than their fair share of drug abuse and addiction issues since the time of European contact. Across the years, First Nations people have had to battle the devastating

effects that alcohol and other narcotics abuse have had on their families, friends and cultures.

"In earlier years we always had a problem with alcohol and marijuana," Rich Van Boxtel, Oneida Chief of Police, said. "Cocaine has also always been an issue. But over the years, like anywhere else across the state and country, we also experienced the influx of methamphetamines and then prescription pills and heroin started to become an issue."

Marijuana and cocaine seizures in any given year on the reservation typically remain about the same, but the biggest thing Oneida is being hit with these days are the prescription pharmaceuticals and heroin, Van Boxtel said.

In recent times, improved law enforcement techniques and stepped-up interagency cooperation has had a tremendous



Kali photo/Christopher Johnson

The Oneida Police Department as well as the NADGI Task Force have teamed up in recent years and achieved success in helping curb illegal drug distribution and gang activity on and near the Oneida Reservation.

impact on improving the lives and safety of residents living on reservation lands. Oneida is no exception.

In 2007 the Oneida Police Department (OPD), in conjunction with other tribal law enforcement

agencies in Wisconsin, helped form the Native American Drug and Gang Initiative (NADGI) and became a recognized drug task force within the state. Initially headed by Van Boxtel, the NADGI Task Force is designed

to share information and resources between agencies, help combat violent crime and take down drug distribution networks on and near reservation lands.

The current NADGI Task Force Commander

is a special agent who cannot be named to protect his identity. The agent, who previously served with the Milwaukee Police Department

• See 35, NADGI takes aim

What's New This Week



Page 18 and 19/Local
Honor the Youth Pow Wow

Page 47/Sports

Sykora John will continue her soccer career.

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

KALIHWISAKS
Oneida Nation
PO Box 365 - Oneida, WI 54155

Good Credit?
Bad Credit?

DOUBLE Your DOWN PAYMENT!

This Week's Special
2013 Ford Escape SE



#4366

Only **\$53** PER WEEKs

2013
Toyota Yaris



Only
\$46 PER WEEKs #4338

2013
Dodge Avenger SE



Only
\$48 PER WEEKs #4334

2013
Ford Focus SE



Only
\$50 PER WEEKs #4335

2013
Ford Fusion SE



Only
\$57 PER WEEKs #4330

2012
Nissan Altima



Only
\$59 PER WEEK± #4365

2014
Toyota Camry



Only
\$65 PER WEEKs #4341

Double your down payment at

Koehne Car Credit

Your \$1,000 becomes \$2,000

— OR —

NO DOWN PAYMENT!

Nobody can help you like Koehne Car Credit!

EVERYONE'S APPROVED!



§ 72 mo., 5.9% APR; ± 60 mo., 9.9% APR; Tax, DMV & doc fee extra. Terms may vary by purchaser/applicant. Double your down payment up to \$1,000. See dealer for details. *All photos are for illustration purposes only.

Must take delivery by 02/19/2016

1 (920) 857-9494

1673 Main St., Green Bay • Apply Online 24/7 • koehnecredit.com

Roberts leads Indian Affairs

By Dawn Walschinski
Kalihwisaks Managing Editor
dwalschi@oneidanation.org
@dwalschi_kali
(920) 496-7318

Larry Roberts' term as Acting Assistant Secretary – Indian Affairs may be for less than a year, but he hopes his work will continue far into the future of Indian Country.

"We have a fantastic team here in Indian Affairs, and we have really strong support from both President Obama and Secretary (of the Department of the Interior) Jewell on advancing our government to government relationship with tribes and so we are full steam ahead, because we have less than a year now under this administration. We're trying to accomplish as much as we can," he said.

Roberts succeeds Kevin Washburn who stepped down last month to return to the faculty of the University of New Mexico School of Law. Roberts served as Principal Deputy Assistant Secretary – Indian Affairs under Washburn since 2012.

"We're focusing on restoring tribal homelands which is obviously near and dear to my heart given loss of lands that Oneida has felt over the decades. It's a long standing priority for this administration. We've

restored nearly 400,000 acres now and we have a goal of 500,000 acres by the end of this admin-

istration so we're really focusing on that," said Roberts.

Under the Obama administration, tribes have enjoyed a closer working relationship with federal leaders with events such as the yearly White House Tribal Nations Conference where tribal leaders meet with federal department leaders and staff. Roberts would like to see that partnership continue.

"I think tribes have really shown through this administration the progress that can be made when we're fostering self-governance and self-determination, and so I'm really hoping that this administration leaves something for the next administration to build off of. It shouldn't be partisan, so when the next administration comes in, whether it's republican or democrat, tribes will be able to point to the work during this administration as being a positive impact for both tribes and for state and local governments. So I hope that the next administration continues to carry the ball forward because while we've been in place for eight years, there's still quite a bit of work that remains to be done, and it's not going to be solved in a short time frame," said Roberts.

Roberts is the son of Butch Roberts and grandson of Maxine Elm. Roberts attended high school in Milwaukee and col-



Submitted photo

Oneida citizen Larry Roberts is serving as the Acting Assistant Secretary – Indian Affairs.

lege and law school at the University of Wisconsin in Madison.

"While I was in law school, Jerry Hill and Francis Skenandore really gave me a first opportunity to really move forward on legal issues. I worked in the Oneida Law Office in summers during law school, and they were really good mentors to me as well as

Jerry Danforth and Ernie Stevens Sr.," said Roberts. "I'm trying to take what I learned from them and hopefully move it forward for Indian Country."

Roberts is the third Oneida to head Indian Affairs. Carl Artman served from 2007-2008 and Robert Bennett served as Commissioner of Indian Affairs 1966-1969.

What's New This Week



Page 7/Local
Oneida talent shines in Seymour High School's presentation of the Wizard of Oz.

In This Issue

2/Local
2-7/Local
8-9/Education
10-11/Health
12-13/OCIFS
14-15/SEOTS
16-17/Adventures
18-19/HTY Pow Wow
20-21/THT
22-23/Obits

24-27/ OBC Forum
28-30/Minutes
31/Enrollments
32-33/Classifieds
34/Good News
35-39/Local
40-42/LOC
43-45/Local
46/Events
47/Sports



Kalihwisaks

Street Address

909 Packerland Drive
Green Bay, WI 54303

Office Hours

8 AM – 4:30 PM
Monday–Friday

Mail Address

P.O. Box 365
Oneida, WI 54155

Contact us:

Voice: (920) 496-7318
Fax #: (920) 496-7493
www.kalihwisaks.com

The Staff

- Dawn Walschinski.....**Managing Editor**
• dwalschi@oneidanation.org (920) 496-7318
Yvonne Kaquatosh.....**Page Designer / Ad Coordinator**
• ykaquato@oneidanation.org (920) 496-7317
Nathan Wisneski.....**Sr. Reporter / Photographer**
• nwisnes@oneidanation.org (920) 496-7319
Christopher Johnson.....**Reporter / Photographer**
• cjohnson@oneidanation.org (920) 496-7316

Official Newspaper of the Oneida Tribe of Indians of Wisconsin

For questions or comments about news coverage, please contact Dawn Walschinski (920) 496-7318, Yvonne Kaquatosh (920) 496-7317, or Nate Wisneski (920) 496-7319. Contact Yvonne to include information in the classifieds section and/or Advertising.

Disclaimer:

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

Kalihwisaks

is a member of NAJA
(Native American Journalists
Association) &
WNA (Wisconsin Newspaper Association)



Kalihwisaks

"She Looks For News"



Visit us on
Facebook

www.kalihwisaks.com



RADISSON HOTEL & CONFERENCE CENTER GREEN BAY

It's All Right Here At the Radisson!

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

Beverage - Casino

- Cocktail Servers
- Bar Back
- Bartender

Housekeeping

- Guest Room Attendants
- Laundry Associate

Front Desk

- Assistant Front Desk Manager
- Guest Service Representative

Pine Tree Restaurant

- Cashier/Hostess
- Restaurant Supervisor
- Busser
- Wait Staff

Banquets

- Servers
- Set-up
- Bartender

Kitchen - Pine Tree

- Dishwasher

Maintenance

- Maintenance Technician

Wingate Hotel

- Guest Service Representative
- Maintenance Technician
- Guest Room Attendant
- Common Area Cleaner/Breakfast Server
- Night Audit

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

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

www.rhccgb.com/jobs

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

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

Oneida Retail, Exxon/Mobile partner to secure school grants



Kali photo/Christopher Johnson

Oneida Retail has partnered with Exxon/Mobile to secure \$3000 in grants for six area schools. Sharon Mousseau from ONHS, Diane Stelmach from Martin Luther King Elementary, Yvette Peguero from Oneida Nation Elementary, Kris Wells from Hillcrest Elementary, Nikki Disterhaft from Lannoye Elementary and Jamie Kallies from Pioneer Elementary were on hand at the Jan. 27 Business Committee meeting to accept the \$500 grant checks for each school.

www.kalihwisaks.com

GET \$50 CASH NOW!

1-866-871-1040 www.libertytax.com

Just come to Liberty Tax, let us do your taxes and we'll hand you \$50 cash on the spot.

See us for All of your Per Capita tax questions

609 S. Military Ave - GREEN BAY
Directly behind Starbucks in Beacon Center
920-405-9801

LIBERTY TAX SERVICE

With paid tax preparation. Valid at participating locations. Cannot be combined with other offers or used toward past services. One coupon per return. Valid 1/21-2/15

To Subscribe...

Mail to...

Name: _____

Address: _____

Zip _____

Enrollment #: _____ Ph. _____

(Applicable to enrolled members ONLY)

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

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

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

• Non-Tribal members & Organizations:

- Annual: \$25 • Academic Year: \$18.75
- Half-Year: \$12.50

Mailing address:

Kalihwisaks
ATTN:
Yvonne Kaquatosh
P.O. Box 365
Oneida, WI 54155

FREE
to enrolled

Oneida Members
(18 years & older)

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

Get the Most out of your Money:



By Dianne Zubella
Bay Bank

The Federal Reserve may have raised interest rates slightly, but mortgage rates are still near historic lows. It's still a great time to buy if you've been considering a new home! But how much house can you really afford? This is a difficult question, particularly for first-time homebuyers. Here are a few important points to consider when setting your house-hunting budget:

Start with your Income & Interest Rate

When setting your budget for a house, there are two primary factors that will influence how much you should spend: your income and your interest rate. When calculating your income, be sure to use the total combined pre-tax annual income (for both borrowers, if you are co-borrowing), including commissions, bonuses, overtime, etc. A good starting point for your house budget will be a mortgage of no more than five times your annual income. So, if you make \$45,000/year, shoot for a mortgage less than \$225,000.

The next big factor is the interest rate you expect to get on your mortgage, along with

Budgeting for Home Buying

the loan term (the length of the loan). Common mortgage loan terms are 30, 20 and 15 years. The interest rate you receive will depend greatly on how large your down payment is, the loan term you select, and your debt-to-income ratio. A good DTI ratio is 20 percent debt to 80 percent assets, but that could go as high as 40 percent in some cases. Since determining your interest rate is complex, it's a good idea to seek advice from a licensed real estate agent or mortgage banker.

Factor in Recurring Expenses

Be sure to factor in other debt payments when calculating your ideal monthly mortgage payment. As a general guideline, your total debt payments should be no more than 36 percent of your income each month. Also be sure to include any recurring expenses, such as groceries, gym memberships, cell phone plans, etc., that cut into your available spending each month. In addition, you'll need to have homeowners insurance, so factor in that monthly

cost as well.

One major recurring expense that new homeowners sometimes forget to include is property tax. While in most cases this will be paid during the year and held in an escrow account, you'll need to estimate the total and add it to your mortgage payment. Since property taxes can vary widely based on geography, check with a local banker or real estate agent to get an accurate estimate.

Leave Room to Save

And finally, when calculating your ideal monthly mortgage payment, be sure to leave your budget enough room to put some savings aside each month. Remember, your down payment probably impacted your savings significantly, so you'll want to start rebuilding that rainy day fund as soon as possible.

Buying a home is a complex process and a significant investment, so don't go it alone. Choose a banker and real estate agent who will guide you through the process and help you make sound financial decisions. Bay

Now serving our customers at two
locations in Green Bay!

(920) 490-7600



2555 Packerland Dr.
2550 W. Mason Street
www.baybankgb.com

**RED
HOT
BLACKOUTS**

**SUNDAY - SATURDAY
FEBRUARY 14 - 20**

All final bingo blackouts
PAY \$5,000
at all sessions.

Complete details in bingo hall.

ONEIDA
CASINO  

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

New 54 One Stop on pace for summer 2016 grand opening



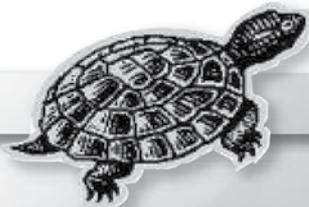
McMahon Engineers graphic

The new 54 One Stop is currently under construction and scheduled to be substantially completed in the early part of June. The convenience store will include many new amenities such as: overall larger square footage, five dispenser/ 10 fueling spaces, two dispensers will include diesel, three cash registers, an expanded seating area, expanded food offerings, updated restrooms, and improved access to the store and fuel islands.

Turtle Island Gifts

A Collective Artistic Retail Experience

Hwy. 29 & Cnty. Rd. U (Former Lucky U Casino) Ph. (920) 785-4318



Mid-Winter Sunshine Gatherings Continue

It's an ongoing series of mini sessions inspired by Oneida's cultural tradition of coming together during the snow months to share stories, build skills and explore creativity.

Sessions will be 60–90 minutes each, held at Turtle Island Gifts store. Limited to 15 participants per gathering. Advance sign-up recommended to hold your place. \$5 donation requested. See Facebook page for more details. [facebook.com/turtleislandgifts](https://www.facebook.com/turtleislandgifts).

Sun 2/7 @ 11AM *Fight Back against Winter Depression*

Sun 2/14 @ 1PM • *Awakening Your Spirit through Drumming*

Sun 2/21 @ 2PM • *Secret Life of Crystals & Stones*

This **Valentine's Day** let Turtle Island Gifts take the worry out of your gift buying decision making. We've got hundreds of specialty and one-of-a-kind items sure to warm that special someone's heart.

Here's a small sample of what we offer...



For Him...

Animal Fetish Necklaces
\$15. Boxed Gift Knives \$12.
Pewter Belt Buckles \$35–\$40

For Her...

We've got Hematite \$8, Silver
\$30 and Turquoise/Coral \$32
Heart necklaces.
Boxed earring/necklace sets \$15.
Bracelets, \$16



Greeting Cards

Take your pick from a variety of Native theme "love" Greeting cards \$2.95–\$3.29



**Winter Hours: Tues-Sat 10AM–5PM
CLOSED Sun. & Mon.**

Oneida talent shines in The Wizard of Oz



Kali photo/Dawn Walschinski

From left to right: Autumn Metoxen, Chloe Rodriguez, Jordan Gerhardt, Jayden Gerhardt, Michael Williams, Karissa Katch, Maya Chinana, and Sophie Skenandore-Wheelock are a few of the Native American students who will be in the The Wizard of Oz.

By Dawn Walschinski
 Kalihwisaks Managing Editor
 dwalschi@oneidanation.org
 @dwalschi_kali
 (920) 496-7318

Several Oneidas and Native American students will be singing, acting and hoofing it up in the Seymour Community High School production of *The Wizard of Oz* playing February 11-14.

Chloe Rodriguez stars as Dorothy Gale in Friday's and Sunday's productions, while Michael Williams plays the Tinman in Thursday's and Saturday's presentations. Most of the leads were double cast.

"I'm super excited; it's my first year doing musicals, so having one of the main parts is really exciting," said Rodriguez.

Williams remembers being the only Native in last year's musical.

"I brought up the

hype," he joked. "They were all like 'dang, Michael's in that, I got to join that! Hook me up!'"

Other Native American members of the cast include Cameron Skenandore as Uncle Henry/Emerald City Guard, Karissa Katch as a Crow, Jordan Gerhart as Mayor Munchkin, and Jayden Gerhart as a Munchkin Judge. Rounding out the cast of dancers and Munchkins are Maya Chinana, Buddy Huntington, Autumn Metoxen, Sophie Skenandore-Wheelock, Nailah Orosco and Nasir Orosco.

The actors have enjoyed learning their numbers and building the set.

"I think it's kind of a challenge to do something ... that's not real," said Chinana, who was intrigued by making up "a whole other world."

Williams enjoyed the process of working with

a double cast.

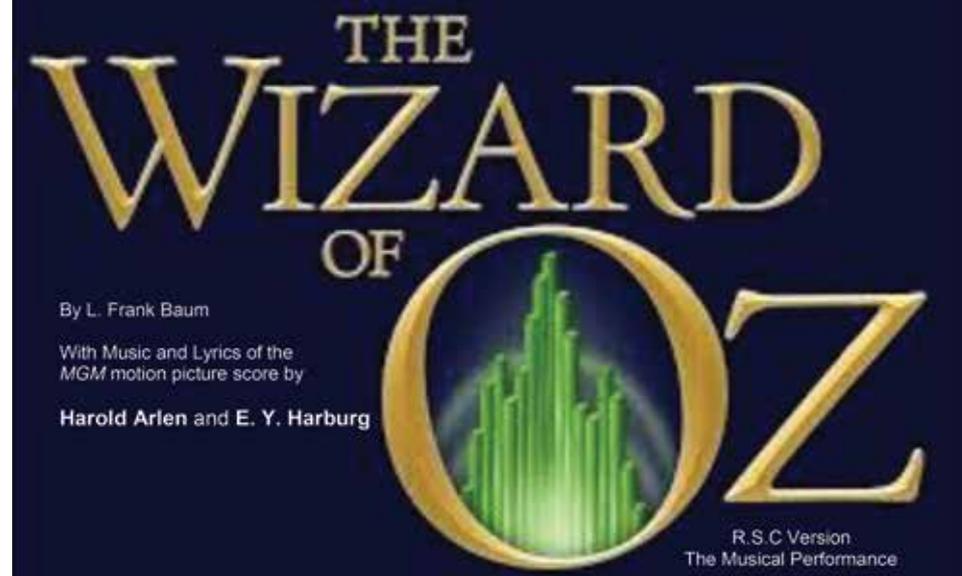
"It's a whole different feel to how a musical works because you have another person on your part that does it a completely different way, it kind of helps you improve because you're looking for ways to get better than them, and you can also collaborate with them to learn different things," he said.

While the traditional highlight of *The Wizard of Oz* is "Somewhere Over the Rainbow," Rodriguez and her cast mates all share a favorite number.

"Jitterbug both vocally and what we do as far as the scene, it's definitely my favorite song, it's really, really fun," she said.

To order tickets visit the Seymour Community High School Office or call 920-833-2306 for more information.

Seymour High School Presents



FEBRUARY 2016

11th, 12th, 13th at 7:00pm

14th at 1:00pm

ADMISSION:

\$8 Veterans, Seniors & Students

\$10 General Admission

\$12 Orchestra Seating

Tickets available **FEB. 1st** at the High School Office
 Call for more information: 920.833.2306



Kalihwisaks

www.kalihwisaks.com

Youth Apprenticeship Program

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 workforce 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.

Date set for Seymour Curriculum Fair

Seymour Community High School is hosting a curriculum fair for current 8th grade students and their parents/guardians.

The event will be held on Thursday, February 25th, from 6:00-7:30 pm in the Seymour Community High School Auditorium.

The evening will begin with a presentation by the school counselors at 6:00 pm that will provide assistance in planning for high school and beyond. Following the presentation, teachers, coaches and club leaders will be available to answer questions. Middle school teachers from SMS and BC will also be available

to help with this transition. Due to the importance of this process, we strongly encourage at least one parent/guardian to attend with their student.

The counselors will be registering all students in their middle school the following week. If you have any questions regarding this process, please feel free to contact us (920-833-2306).

On behalf of the high school staff, we look forward to working with your student as they prepare to begin their career at Seymour Community High School. See you in February!

Grade 10 Thunder Talk Conferences coming up

Grade 10 Thunder Talk Conferences are being scheduled during the months of March and April at Seymour Community High School. These conferences focus on each student's strengths and successes, educational/career development, and planning for the rest of high school and beyond.

Thunder Talk Conferences last about 45 minutes and include the parent/guardian, student and counselor, and are offered

at various times during the school day. Detailed letters and schedules have been mailed with report cards to all Grade 10 parents and guardians. If you have any questions, please contact the Student Services office (920-833-2306, ext. 430). To schedule your student's Thunder Talk Conference use the online code located in your letter.

Appointments must be scheduled by March 1, 2016.

Oneida Higher Education
920-869-4033

COLLEGE GOAL WISCONSIN 2016

Receive FREE & professional on-site assistance completing the FAFSA!

Wednesday, Feb. 10th
6:00 P.M.

Milwaukee
MPS TEAM UP
College Access Center-North
2730 W Fond du Lac Ave

MPS TEAM UP
College Access Center-South
3333 S 27th St

New Richmond
WTC New Richmond
Campus
1019 S Knowles Ave

Wednesday, Feb. 17th
6:00 P.M.

Baraboo
UW-Baraboo/Sauk County
1006 Connie Rd

Kenosha
Gateway Technical College
The Center for Bioscience
3520 30th Ave

Milwaukee
MPS TEAM UP
College Access Center-North
2730 W Fond du Lac Ave

MPS TEAM UP
College Access Center-South
3333 S 27th St

Rice Lake
WTC Rice Lake
1800 College Dr

West Bend
West Bend High Schools
1306 E Decorah Rd
Use Auditorium Entrance
on River Rd
County Highway G

Wednesday, Feb. 24th
6:00 P.M.

Beloit
Beloit Public Library
605 Eclipse Blvd

Green Bay
Northeast Wisconsin
Technical College
2740 W Mason St

Lac du Flambeau
Lac du Flambeau
Education Center
562 Peace Pipe Rd

Manitowoc
UW-Manitowoc
705 Viebahn St

Marinette
UW-Marquette
750 W Bay Shore St
Enter Main Building 5

Milwaukee
MPS TEAM UP
College Access Center-North
2730 W Fond du Lac Ave

MPS TEAM UP
College Access Center-South
3333 S 27th St

Racine
Gateway Technical College
1001 S Main St
Racine Conference Center
Entrance & parking behind
building

Wisconsin Rapids
Mid-State Technical College
500 32nd St North, Building A

Saturday, Feb. 13th
10:00 A.M.

Holmen
Holmen High School
1001 McHugh Rd

Milwaukee
Alverno College
3400 S 43rd St
Parking in 4 level structure
Handicap parking at main
entrance

MPS TEAM UP
College Access Center-North
2730 W Fond du Lac Ave

Oak Creek
MATC
6665 S Howell Ave
Park in lot C and use
entrance #13

Fond du Lac
Marian University
Stayer Center
45 S National Ave

Janesville
Hedberg Public Library
316 S Main St

Kenosha
UW-Parkside
900 Wood Rd
Student Center

Madison
Edgewood College
1000 Edgewood College
Drive
Use main entrance

Saturday, Feb. 20th
10:00 A.M.

Appleton
Fox Valley Technical
College
1825 N Bluemound Dr
Entrance 1, Room A101

DeForest (Madison Area)
DeForest Area High
School
815 Jefferson St

Eau Claire
Chippewa Valley
Technical College
620 W Clairmont Ave
Entrance by Parking Lot P1
at the front of the building

Waukesha
UW-Waukesha
1500 N University Dr
Commons Building

Wausau
Northcentral Technical College
1000 W Campus Dr
Main Entrance, Rooms E101 &
E102

Waukesha
MPS TEAM UP
College Access Center-North
2730 W Fond du Lac Ave

MPS TEAM UP
College Access Center-South
3333 S 27th St

Platteville
Platteville High School
710 E Madison St
Commons Area

Superior
Superior High School
2600 Catlin Ave
Library Computer Lab

Saturday, Feb. 20th
2:00 P.M.

Oshkosh
UW-Oshkosh
800 Algoma Boulevard
Reeve Memorial Union

NOTE: Special time for
Oshkosh location only



Attend for a
chance to win
a scholarship*

Saturday, Feb. 27th
10:00 A.M.

Elkhorn
Gateway Technical
College
400 County Rd H
North Building

Milwaukee
Mount Mary University
2900 N Menomonee River
Pkwy

MPS TEAM UP
College Access Center-
South
3333 S 27th St

Rhineland
Nicolet College
5364 College Drive
Enter LRC - park in the lot in
front

Shawano
NWTC Shawano
111 Thomas Ave

Share your gifts with Oneida

Oneida Higher Education invites all college graduates to be partners of the Oneida Alumni Association. Simply fill out the spirit of giving back

form and return it to the Oneida Higher Education office. This is a great way to give back to the Oneida community.

Drop off or mail form

to:
Oneida Higher Education
N7210 Seminary Road
Oneida WI 54155

Oneida Higher Education

Spirit of Giving Back

Name:	Name at graduation:
Name of University/ College attended	Graduation year:
Degree:	Major:
Phone:	Email:
Address, State, Zip:	May we contact you: YES NO
Ways to Give Back: <input type="checkbox"/> Volunteer <input type="checkbox"/> Mentor <input type="checkbox"/> Committee Member <input type="checkbox"/> Share Your Smarts <input type="checkbox"/> Outreach <input type="checkbox"/> Research <input type="checkbox"/> Donate <input type="checkbox"/> Present in Classroom <input type="checkbox"/> Wear Alumni Gear <input type="checkbox"/> Social Events	

Summer Research Opportunity

Deadline drawing near

Exciting summer research opportunity at Brigham and Women's Hospital (BWH) and Harvard Medical School (HMS) for undergraduate students with a commitment to the health of Native American communities.

The program is 8 weeks long of engaging in basic, clinical or translational

research projects under the supervision of BWH faculty advisors. As well as conducting research, students will also receive professional development training, meet faculty from across the hospital and medical school, and participate in social networking events.

Four Directions Summer Research Program will cover students' travel costs to and from Boston, provide housing free of

charge, and give them a stipend for the summer.

This is a great opportunity to train in the HMS environment. The application deadline is February 8, 2016 and students will be notified of their selection by **March 8, 2016**.

For more information visit the following websites FourDirections@partners.org or fdrs.ppartners.org otherwise call (617) 525-8356 for more details.



The INSPIRE Pre-College Program is a full scholarship open to Native American, Alaska Native, and Native Hawaiian rising junior and senior high school students, including 2016 anticipated graduates, who want to spend 3 weeks on the George Washington University (GW) campus to learn about intergovernmental relations between tribal governments and the federal government.

The program centers on a full-day, experiential undergraduate course taught by GW faculty, Native Politics and the American Political System, which will offer opportunities for students to meet and interview influential Native advocates who work in Washington, D.C.

As an added bonus, INSPIRE students live on campus and participate in recreational programs with the community of high school students enrolled in GW Pre-College programs.

What does the INSPIRE scholarship cover?

- One course in Native Politics and the American Political System (3 undergraduate credit hours)
- Room and board at GW
- Airfare to and from Washington, D.C. (one round-trip ticket)
- All required textbooks
- Required local travel related to the course

The INSPIRE Pre-College Program is made possible by a generous contribution by AT&T.

PROGRAM DATES: July 3 - 23, 2016
APPLICATION DEADLINE: March 1, 2016

 Native American Political Leadership Program

Apply @ INSPIRE.NAPLP.GWU.EDU

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

ONEIDA HOUSING AUTHORITY & TRAILS PREVENTION PROGRAM INVITE ALL YOUTH 9 YEARS OLD AND UP



TO JOIN US FOR
EDUCATIONAL FUN AND GAMES
(SUBJECT WILL BE ON DRUGS AND ALCOHOL PREVENTION)



WHERE:

AT 3 SISTERS COMMUNITY CENTER
(2790 ONASTE ST. ONEIDA)

WHEN:

EVERY WEDNESDAYS FROM JAN 20 – MAR 2, 2016
(EXCEPT WEDNESDAY FEB 10TH)

TIME:

3:30 – 5:30 PM

A light meal will be served

Feb. is National Children's Dental Health Month

Article submitted by Chelsea Prefontaine, Bellin College Senior Student Nurse
On behalf of the Oneida Community Health Department

Tooth Decay (Caries):

- o The American Academy of Pediatrics (AAP) reports that tooth decay, or caries, is the most common chronic children's disease in the United States.
- o The CDC says that tooth decay in children is:

- 5 times more common than asthma
- 7 more times as common as hay fever (allergy caused by dust or pollen)
- o More than 40% of children have tooth decay by the time they reach kindergarten.
- o Children with tooth decay in their baby teeth are at much greater risk for cavities in their adult teeth.
- o THIS IS PREVENTABLE!
- o Good oral health care needs to start from the

first weeks of a baby's life.

Baby Teeth are Important:

- o If baby teeth are lost too early, the teeth left may not move or leave any room for the adult teeth to come in.
- o Tooth decay can be costly to treat, cause pain, and lead to life-threatening infections.

Who is at Risk for Tooth Decay?

- o Everyone is a potential risk because we all

- o People at higher risk include:
 - Higher than average levels of bacteria in the mouth
 - Diets high in sweets, carbohydrates, and sugars
 - Water supply doesn't have fluoride treatment
 - Poor oral hygiene
 - Children are at higher risk than adults

Signs of Tooth Decay in Children:

- o Tooth decay develops over time and can be difficult to see in the early stages.
- o It could show as:
 - A dull white band on the tooth surface close to the gum line. This is usually the first sign and missed by parents.
 - A yellow, brown, or black band on the tooth close to the gum line. This is a progression of decay.
 - Teeth that look like brownish-black stumps indicate advanced tooth decay and teeth may need to be pulled.

How to Prevent Tooth Decay in Babies:

- o Take good care of your own oral health: while a woman is pregnant it is important to see a dentist to keep your teeth healthy to prevent any potential infections
- o Take good care of your baby's teeth:
 - **Birth-12 months:** Keep your baby's mouth clean by gently wiping the gums with a clean wash cloth. Once the baby teeth start coming in, use a soft toothbrush and smear if fluoride toothpaste (the size of a grain of rice) to gently clean the baby's teeth.
 - **12-36 months:** brush your baby's teeth two times a day. Best times are to brush after breakfast and before bed.
 - o Never put your child to bed with a bottle or food: Your child could have prolonged exposure to sugars in the liquid or food that could lead to tooth decay.
 - o Do not use a bottle or sippy cup as a pacifier: The child could again be exposed to sugars for longer periods of time which could break down the protective barrier on their teeth (enamel).

- o Check to see if your water is fluoridated: Fluoride helps strengthen the protective barrier on your teeth and that makes it less likely that it will be broken down by the food or drink your child consumes
- o Teach your child to drink from a regular cup as soon as possible: preferably by 12-15 months of age. This makes it less likely that the liquid will pool around the teeth.
- o Limit the amount of sweet or sticky food your child eats: candy, gummies, cookies, crackers and chips all have sugar and can be bad if your child snacks on them often. The sticky food can also get stuck in between the teeth.
- o Make an appointment to have your child see a dentist before they are 1 year old: the sooner your baby gets examined, the more likely it is that your child will develop good oral habits.

Resources: healthychildren.org, Johns Hopkins Medicine

Oneida Tribe Behavioral Health

K@NiĒKuhlĭ·Yo
(Ga-nee-goo hlee yo)

"The openness of the good spirit and mind"



➤ 2016 Awareness Educational Series ◀

3rd Monday of Each Month from 4:00 pm to 6:00 pm

DATE	TOPIC	PRESENTERS
February 15 th	Understanding Complicated Behaviors in Children	Dr. Hillary Wynn
March 21 st	Secrets to Finding Balance	Tim Lambert
April 18 th	Overcoming Guilt & Shame	Rhonda Huhtala
May 16 th	The Impact of Substance Abuse on Family	Becky Krueger
June 20 th	The Challenge of Change	Tina Marie Baeten

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

Wisconsin Estate Recovery Presentation

BY: Kristen Holmes, Wisconsin Judicare

WHEN: February 11, 2016 @ 12:00pm

WHERE: Congregate Meal Site

• Medicaid-Badger care Plus

• Community Options Program (COP)

• Wisconsin Chronic Disease Program (WCDP)

• Non-Medicaid Family Care Program that may be affected by the Estate Recovery

Program.

CONTACT:

Linda Dallas, Elder Benefit Specialist

Oneida Elder Services

2907 S. Overland Rd. Oneida, WI 54155

Phone: (920) 869-2448

Toll free: (800) 867-1551

Zika Virus has strong correlation to birth defects

By **Betsey Nickel, RN BSN**
Community Health Nurse

The Zika Virus is transmitted to people through the bite of a specific species of mosquito. This virus has not been transmitted from mosquito to person in the United States. Some people who travel outside of the United States have been identified with the virus when they return. People traveling to areas where there is currently an outbreak are at increased risk for contracting this illness. Currently there are outbreaks in many locations including Cape Verde, the Caribbean, Central America, Mexico, Samoa and South America. These outbreaks are projected to increase as the outbreak grows; right

now it is difficult to predict how this virus will spread.

Symptoms of being infected with this virus could include fever, rash, joint pain and conjunctivitis which is the inflammation or infection of the outer membrane of the eye and the inner eyelid. Other symptoms that have also been identified with this virus include muscle pain and headaches. This illness

has been mild for most patients, with symptoms lasting up to a week. More severe symptoms that require hospitalization are not common and deaths that occur are very rare.

The Zika virus at this time has shown to have a strong correlation with specific birth defects when pregnant women get infected. Recent outbreaks have had an increase in birth defects

in that area where Zika has been identified on the rise. The birth defect that has found to be increased is called microcephaly. Microcephaly is where a baby's head is much smaller than expected. This can occur because a baby's brain has not developed properly during pregnancy or has stopped growing after birth, which results in a smaller head size. Microcephaly can occur with or

without other major birth defects. It is important that pregnant women in any trimester should consider postponing travel to the areas where Zika virus transmission is occurring. Pregnant women who do travel to one of these areas should talk to their doctor or other healthcare provider first and strictly follow steps to avoid mosquito bites during the trip.

If you need to travel to

one of the identified locations where Zika has been found, please use the following prevention precautions:

- Use insect repellents as directed, insect repellents are safe and effective for everyone, including pregnant and nursing women.
- If you use both sunscreen and insect repellent, apply the sunscreen

• See 37
Zika virus

Beginning
Tuesday
February 9th,
Oneida
Pharmacy
will be closed
the 2nd
Tuesday of
every month
from
9:00–10:00 A.M.
for a monthly
staff meeting.



Earn 14 base points, then go to any Players Club to receive

\$10 FREE PLAY

ONEIDA CASINO

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

Earn base points playing slots, tables, poker and bingo. Complete details available at Players Club.



Contact Information



• **Jeff Metoxen**
Tsyunhehkwá Director,
920-869-2141



• **Jeff Scofield**
Agricultural Director,
920-833-7952



• **Angela Parks**
Retail Manager,
920-496-7309



• **Tina Jacobsen**
Health Promotion
Supervisor,
920-490-3927



• **Jill Caelwaerts**
Consultant-dietician,
920-869-4853
• **Jesse Padron**
School Food Service
Director,
920-869-4454

A look back at OCIFS' past



OCIFS Photo

More fresh vegetables and Oneida produce are available in Oneida's schools to help students develop a healthy diet.

By Bill VerVoort
Integrated Food System
Coordinator

Hoyan, Oneida Community!

In order to look forward, sometimes we need to take a look back, to see where we were.

In the last few years the Oneida Nation School System has made a great deal of progress toward improving our Farm to School program. We have taken a number of steps in the direction of improving the quality of meals for our students,

from Head Start to grade 12.

We are trending toward purchasing more Bison and Black Angus Beef to serve in recipes prepared in our school kitchens. At some point in the future, we would like to buy all of our red meat from our own farms. Thereby, avoiding the large amounts of antibiotics, and growth hormones that are pervasive in meats purchased from large packing houses.

Nearly 100% of our apples, served in our cafete-

rias, came from our own orchard here on the reservation. We also purchase pears, melons, squash, and cider from the Oneida Apple Orchard.

All of our white corn used in our Corn Soup is grown at the Tsyunhehkwá. Big steps are taken to keep the seed from becoming cross bred with other corn crops in the area.

We are active members of the Live54218 organization. Live 54218 stands for the following:

• 5 Fruits and Vegetables

per day

- 4 16 ounce Containers of Water per day
- 2 hour limit on Screen Time per day
- 1 Hour of Physical Activity per day
- 8 Hours of sleep per night

Live 54218 have brought together a number of school districts in the NEW region to help promote better nutrition through education. They provided a great deal of

• **See 13**
OCIFS



OCIFS Photo

A student from the Oneida Nation Elementary School helps himself to the salad bar during his lunch.

From page 12/OCIFS

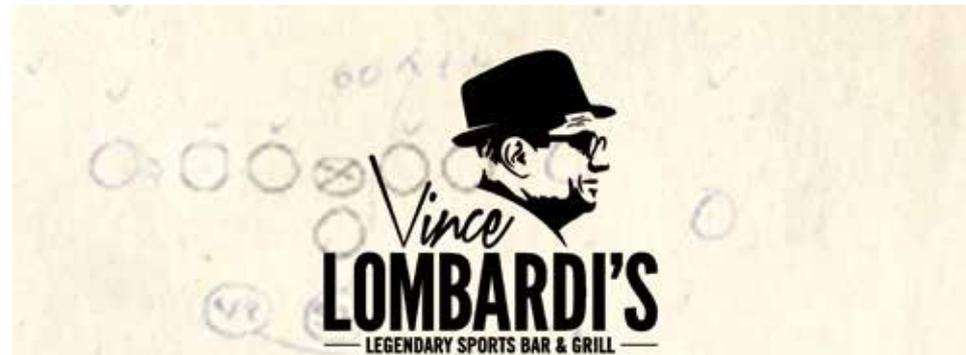
knowledge and expertise to help us track the nutrition improvements we have made over the last several years. They have provided tools that we can use to help bring farmers, who are interested in providing locally grown produce, to our cafeteria tables.

During the summer months, they provide much needed assistance,

through internships, to help with the labor necessary to tend the school gardens here at the Turtle and High Schools. Through our membership in Live54218 we hope to connect with even more local farmers to bring higher quality, more nutritious meals to our kids.

These are just some of the steps our school meal programs have taken,

over the last few years, to help improve the nutrition of breakfast and lunch here at our schools. We look forward to improving our meals as we go down the road. We also look forward to bringing more community members into the fold to keep searching for better ways to improve our meals at the schools.



FEBRUARY 2, 9, 16 & 23 • 4PM TO MIDNIGHT

Tuesday's Steak & Shrimp only \$8.99



An 8oz. classic New York strip steak, grilled to order accompanied by three large butterfly shrimp, fried golden brown. Served with smashed red potatoes tossed in garlic butter and Chef's vegetables. Only \$8.99 for a superb surf and turf dinner!

Must be a Players Club member with card, dine-in only, no other discounts or promotions apply. One promotional entree per guest, per day.



Breakfast Sandwiches only \$2.95



Build your own breakfast sandwich your way, all day!
Choice of croissant, English muffin, biscuit, egg, sausage, bacon, ham and American, colby or cheddar cheese.

For the best in Native American music, listen to

Kalihwiyo'se

WPNE 89.3 FM

Thursday evenings from 10:00p.m.-Midnight

Youth to elders enjoyed opportunity to have fun with clay



SEOTS photos

People at SEOTS learned to work with clay with instructor Susie Brandstetter, far right.



By Deb Ushakow
SEOTS Community Outreach Specialist

Southeastern Oneida Tribal Services had fun working with Clay this every Thursday during the month of January. The class was taught by Tribal member Susie Brandstetter. Participants made clay beads, planters or cups, tiles or coasters and mobiles. Susie was

a great teacher. Everyone was so excited when they were fired, glazed and had a finished product. Our class included participants as young as four years old and even Grandmas came to create! Some items were made for gifts and some to keep!

A special thanks to Susie for the wonderful class.

Medication Distribution Reminder:

SEOTS now picks up medications from Oneida every Monday.

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



SEOTS Color Guard

The SEOTS Color Guard is seeking veterans to join and participate in Color Guard activities. For those interested, please contact Leon House, 414-530-5846



FREE MOVIE
ON US TONIGHT!

JOIN US FOR A FAMILY MOVIE NIGHT AT SEOTS!!

Hotel Transylvania 2

Friday March 11, 2016 .

5:30 p.m-7:00pm

Popcorn, juice and water will be provided!

Hope to see you there!

Please call SEOTS at (414)329-4101 to R.S.V.P.

Activities

for the month of **March 2016**

Oneida Language Classes

Tuesdays, March 1, 8, 15, 22 & 29

5:00pm Summer Hours for Beginners

6:00 for Continuing Students

Waʔtkunhela-tú· (I Greet You)

All are welcome! Learn with Oneida language with teacher Renee Elm – Pfaller.

Senior Activity Day

Tuesdays, , March 1, 8, 15, 22 & 29,

11:00am-2:00pm

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

Movie: Smoke Signals

Wednesday, March 2, 1:30pm

Join us for a showing of the movie Smoke Signals. This free event will offer laughs, popcorn, and beverages.

Craft Class: Pow-wow Dancing Fan

Thursdays, March 3, 10, 17, 24 & 31, 5:00pm

Join Deb as you learn how to make your own dancing fan. This class is appropriate for ages 13+. The \$10 fee covers instruction and materials.

Chili Cook-Off

Saturday, March 5, 11:00am-2:00pm

Stop by SEOTS for the best chili you ever tasted! (Adults \$8, Children \$6) Our community will be the judge as 10 chili artisans compete for the top prize. Includes tasting, bowl of chili, crackers, bread, beverage, and a cookie. We will also have a 50 cent rummage, door prizes, and a 50/50 raffle.

Movie: Hotel Transylvania 2

Wednesday, March 2, 5:30pm

Kids of all ages will enjoy this entertaining showing of Hotel Transylvania 2. All children in attendance require a chaperone. Healthy snacks and beverages will be available.

Beading Circles

Saturdays, March 12 & 19, 9:30am-Noon

Bring your current project and bead with fellow bead-ers. SEOTS will provide coffee and assorted goodies. Beaders will also have access to some beadwork supplies.

Medication Consultations

Tuesday, March 15, 10:30am – 2:00pm

The Director of the Oneida Pharmacy, Jim Poels, will be present at SEOTS to review the medications of our clients. Information shared will be

proper dosing, potential conflicts between meds, and suggested alternatives. No appointment necessary, but please bring in all the medication currently prescribed to you.

Oneida Culture Class: The Good Message

Wednesday, March 16, 5:30pm

Stop in for a great catered meal. Oneida Cultural Advisory Randy Cornelius will talk about the good message and prophecies of Handsome Lake. All attendees will be entered into a drawing for fantastic items from the Oneida Museum.

SEOTS Board Community Meeting

Tuesday, March 17, 5:30pm

Meet your SEOTS Board members and provide valuable input for the direction of SEOTS. Food will be available as well as a special gift for all attendees. Updates on the progress of the Board and SEOTS will also be available

Family Game Night

Friday, March 18, 4:30pm

Stop in for a minute, or stay for the evening. This event is in partnership with the Ho-Chunk Nation and will feature games for all ages, including a special room for ages 2-5. Food and prizes will be offered, in addition to family fun! Space is limited, please call to reserve your spot.

Oneida Shuttle Trip

Monday, March 21

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

History Department Presentation: Hall of Fame

Wednesday, March 23, 5:30pm

You and your family can enjoy a hearty meal while learning about the famous people in Oneida History. Space is limited, reserve your seat today.

Healthy Living with Diabetes

Thursdays, Starting March 24,
9:30am – 12:00pm

You and your family can enjoy a hearty meal Tribal member Keetah Smith will share valuable information on how to manage Diabetes. Appropriate for all ages and also for individuals who do not have Diabetes but have friends or family members who do. This 6 week class is free to participants.

SEOTS Bingo Trip

Wednesday, March 30, 7:00am Departure

This day-trip offers the cure to Cabin Fever. Call ahead to reserve your seat on the SEOTS shuttle, space is limited. Must be 18+ to play Bingo.

Indian Council of the Elderly Weekly Meals

Transportation available!

Visit the meal site at 3232 West State Street (former Indian Community School) every Monday, Thursday, and Friday (5pm the first Friday of each month, 11:30am all other Mondays, Thursday, and Fridays).

Enjoy a tasty meal, visit with friends, and play Bingo. Eligibility: Native American (plus spouse) must be 45+, Non-Native must be 60+. Call (414) 933-1401 for more information.

Inclement Weather Notice

Please keep in mind that dangerous weather conditions may cause cancellations or adjustments to travel schedules to Oneida or to SEOTS events. If you have questions regarding events or activities, please call the SEOTS office (414-329-4101)



CHILI COOK OFF

SEOTS
5233 W. Morgan Ave.
Milwaukee
Saturday
March 5th, 2016
11-3pm

One of the **HOTTEST** events of the year!
Whether you want to compete or eat, you're invited to come and enjoy and vote for your favorite **CHILI!**

Cash Prizes 1st (\$75)
2nd (\$50) 3rd (\$25)
Maximum 10 Entrants
Judged by Peoples Choice
\$8 Adults \$6 Children
Includes Tasting, Bowl of Chili, Crackers, Bread, & Coffee, Milk or Bottled Water and a Cookie!

Call to Register 414-329-4101

50 Cent Rummage • Door Prizes • 50/50



ONEIDA ADVENTURES

2640 W. Point Rd. - Green Bay, WI - 54304
oneidanation.org/adventures

2016 INDOOR KAYAK CLASSES



3 Week Class Sessions

March:

6:00-7:30 p.m. Wednesdays
March 2nd, 9th, 16th

April:

6:00-7:30 p.m. Thursdays
April 7th, 14th, 21st

No Experience needed!

Pool Kayak Class Covers:

- Forward, reverse, sweep, sculling draw, stern draw, high and low braces
- Essential equipment for sea kayak
- Learn how to exit a kayak
- Safety, T-rescues, and self-rescues will be reviewed

Adults and children Ages 12 year old and up are invited to register.

Space is limited so be sure you register in advance.

Lori Hill

920-490-3803

lhill4@oneidanation.org



WALK AWAY WITH

- Advance from Recreation kayak to sea kayak skills
- Self determination and confidence
- Increased awareness of safety.
- Readiness for Summer Sea Kayak Tours



COST

\$60 For one 3 week session

\$30 For Tribal Members, Oneida Fitness Members, or Oneida Employees



oneidanation.org/adventures

By being yourself, you put something beautiful into the world that was not there before.

—Edwin Elliot—



Oneida Adventures

Winter 2016

Sponsored by: Special Programming for Indians Grant/OCHC



Snowshoe

Wed., Feb 3, Little Bear, 12-1

Wed., Feb 10, Norbert Hill, 12-1

Wed., Feb 17, OCHC, 12-1

Wed., Feb 24, Land Management, 12-1

Thurs., Jan 7, 14, 21, 28, 12:00-1P

XC ski lesson

Thurs., Feb 11, @ OFF, 5:00-6:30P

Family enrichment

Saturday, Feb 13, 10-12, OFF

Snowshoe tie class –Monday's Feb 1-March 7
5:00P-7:00P

Our Hope...

Is to reduce stress! We create outlets and opportunities to reduce the stress experienced by those who are living with (or trying to avoid) diabetes, by providing recreational & experiential group activities and outlets.

CONTACT:

Lori Hill Lhill4@oneidation.org
490-3846

Mark Steinbach msteinba@oneidation.org
490-3846

Amherst College drops Lord Jeff mascot over bad connotations

AMHERST, Mass. (AP) — Amherst College trustees have voted to stop using Lord Jeff as the school's unofficial mascot because of its negative historical connotations.

The mascot is named for 18th-century British Gen. Jeffery Amherst, known for suggesting a plan to deliver smallpox-infected blankets to Native Americans. Amherst was the commander of British forces in North America during the French and Indian War.

Trustees Chairman Cullen Murphy said in a statement Tuesday that the mascot is "driving people apart because of what it symbolizes to many in our community." He says a mascot's job is to unify.

Murphy acknowledged many students and alumni are attached to the mascot. But surveys found that most faculty and students favored dropping it. He says an alumni-student group will be assembled to come up with a new mascot.

2016 Honor The Youth Pow Wow





Kali photos/Nate Wisneski
The 2016 Honor the Youth Pow Wow took center stage at the Radisson Hotel and Conference Center on Saturday, January 30. The pow wow focuses on youth drums and dancers and their roles in maintaining traditions and culture of their tribes.



Oneida Nation High School

THUNDERHAWK TIMES



“Bucky” gives ONHS snow day

Thunderhawk Times
Everyone loves a snow day, right?

They're a student's best friend. Catch up on some sleep, chill a little bit before resuming the daily grind, get all of that homework done. Huh?

What many people might wonder is exactly how snow days are decided.

According to the student handbook, Oneida schools are “closed during inclement weather by the School Administration, by their discretion if the weather conditions are such that it endangers the students' well-being and safety.”

There is a three-part plan for calling school off: 1. The decision is made as early as possible, utilizing all avail-

able information and that decision is usually made by 6:30 a.m. when the school contacts local radio and TV stations. 2. Advance notices are given when possible so that parents can take necessary measures. Stations to listen to include radio stations AM 1150, 1280, 1360, 1400 and 1440 and FM 10.1 and TV Stations 2, 5, 11, 26 and 32. 3. In cases where school has to be called off during the course of the day, notice is given on these same stations.

With a huge winter storm blowing in on Tuesday, February 2, many ONHS students were wondering whether school would be called off or not. The school's administrative team was watching the weather

throughout the day as “Snowstorm Bucky” made its way into the area.

In her daily message to staff and schools on Monday, February 1, District Administrator, Sharon Mousseau, said “Welcome to Oniy[^]te Wehni tale, the Snow Moon! With the weather forecast being closely watched, it seems like there is a big snow coming our way too! ... Listen to the news tomorrow. This storm looks like a big one! We do have snow days built into our calendar and we will be working with OPD and Lamers for assistance. Safety of our children/families is a priority for any school system.”

12th grader Lillian Stands' biography

By Mackenzie Engebretsen

Thunderhawk Times

Lillian Stands is a 12th grader at Oneida Nation High School. She has attended Oneida schools for “at least fourteen years.”

Lillian's favorite subject is choir and she also enjoys writing and sketching. Lillian is also fond of a variety of colors that include purple, black and neon green.

Lillian also enjoys an extensive variation of



Lillian Stands

music with the exception of some country.

The main reason why Lillian joined journalism this semester is because

she “enjoys writing,” and also “the idea that the Oneida community will read her stories when they get printed.”

Additionally, Lillian did state that is she could interview any individual on this planet, she said, “It's too hard to choose. There are so many interesting people and the possibilities are endless.”

Soon after graduating from high school, Lillian aspires toward going to college and earning her degree in a field that she enjoys.

So, about Brennan Danforth

By Loli Denny

Thunderhawk Times

Brennan Danforth is a senior at Oneida Nation High school and has been here at ONHS for three years. His favorite subject is History and Brennan also likes to write.

His hobbies and interests are being outside and playing basketball. Brennan listens to all types of music and his favorite artists are the New Town Singers. His favorite col-

or is blue and his favorite food is shrimp.

Brennan's role model is his Laksoht. Brennan's motto he lives by is “I can do anything.” Brennan wants the world to know he can do everything.

Brennan's plans after high school are to go to college and, if he doesn't go to college, he wants to join the U.S. Army.

If Brennan could interview anyone on the planet he would interview

Michael Jackson.

Brennan's three things he learned or did last summer were learning more patience, working out, and added to his commitment. He has also traveled to New York and Florida.

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

Ranchers attempt to take Burns Paiute land

By Mackenzie Engebretsen

Thunderhawk Times

Recently a group of armed "militiamen" have been occupying an empty federal wildlife building in protest of two ranchers who had set fires on federal land in 2001 and 2006 to protect their lands from invasive plants and wildfires.

However, if it had been any other race that had decided to take up arms and occupy a building there would more than likely be a lot more chaos from individuals who opposed.

Recently leaders of the Burns Paiute tribe have a message for those who are currently occupying the empty building saying "Go home, we don't want you here."

This message came from many tribe members whose previous ancestors had fought to protect their



Mackenzie Engebretsen

land before being forcibly removed to a different area. When the "militia" decided to take over the wildlife building they demanded that the government hand over "their land that they rightfully own" and that they "are exercising their constitutional rights. We won't leave until these lands have been turned over to their rightful owners," Bundy said.

Additionally it's quite amusing and ironic that these ranchers actually believe that these are their lands and that they should have the rights to own them.

Update: Since writing this, the standoff has ended. Badly. Several of the militiamen's leaders have been arrested and one was shot in a situation on a road with police. A few remain at the wildlife refuge. The questions, however, remain.

This is Crimsen Powless

By Brennan Danforth

Thunderhawk Times

Crimsen is a junior at Oneida Nation High School. He has attended ONHS for just one year. He also attended Seymour, Notre Dame and Sunny Hills Elementary

"Kasha" Berg

By Denis Gullickson

Thunderhawk Times

Akasha Berg enters her senior year excited about the future. "Live every day like it's your last," are her words of advice.

She's been to Montana and to Oneida, Canada "three times" for ceremonies. Her experience in Montana also stands out for her because she was part of teaching traditional teachings to a group of kids in a "really poor place."

Kasha's Oneida language and culture are important to her. If you see her walking down the halls with her "Beats" on, she will be listening to long house music.

Her role model is ONHS language and culture teacher Sonny Hill.

What she likes about journalism class is there's a "lot of researching and writing and the class has a lot of good times."

After high school, Akasha plans on going to college for physical therapy.

Some of her favorites include "steak, salad with ranch dressing and fruit" and the color orange.

A goal of hers is to "better my surroundings with better people and a better feel for how people are so that I can be a better person."

schools. He attended Seymour as a sophomore, Notre Dame as a freshman and Sunny Hills as a fifth grader.

His favorite subject is history. Before journalism class, he has reading intervention and after journalism, he has American Literature.

His hobbies are playing

basketball and playing the piano. He likes hip hop music and his favorite musical artist is Logic.

Crimsen's favorite color is turquoise and his favorite food is shrimp Alfredo. His hero or role model is his older brother, John. His motto to live by is, "If I can take it, I can make it." He wants

the world to know that he is a Native American Athlete and his plans after high school are to go to college and, if he does not get into college, get a job.

Crimsen took journalism because he likes to write. He thinks it helps to get your feelings out.

Interview with Kyla Denny



Kyla Denny

Kyla Denny is an 11th grader at Oneida Nation High School. She has attended Oneida Nation schools for 4 years. Before she came to Oneida in 8th grade she was at Martin Luther for 1st grade, Seymour for 2nd and 3rd grades, McArthur for 4th and 5th, and Lombardi for 6th and 7th grade. Then she went to Oneida from 8th grade to present.

Kyla's favorite sub-

ject is math. Her hobbies outside of school are music. She likes to listen to country, rap and hip-hop. Her favorite artist is Fetty Wap & Post Malone. Her favorite color is black and

her favorite food is pasta.

Her plans after high school are to go to college. If she wasn't going to college, she would work. Some things she learned over the summer of 2015 are learning how to drive, got a new job and she "learned some people are ridiculous." As for fun things she did over the summer of 2015 was go swimming, having bonfires and, lastly, going to birthdays.

Meet Seth Charles

By Elijah Danforth

Thunderhawk Times

On Tuesday, January 26, 2016, I had the opportunity to interview Seth Charles. Seth is a sophomore attending ONHS. Before he transferred to tribal school, he attended West De Pere School District from kindergarten through the eighth grade.

Seth does not like to write, yet his favorite subject in school is Journalism. Outside of school, Seth likes to spend time playing his Xbox One. He plays Grand Theft Auto 5. Call

of Duty Black Ops III, and NBA 2k16.

Seth is also a key player on the boys' basketball team at school. If he isn't playing Xbox, he is either at practice or at the Oneida Fitness Center working on improving his game.

After high school Seth is planning on attending college but he does not know where yet. He hopes to get on a college basketball team and take his skills "to the next level."

His AAU coach will push Seth and help him

improve his game, said Seth. Seth has learned how to execute new moves that he can use to beat his defender by doing drills and practicing the move. He has learned how to play in high-tempo games and stay calm by going all over the state and even out of the state for tournaments with, what Seth called, "incredible competition."

But the best thing he has learned, said Seth, is to have good sportsmanship. Seth is respectful to others both on and off the court.

**Skenandore, Barb "Babe"**

July 1, 1937 – January 30, 2016

Barb "Babe" Skenandore, 78, Oneida, passed away unexpectedly on Saturday morning January 30, 2016. She was born July 1, 1937 to Albert and Betsy (Cornelius) Davids. Barb took great pride in working, and looked forward to going to work each day. Her last job had been working in the gift shop at Elder Services, and had planned on returning there in the near future. Barb loved the fact that she lived next door to her grandchildren, and was able to see them come and go from school daily. She also enjoyed birds, flowers, going camping, traveling, and especially flying on airplanes.

An advocate for higher education, she wanted all her children, grandchildren and great grandchildren to go to school.

Barb is survived by her children; Cheryl Skenandore, Steven (Shelly) Skenandore, and Michael Skenandore. She is further survived by her grandchildren; Tanya (Shad) Webster, Gary (Raean) Adams Jr., Leon (Susan) Adams, Jennifer Adams, Shoney (Rhonda) Skenandore, Bradley (Kathy)



Skenandore, Shakira (Gene) Rasmussen, Stevi (Prez Moore) Skenandore, and Nogoshee (Sara) Skenandore. Her great grandchildren; Jazmin (Criss) Hansel, Natasha (special friend Elias), Kiara, Joshua, Alexis, Ohkwalikwah, Aleena, Austin, Logan, Destiny, Leon Jr., Chanya, Jalen, Alyiss, Elissa, Jamozzy, Skye, Charlie, Dyami, Makyah, Serenity, Zander, Zaidyn, Seneca Rose, Aiden, and Cayuga, as well as her great great granddaughter; Lillianna. Barb's brother Donald (Phyllis) Davids, her sister in law Sue Davids and special friend Laveva "Kayo" Hill survive her. She was preceded in death by her parents, as well as her grandson Joseph Adams, her brother Marvin Davids and her sister Edith Davids.

Friends gathered at Ryan Funeral Home 305 N. Tenth Street De Pere on Tuesday February 2, 2016, until time of service at 12:00PM. The Oneida Hymn Singers sang at 11:30AM. Please go to www.ryanfh.com to send online condolence to the family.

**Vine, Charles "Charlie"**

October 14, 1948 – January 24, 2016

Charles 'Charlie' Vine, 67, died unexpectedly Sunday January 24, 2016, at home. He resided in Wausaukee, Wisconsin. He was born in Milwaukee on October 14, 1948; son of Pembroke and Mabel (Schattschneider) Vine. Charlie was united in marriage to Lorie Dibel. He was an avid coin collector and talented musician since the age of 14. Charlie loved to fish, was a practical jokester, and a movie buff. He also loved the outdoors and spending time at the cabin up north.

Charlie is survived by his wife, Lorie; six children: Charles (Mary), Jonathon (Jackie), Joseph,



Pembroke, Bridgette, and Matthew; seven grandchildren: CJ (Kyle), Cierra, Madison, Olivia, Jack, Skylar, and Greyson; two great grandchildren: Anakin and Maximus; mother, Mabel; four brothers and sisters: Walter (Sharon), Sandra (special friend, Jim), Richard (Cheri) and Deborah (Roger); and many nieces, nephews and friends. He was preceded in death by his father, Pembroke.

Funeral Services were held on Wednesday January 27, 2016, with Pastor Paul Hueter officiating.

Roubal Funeral Home of Wausaukee assisted the family with arrangements.

**Moore, Dwaynn K.**

June 3, 1973 – January 30, 2016

Dwaynn K. Moore, 42, Oneida, died unexpectedly on Saturday morning, January 30, 2016. He was born June 3, 1973 to Terry Moore and the late Kenneth Elm. Dwaynn greatly loved his family and many friends.

He is survived by his wife Carol, his two sons; Tayler Moore, and Bryce Moore, and his daughter Janessa. Dwaynn is further survived by his mother Terry Moore, and his siblings; Michelle (Moon) Hill, Timothy Baird, Kevin Baird, Elliott Skenandore, Morning Star Skenandore, Elton Skenandore, Ellery (Eric) Saldana, as well as numerous aunts, uncles, nieces, nephews, cousins and many friends. He was preceded in death by his father, Kenneth Elm and his grandparents;



Howard (Luella) Elm, and David "Joker" (Bernice) Moore.

Friends and family gathered at Ryan Funeral Home 305 N.

Tenth Street De Pere from 5:00PM – 8:00PM Wednesday February 3, 2016. The Oneida Hymn Singers sang at 7:30PM followed by a parish prayer service at 8:00PM to bring the evening to a close. Visitation continued after 9:00AM Thursday at Holy Apostles Episcopal Church, Oneida. Mass of Christian Burial began at 11:00AM Fr. John Cell officiated with burial in the parish cemetery. Please go to www.ryanfh.com to send online condolences to the family.

The family wishes to thank all those in the community that showed them so much love and support.

Visit us at:

www.kalihwiaks.com**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.

**Danforth, Sr., Mitchell Wayne**

April 30, 1961 – January 24, 2016

Funeral services for Mitchell Wayne Danforth, Sr. 54, Van, Texas, were held at 2:00 pm, Thursday, January 28 at Hilliard Funeral Home with Bro. Ike Roberts and Bro. Charlie Musselwhite officiating.

Mr. Danforth passed away on January 24, 2016 at his home.

Mitchell Wayne Danforth, Sr. was born April 30, 1961 in Dallas, TX. He had lived in Van about 10 years. He loved to fish and go camping.



He was preceded in death by a son, Mitchell Danforth, Jr., brother, Kenneth Julius Danforth, Jr. and father, Kenneth

Danforth, Sr.

Survivors include his three children, Christina Dye and husband, Carl of Ben Wheeler, Jonathan Danforth of Mesquite and Staci Rodriguez of Abilene; mother, Yvonne Honea of Van; brother, Claude Danforth, Sr. of Van; and three grandchildren, Chloe Dye, Mitchell Dye and Michael Dye.

Obituaries

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

**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

In Loving Memory

In Loving Memory of...

Dolores J.

'Daidee' Tourtillot

October 15, 1929 – January 31, 2015



A year has come and gone...
but the precious memories
we cherish will continue on.

Recalling your signature smile
and all the things that were you...
your kindhearted nature,
your compassion, and love for others...
to name a few.

Memories of you will continue to thrive
Because there are so many who have been
touched by your love in this life!

Forever in our hearts,
your sons, grandchildren, great-grandchildren
& great-great-grandchildren

Brown renames Oct. holiday to honor indigenous peoples

PROVIDENCE, R.I. (AP) ~ The faculty at Brown University has voted to rename what used to be called Columbus Day to Indigenous People's Day.

The Ivy League university in 2009 changed the name of the holiday that falls on the second Monday of October to Fall Weekend. But some people said the change didn't go far enough. So on Tuesday, they changed the name again.

Renaming the holiday, according to the rationale for the motion presented to the faculty, "would recognize the contributions of Indigenous People/Native Americans to our community and our culture and foster a more inclusive community."



HAPPY BIRTHDAY

In Memory of

Wishing My Brother, **John Webster**
Happy "60th" Birthday in Heaven – January 25th –

Today, I think of what would have been—
I would have called you wishing you a happy "60" birthday and,
You would have laughed only to remind me,
I'm not far behind you!

It's hard moving on without you – as there was no time for
goodbyes,

But as I stood by your bedside those last few moments,
I relived my childhood with you.
And my tears began falling like rain

You left this world with a smile on your face, whispering the savior's name.
And I know you now want us to once again laugh
as we always did at your stories.

Speak of you in the easy way which we always did and say
"dang, he was a great man"!

You would want us to play, smile and continue celebrating
all the things we did together.

Whatever we were to each other, we still are, and death cannot change

But, dear brother, I'm going to get the last word in and tell you –

It was truly an honor to call you my brother
And as your father often phrased "you are one of the best!"

Till we meet again—RIP

Love from your oldest sista-Julie Denny



GET \$21 IN OFFERS FOR YOUR 21ST BIRTHDAY!

Earn 10 base points on your 21st birthday
and receive \$10 Free Play &
\$11 food/beverage certificate.



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net
Must be 21 to enter casino. Base points earned playing slots, tables, poker and bingo.
Offer valid day of member's birthday through end of birthday month.

Treasurer's Forum



Patricia King
Treasurer

Sakoli Swakweku:
(Greetings from me to all of you my best friends)

Fiscal Year 2016, the Year of Transition, is off to a good start. The General Tribal Council adopted the Fiscal Year 2016 Budget on December 14, 2015. The Tribe's first quarter of operations (October 1, 2015-January 1, 2016), shows us with a positive variance.

We know, in our efforts to meet the health-care and insurance needs of our community and workforce, our expenses will continue to grow. However, our actions as a responsible nation and implementing good governance principals will keep us moving in a positive direction for the remainder of the fiscal year. As we continue transitioning toward fully implementing a value-based budget pro-

cess, our measurement of success occurs when cost containment is no longer a threat.

Congratulations to Gaming for continuing to enhance operational efficiencies and meeting revenue projections. Congratulations to Retail for bouncing back from a downward revenue trend. Both enterprises are doing better than last year. Tribal operations have also done a great job of keeping expenses down. We will continue to encourage managers to manage their budgets effectively and continue with forward thinking solutions to grow the Oneida Tribe.

Yaw^ko to our entire operations and to GTC for working together towards improving our fiscal picture.

Ya'tetwalihwaká' nle' (We All Look Forward)

The process for preparing an annual balanced budget that achieves the goal of spending within our means, and meets the needs of the people is challenging. The challenges we all face, is to understand what our needs are and agreeing to focus our attention on addressing those needs first. Throughout this first year in office, the OBC developed a path for our Nation to follow. And we have set goals to achieve. We are now ready to drill down and focus on specific initiatives to achieve

those goals.

The Four Strategic Directions and Seven Practical Visions are long-range strategic goals created to meet current and future needs. Using these goals, 4 focus initiatives were created. As we keep moving forward, the direction provided to management is to focus on planning and creating implementation strategies to address these four initiatives:

- Community Development
- New Revenues
- Focus on Reducing Debt
- Improving Employment Programs

These four focus initiatives cover many aspects of the Tribal Government's responsibilities to Oneida People; like health, education, employment, housing, public safety, land, culture and language, and community development. These four focus initiatives also include GTC directives, which over many years have been placed into the responsibilities of the Tribal Government, like education, healthcare, etc. In order to continue fulfilling these directives, and continue to provide programs and services, we must focus on getting certain things completed. We can then build the necessary spending plan (budget) that will support those things. The result

is a value-based budget. This simply means a spending plan supporting our prioritized goals and initiatives.

I believe this opportunity must include the voice of the membership prior to creating the annual budget. Therefore, I am scheduling a series of information sharing meetings to educate the membership on the process being used to develop the FY2017 budget, and to seek input on these specific initiatives.

Budget Community Meetings

February 27, 2016 – County H Recreation Building. 9:00 a.m. – 10:30 a.m. Purpose: Showcase Community Development Initiatives like Housing, Agriculture, and Central Oneida. Lite refreshments will be served. Provide your input as to how we will advance these community development initiatives throughout Fiscal Year 2017.

March 12, 2016 – Community Education Center. 9:00 a.m. – 10:30 a.m. Purpose: Showcase Reducing Debt and Revenue Generation Initiatives. Lite refreshments will be served. Provide your input as to our initiatives to reduce our debt and advance our Revenue Generation Initiatives throughout Fiscal Year 2017.

FOUR STRATEGIC DIRECTIONS



April 2, 2016 – 3 Sisters Community Building. 9:00 a.m. – 10:30 a.m. Purpose: Showcase how we are improving our employment programs. Lite refreshments will be served. Provide your input on Tribal employment initiatives throughout Fiscal Year 2017.

April 11, 2016 – Great Lakes Conference (Radisson). 2:00 a.m. – 5:30 a.m. Purpose: Showcase Per Capita options where membership will rank/score options for a per capita plan.

April 23, 2016 – Norbert Hill Center – Oneida Business Committee Conference Room. 9:00 a.m. – 10:30 a.m. Purpose: To report out information received from these Budget Community Meetings and surveys.

We will share all your input with the tribal operations to help guide them as they develop their operational plans and budget for FY 2017.

The results of these activities and a final proposed budget will be shared through Informational community budget meetings in September 2016. Once the G.T.C. has adopted the Fiscal Year 2017 budget, we will then start the planning process over, and schedule budget input sessions this coming October/November to prepare for the Fiscal Year 2018 budget. The main intent of changing the process is to acquire membership input prior to budget development instead of membership input after the budget has been developed. If you have any additional thoughts regarding budget input sessions, please email me your suggestions or thoughts at tking@oneidation.org or my assistant bdoxtat2@oneidation.org.

Again, Yaw^ko (Thank You) and Sk^n^ (Peace) to the 17,014 enrolled Oneidas located throughout our Mother Earth.

Treasurer, Patricia King

OBC Forum

Shekoli~

Out of all the legislative proposals the LOC is currently processing, the proposed Employment Law seems to be receiving the most attention. I want to provide some information about that proposal; to make sure that the Membership has accurate and up-to-date information.

History

Up through the 1960's, the Tribe did not have its own employee base—most business was done on behalf of the Tribe through federal agencies; and persons who worked for the Tribe typically received their pay from the BIA or Great Lakes Inter-tribal Council.

Then, as we entered this period of self-determination, the Tribe experienced new revenue through federal grants and contracts; and we began to look at providing jobs for our own people. In 1970, the OBC reviewed and approved the first job descriptions, and the Tribe stepped into the new role of employer.

In 1974, the OBC adopted the Tribe's first set of employment policies and procedures, which were then ratified by GTC in 1976. These were known as the "Red Book" (the predecessor to today's "Blue Book".)

These personnel policies and procedures have remained in effect, in some form, since that time. The last review of the Tribe's personnel pol-

icies (the Blue Book) took place in 1985—almost 31 years ago.

The Blue Book

When our personnel policies were developed, the OBC and GTC had a completely different picture of the Tribal workplace:

- The Tribe's total operating budget for FY 1971 (when the first Tribal employee positions were created) was \$200. By comparison, the Tribal operating budget for this year is \$430,022,309.
- When the OBC first adopted personnel policies and procedures, there were roughly 6 Tribal employees. Today, there are over 2,700 employees.
- When the Blue Book was revised in the mid-1980s, there were less than 400 Tribal employees. Today, our employment base is over seven times that size.

Over the years, as the Tribal workforce and operating budget exploded in size, changes have been made to the personnel policies and procedures to try and keep up; but because changes were so difficult (all changes must be approved by GTC) this usually just



**Brandon Stevens
Councilman**

consisted of making specific fixes only when they became absolutely necessary, or by just adopting a separate stand-alone policy or processes that interpreted the application of the Blue Book or incorporated

new processes within existing systems in the Blue Book.

As the Human Resources Department (HRD) developed, they also had to develop a lot of interpretations and guidelines to address the gaps in coverage and changing needs of the workplace.

As a result, the Tribe's body of employment law includes Tribal policies, stand-alone HRD policies, Tribe-wide SOPs, HRD interpretations, OPC and OAC case law, Tribal laws, and the Blue Book, which was written for a much smaller workforce.

Now, we are taking the opportunity to thoroughly review and update the personnel policies with the Tribal workforce of 2016 in mind.

The Employment Law

The current proposal would replace the Blue Book with a new Employment Law, which would be adopted by

GTC. With this Law, we hope to centralize all employment-related legislation and formalize a rulemaking process that provides avenues for employee feedback and increased public notice and involvement.

The law would set out the permanent foundation—all of the requirements that we want to preserve and that we want to remain constant. Other employment-related laws and policies would be reorganized and would join the Employment Law in a specific section of the Code of Laws reserved for employment-related law.

Rulemaking

This Law delegates rulemaking authority to HRD to create rules to govern many issues, including some matters that are currently set out in the Blue Book.

Right now, the Blue Book contains many requirements that are difficult to change, because changes must be approved by GTC. By allowing HRD to establish some requirements by rule, it makes it easier for the Tribe to adapt and adjust our rules to changes in the workplace, changing economies and employment environments in the future.

The Employment Law would also require HRD to follow a stringent rulemaking process when doing so—right now, when HRD develops interpretations, Tribe-wide SOPs

or any other sort of guidelines or processes, it is not subject to any sort of real oversight, and there is very little opportunity for the membership or employees to provide input. But if the proposed Employment Law is adopted, HRD would be required to follow a formalized process for developing rules—which would include requirements for public meetings, and for OBC review.

Personnel Commission

The Employment Law would initially scale back the role of the Personnel Commission (OPC) by transferring the OPC's hiring and selection duties to HRD, and then later, once the Administrative Court is up and running as part of the Judiciary, it would transfer the OPC's hearing authority to the Administrative Court and dissolve the OPC.

When the Personnel Selection Committee (which later became the OPC) was created, it served critical purposes: ensuring fairness and preventing nepotism in hiring and other employment decisions; and later, it also assumed the authority to conduct hearings for various employment-related actions.

However, since the OPC's creation, we established our HRD and a Tribal Judiciary, so the services provided by the OPC became duplicative.

The current HRD processes have eliminated the potential risks that

originally made the OPC necessary—for example, the Trust/Enrollment department is able to confirm familial relations. With the implementation of the Blue Book and policies, the increased size of the workforce, and the greater oversight of HRD made it more difficult for nepotism to occur. And it makes sense to have the Judiciary hear grievance actions, because that brings us closer to standardizing the hearing process for all Tribal entities—this is the natural move to make full use of the Judiciary that GTC voted to implement.

Further, the current process of resolving employment matters through the OPC takes too long and costs too much money—the OPC's current budget is \$336,871—if HRD and the Judiciary assume OPC's responsibilities, it would result in a substantial cost savings to the Tribe.

We will provide additional information and discuss the Employment Law in greater detail in future issues of the Kalihwisaks. As always, we encourage the membership—and any employee—to contact any LOC member to learn more or to ask questions. As always, your input helps to shape the final proposals that we present for the OBC or GTC to consider adopting, and we greatly value that input.

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].

OBC Forum (cont.)

Drug Use in Oneida

On January 12th, 2016 there was a well-attended community meeting on drug use in Oneida. This is a real problem in our community and it is having a deep impact on families, individuals, and the community as a whole. Yes, it has been a long time silent problem, however with this initiative we want to be able to assist. The drug problem in Oneida spans from individuals with deep addiction to individuals who aren't aware of the problem or know how to recognize the signs. It is very important that people in our community know and understand what the signs are of drug use, how to identify drugs, and where to seek help. An informed community is a community prepared to take action. We are seeking grants for outside education on drug identification and input

G.A.B. urges voters to be prepared for photo ID on Feb. 16

The Wisconsin Government Accountability Board is relaunching its statewide "Bring It to the Ballot" multimedia campaign to educate Wisconsin residents about the voter photo ID law that will be in effect in 2016 starting with the Spring Primary on February 16.

"Voter ID is back and voters need to be prepared to bring their IDs to the polling place," said Kevin Kennedy, Wisconsin's chief election official. "The campaign's



Fawn Billie
Councilman

from the community. Thank you so much for the comments from the community meeting. This can be used to drive our task force for the needs of our people. My office is working other council members and employees to develop a social marketing plan and strategies to reduce the drug problem in Oneida.

message is that most people already have the ID they need to vote. If they don't have one, they can get a free ID for voting at the DMV, even if they don't have some documents like a birth certificate."

"If voters do not have an acceptable photo ID, they should start taking steps to get one now," Kennedy urged.

Kennedy also emphasized exceptions to the photo ID requirement for absentee voters who are

Pilot Employee Exercise Program:

Congratulations to Tina Jorgensen and the rest of the Wellness Council on getting approval of a pilot employee exercise program. The pilot program consists of a small group of employees who will participate in up to 30 minutes of activity per day to improve their overall health and productivity. Although this is only a pilot program, if the results are promising this will be able to be rolled out to the rest of the organization in the near future.

Save the Mounds Rally

Recently, Councilman Hill, Councilman Stevens, and I traveled to Madison to show support for the Ho-Chunk and other Wisconsin Tribes. The Wisconsin State legislature was considering a law that would allow the destruction of sacred sites

active-duty military or who have a hard time getting to the polls because of age, illness, infirmity or disability.

The media campaign is designed to raise awareness and encourage the public to go to a website (BringIt.Wisconsin.gov) where they can learn more about what IDs are acceptable and how they can get a free ID if they need one for voting.

"Our Bring It website and has many resources to help people understand

such as effigy mounds. We are grateful that our message was heard and the legislature has decided it will not vote on this issue during the current session. We will continue to monitor this in the future.

Legislative Updates

My office continues to work on several of the items on the LOC Active Files list. We are making amendments to the Marriage Law, and recently passed the Audit Committee By-laws. The Children's Code is a priority right now, along with the Guardianship Law. Work meetings are booked and a public meeting is scheduled in May. We hope to be able to pass the Children's Code early this summer and to continue to make progress on the Guardianship Law.

Thank you for your continued support!

how voting with photo ID works," said Meagan Wolfe, the G.A.B.'s voter services specialist. "Voters can also visit MyVote.Wisconsin.gov to find out whether they are currently registered, where to vote and what will be on the ballot."

Kennedy is contacting Wisconsin television and radio stations and cable system operators with information about how to get broadcast-quality copies of the public service announcements.

Get your ID ready for the February 16 primary

The 2016 Spring Primary is February 16, 2016. These are acceptable ID's for voting purposes, and can be unexpired or expired after the date of the most recent general election (currently, the November 4, 2014 election):

- A Wisconsin DOT-issued driver license, even if driving privileges are re-

- voked or suspended
- A Wisconsin DOT-issued identification card
- A Wisconsin DOT-issued identification card or driver license without a photo issued under the religious exemption
- Military ID card issued by a U.S. uniformed service
- A U.S. passport

These photo IDs are also acceptable for voting purposes, but must be unexpired:

- A certificate of naturalization that was issued not earlier than two years before the date of an election at which it is presented
- A driving receipt issued by Wisconsin DOT (val-

- id for 45 days)
- An identification card receipt issued by Wisconsin DOT (valid for 45 days)
- An identification card issued by a federally recognized Indian tribe in Wisconsin
- A photo identification

card issued by a Wisconsin accredited university, college or technical college that contains date of issuance, signature of student, and an expiration date no later than two years after date of issuance. Also, the university, college or technical

college ID must be accompanied by a separate document that proves enrollment.

- A citation or notice of intent to revoke or suspend a Wisconsin DOT-issued driver license that is dated within 60 days of the date of the election.

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

Personnel Commission

One (1) vacancy (finish term until 3/28/17)

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 by-laws 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.

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

Deadline: 4:30pm Friday, February 8, 2016



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 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
 E-Mail: LOC@oneidanation.org
 Fax: (920) 869-4040

OBC Meeting Results

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

Executive Session

1:00 p.m. Monday,
January 11, 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, Brandon Stevens, Jennifer Webster;

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

Regular Meeting

9:00 a.m. Wednesday,
January 13, 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, Brandon Stevens, Jennifer Webster;

Not Present: Vice-Chairwoman Melinda J. Danforth;

I. Call to Order and Roll

Call by Chairwoman Tina Danforth at 9:05 a.m.

For the record: Vice-Chairwoman Melinda J. Danforth is on maternity leave until February. Secretary Lisa Summers will be leaving after the Oath of Office to attend the funeral services for the Parr family on behalf of the Business Committee and then will return to the meeting.

II. Opening

by Councilman Tehassi Hill

III. Adopt the agenda

Motion by Lisa Summers to adopt the agenda with the following change [move New Business XII.H. Review GTC directive to consider budget modification of \$125,000 from the CEO position line to the Elder Home Repair line in FY 2016 budget after item IV.A. Oath of Office], seconded by Jennifer Webster. Motion carried unanimously.

IV. Oaths of Office administered by Secretary Lisa Summers

A. Oneida Gaming Commission – Barbara Erickson

Secretary Lisa Summers departs at 9:15 a.m.

Secretary Lisa Summers returns at 10:32 a.m.

Councilman Tehassi Hill departs at 10:50 a.m.

Councilman Tehassi Hill returns at 10:52 a.m.

V. Minutes

A. Approve December 18, 2015, special meeting minutes

Sponsor: Lisa Summers, Tribal Secretary

Motion by Tehassi Hill to approve the December 18, 2015, special meeting minutes, seconded by Jennifer Webster. Motion carried with one abstention:

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

Abstained: Lisa Summers

B. Approve December 23, 2015, regular meeting minutes

Sponsor: Lisa Summers,

Tribal Secretary

Motion by Lisa Summers to approve the December 23, 2015, regular meeting minutes, seconded by Fawn Billie. Motion carried unanimously.

VI. Resolutions

A. Adopt resolution titled Fee to Trust Application for property located at: N6600, 6900 Blk of HWY "55" and W1800, 2000 Blk Culbertson Rd.

Sponsor: Patrick Pelky, Division Director/Division of Land Management

Motion by Lisa Summers to adopt resolution titled 01-13-16-A Fee to Trust Application for property located at: N6600, 6900 Blk of HWY "55" and W1800, 2000 Blk Culbertson Rd., seconded by Tehassi Hill. Motion carried unanimously.

Motion by Lisa Summers to approve the Fee to Trust warranty deed for property address: N6600, 6900 Blk of HWY "55" and W1800, 2000 Blk Culbertson Rd., seconded by Tehassi Hill. Motion carried unanimously.

B. Adopt resolution titled Oneida Code of Laws Reorganization

Sponsor: Brandon Stevens, Councilman

Motion by Lisa Summers to adopt resolution titled 01-13-16-B Oneida Code of Laws Reorganization, seconded by Fawn Billie. Motion carried unanimously.

C. Adopt resolution titled Public Use of Tribal Land Law Permanent Amendments

Sponsor: Brandon Stevens, Councilman

Motion by Brandon Stevens to adopt resolution titled 01-13-16-C Public Use of Tribal Land Law Permanent Amendments, seconded by Tehassi Hill. Motion carried unanimously.

VII. Appointments

(No Requested Action)

VIII. Standing Committees

A. Legislative Operating Committee

Sponsor: Councilman Brandon Stevens, Chair

1. Accept December 16, 2015, Legislative Operating Committee meeting minutes

Motion by Jennifer Webster to accept the December 16, 2015, Legislative Operating Committee meeting minutes, seconded by Brandon Stevens. Motion carried unanimously.

2. Approve Audit Committee Bylaws

Motion by Fawn Billie to defer the approval of the Audit Committee Bylaws until ready to be brought back, seconded by Lisa Summers. Motion carried unanimously.

B. Finance Committee

Sponsor: Treasurer Trish King, Chair

1. Approve January 4, 2016, Finance Committee meeting minutes

Motion by David Jordan to approve the January 4, 2016, Finance Committee meeting minutes, seconded by Lisa Summers. Motion carried unanimously.

C. Community Development Planning Committee

Sponsor: Councilman Tehassi Hill, Vice-Chair

(No Requested Action)

D. Quality of Life

Sponsor: Councilwoman Fawn Billie, Chair

1. Approve request to change official meeting time of Quality Life Committee from 8:00 a.m.-10:00 a.m. to 8:30 a.m. - 10:30 a.m.

Motion by David Jordan to approve the request to change official meeting time of Quality Life Committee from 8:00 a.m.-10:00 a.m. to 8:30 a.m. - 10:30 a.m., seconded by Fawn Billie. Motion carried unanimously.

IX. General Tribal Council

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

Sponsor: Lisa Summers, Tribal Secretary

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.

ly.

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 submitted 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 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 carried unanimously.

B. Petitioner Nancy Barton: To open an Emergency Food Pantry

• See 29

January 13 OBC

From page 28/Oneida Business Committee January 13, 2016 Minutes

Sponsor: Lisa Summers, Tribal Secretary

EXCERPT FROM DECEMBER 23, 2015: Motion by Jennifer Webster to accept the progress report as information and to defer the legal and financial analyses to the February 24, 2016, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

EXCERPT FROM OCTOBER 28, 2015: Motion by David Jordan to accept the verified petition submitted by Nancy Barton: To open an Emergency Food Pantry; 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 submitted 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 Fawn Billie. Motion carried unanimously.

Motion by Lisa Summers to accept the legislative analysis, seconded by David Jordan. Motion carried unanimously.

Motion by Tehassi Hill to recess at 12:08 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.

X. UNFINISHED BUSINESS

A. Approve request to make Oneida Vendor List available to any enrolled Tribal

member upon request and that it include name of entity and individual(s) who own and operate it

Sponsor: Tina Danforth, Tribal Chairwoman

EXCERPT FROM NOVEMBER 25, 2015: Motion by Lisa Summers to defer the request the Law Office for a legal analysis to be brought back in thirty (30) days, seconded by Jennifer Webster. Motion carried unanimously.

Motion by Jennifer Webster to deny the request to make the Oneida Vendor List available to any enrolled Tribal member upon request and that it include name of entity and individual(s) who own and operate it, seconded by Brandon Stevens. Motion carried with one opposed: Ayes: Fawn Billie, Trish King, Brandon Stevens, Jennifer Webster

Opposed: Tehassi Hill

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

Sponsor: Michele Doxtator, Area Manager/Retail Profits

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

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.

XI. TABLED BUSINESS (No Requested Action)

XII. NEW BUSINESS

A. Approve limited waiver

of sovereign immunity – Green Bay Metropolitan Sewerage District-Silver Creek Cost-Share Agreement – Contract # 2015-1190

Sponsor: Patrick Pelky, Division Director/Environmental Health & Safety
Motion by Jennifer Webster to approve the limited waiver of sovereign immunity – Green Bay Metropolitan Sewerage District-Silver Creek Cost-Share Agreement – Contract # 2015-1190 and to request the effective date to be of October 2015, seconded by Tehassi Hill. Motion carried unanimously.

Councilwoman Jennifer Webster departs at 3:50 p.m.

Councilwoman Jennifer Webster returns at 3:53 p.m.

B. Approve request of support for Business Committee or Trust/Enrollment Committee to sign onto amicus brief for Native case, Blackhorse et al v. Pro Football, Inc.

Sponsor: Brandon Stevens, Councilman
Motion by Brandon Stevens to support the Business Committee of the Tribe to sign onto the amicus brief for Native case, Blackhorse et al v. Pro Football, Inc., seconded by Fawn Billie. Motion carried with one abstention:

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

Abstained: Jennifer Webster

C. Retro-approve correspondence in opposition to WI Assembly Bill 620

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Jennifer Webster to retro-approve the correspondence in opposi-

tion to WI Assembly Bill 620, seconded by Tehassi Hill. Motion carried unanimously.

D. Approve compliance updates regarding BC 401(k) Plan and the Public Safety Pension Plan along with their accompanying resolutions

Sponsor: Larry Barton, Chief Financial Officer
Motion by Jennifer Webster to approve the compliance updates regarding BC 401(k) Plan and the Public Safety Pension Plan, seconded by Brandon Stevens. Motion carried with one abstention:

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

Abstained: Trish King

Motion by Jennifer Webster to adopt resolution 01-13-16-D Resolution to Restate the Business Committee 401(k) Savings Plan Documents and Submit Plan to the Internal Revenue Service, seconded by Brandon Stevens. Motion carried with one abstention:

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

Abstained: Trish King

Motion by Jennifer Webster to adopt resolution 01-13-16-E Resolution to Restate the Public Officer Safety Pension Plan Document and Excess Benefit Trust Agreement, and Submit Plan to the IRS, seconded by Brandon Stevens. Motion carried with one abstention:

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

Abstained: Trish King

E. Approve request for procedural exception to the Time and Attendance Policy/SOP for creation of an Employee Exercise Pilot Program

Sponsor: F a w n

Billie, Councilwoman
Motion by Jennifer Webster to approve the request for procedural exception to the Time and Attendance Policy/SOP for creation of an Employee Exercise Pilot Program, seconded by Fawn Billie. Motion carried unanimously.

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.

F. Approve Joint Marketing Charter

Sponsor: Trish King, Tribal Treasurer

Item deferred to the January 27, 2016, regular Business Committee meeting.

G. Approve request to co-host April 2016 U.S. Dept. of Health and Humans Services consultation

Sponsor: Lisa Summers, Tribal Secretary

Item deferred to the January 27, 2016, regular Business Committee meeting.

H. Review GTC directive to consider budget modification of \$125,000 from the CEO position line to the Elder Home Repair line in FY 2016 budget

Sponsor: Tina Danforth, Tribal Chairwoman

Motion by Jennifer Webster to increase the Elder Home Repair program to \$125,000 and to request the Finance Committee locate where the funds are to come from, seconded by David Jordan. Motion ruled out of order.

Motion by Lisa Summers for the Business Committee to submit a new request to the Finance Committee to bring back a recommendation on how to allocate the \$125,000 to the Elder Home Repair line, seconded by Brandon Stevens. Motion carried unanimously.

ly.

XIII. TRAVEL

A. Travel Reports (No Requested Action)

B. Travel Requests

1. Approve travel request – Chairwoman Tina Danforth – 2016 National Indian Gaming Association (NIGA) Legislative Summit – Washington D.C. – January 18-21, 2016

Item deferred to the January 27, 2016, regular Business Committee meeting.

XIV. REPORTS

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

Councilwoman Fawn Billie arrives at 1:36 p.m.

A. Operational Reports

1. Accept Emergency Management FY '15 4th quarter report

Sponsor: Kaylynn Gresham, Director/Emergency Management

EXCERPT FROM DECEMBER 23, 2015: Motion by Lisa Summers to adopt the agenda with the noted change [defer section XIV. Reports to the January 13, 2016, regular Business Committee meeting], seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM DECEMBER 9, 2015: Motion by Lisa Summers to defer the Emergency Management FY '15 4th quarter report to the December 23, 2015, regular Business Committee meeting, seconded by Fawn Billie. Motion carried unanimously.

Motion by Brandon Stevens to accept the Emergency Management FY '15

• See 30

January 13 OBC

From page 29/Oneida Business Committee December 23, 2015 Minutes

4th quarter report, seconded by David Jordan. Motion carried with one abstention: Ayes: Tehassi Hill, David Jordan, Brandon Stevens, Jennifer Webster
Abstained: Fawn Billie

Treasurer Trish King arrives at 1:41 p.m.

Councilman Tehassi Hill departs at 1:51 p.m.

Councilman Tehassi Hill returns at 1:54 p.m.

Councilman David Jordan departs at 1:56 p.m.

4. Accept Environmental Health & Safety Division FY '16 1st quarter report
Sponsor: Patrick Pelky, Division Director/Environmental Health & Safety

Motion by Tehassi Hill to accept the Environmental Health & Safety Division FY '16 1st quarter report, seconded by Fawn Billie. Motion carried unanimously.

5. Accept Division of Land Management FY '16 1st quarter report

Sponsor: Patrick Pelky, Division Director/Land Management
Motion by Jennifer Web-

ster to accept the Division of Land Management FY '16 1st quarter report, seconded by Trish King. Motion carried unanimously.

Treasurer Trish King departs at 2:53 p.m.

Treasurer Trish King returns at 2:58 p.m.

B. Corporate Reports (No Requested Action)

C. Boards, Committees, and Commissions

1. Accept Land Claims Commission FY '15 4th quarter report – Amelia Cornelius, Chair

Liaison: Brandon Stevens, Councilman

EXCERPT FROM DECEMBER 23, 2015:

Motion by Lisa Summers to adopt the agenda with the noted change [defer section XIV. Reports to the January 13, 2016, regular Business Committee meeting], seconded by Jennifer Webster. Motion carried unanimously.

EXCERPT FROM DECEMBER 9, 2015: Motion by Lisa Summers to defer the Land Claims Commission FY '15 4th

quarter report to the December 23, 2015, regular Business Committee meeting, seconded by David Jordan. Motion carried unanimously.

EXCERPT FROM NOVEMBER 25, 2015:

Motion by Lisa Summers to defer the Land Claims Commission FY '15 4th quarter report to the December 9, 2015, regular Business Committee meeting and to have the Liaison follow-up with them to request somebody to be present, seconded by Brandon Stevens. Motion carried unanimously.

Item deferred to the January 13, 2016, regular Business Committee at adoption of the agenda.

Motion by Jennifer Webster to accept the Land Claims Commission FY '15 4th quarter report, seconded by Trish King. Motion carried unanimously.

2. Defer Oneida Arts Board FY '16 1st quarter report to the January 27, 2016, regular Business Committee meeting – Nic Reynolds, Chair

Liaison: Jennifer Webster, Councilwoman

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 unanimously:

3. Accept Anna John Residential Centered Care Community Board FY '16 1st quarter report – Kimberly Schultz, Chair (No Report Submitted)

Liaison Alternate: Tina Danforth, Tribal Chairwoman
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.

XV. EXECUTIVE SESSION A. Reports

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

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.

Item deferred to the January 27, 2016, regular Business Committee meeting.

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

Item deferred to the January 27, 2016, regular Business Committee meeting.

B. Standing Items

1. Land Claims Strategy (No Requested Action)

2. Oneida Golf Enterprise – Ladies Professional Golf Association

Liaison: Trish King, Tribal Treasurer

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.

Item deferred to the January 27, 2016, regular Business Committee meeting.

C. Audit Committee (No Requested Action)

D. Unfinished Business

1. Reevaluate option to fill Organizational Development Specialist position

Sponsor: Lisa Summers, Tribal Secretary

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.

Item deferred to the January 27, 2016, regular Business Committee meeting.

2. Accept Hospice Advantage Recommendation (This item is scheduled at 1:45 p.m. on January 11, 2016)

Sponsor: Jennifer Webster, Councilwoman

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, seconded by Trish King. Motion carried unanimously.

Item deferred to the January 27, 2016, regular Business Committee meeting.

3. Defer response for Complaint # 2015-DR13-02 to the January 27, 2016, regular BC meeting

Sponsor: Lisa Summers, Tribal Secretary

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.

Item deferred to the January 27, 2016, regular Business Committee meeting.

E. New Business

1. 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
Item deferred to the January 27, 2016, regular Business Committee meeting.

XVI. ADJOURN

Motion by Brandon Stevens to adjourn at 4:44 p.m., seconded by Fawn Billie. Motion carried unanimously: Ayes: Fawn Billie, Tehassi Hill, Trish King, Brandon Stevens, Jennifer Webster

Minutes prepared by Heather Heuer, Information Management Specialist
Minutes approved as presented/corrected January 27, 2016.

Lisa Summers, Secretary
ONEIDA BUSINESS COMMITTEE

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 10	May 11
February 24	May 25
March 9	June 8
March 23	June 22
April 13	July 13
April 27	July 27

Lati'shanalo·loks

They Gather the Names

Mailing Address

PO Box 365
Oneida WI
54155
(920) 869-6200
• 1-800-571-9902



Greetings Tribal Members:

I just wanted to pass along to the membership an update on the Oneida Sacred Burial Grounds cemetery.

Even though Mother Earth sits with a blanket of snow and everything in nature has slowed down

, the Cemetery Working Group continues to address the ground/surface water of the Cemetery property.

Please take a few moments to review the progress made and what our next steps will be. I encourage the membership to call me if you have any questions or suggestions about our cemetery.



Julie Denny
Burial Program
Coordinator

My Contact Information

If you have questions over the Oneida Cemetery, Oneida Life Insurance Plan Plus (OLIPP) or the Children's Burial Fund, please contact me at:

•920-869-6212

or cell #920-606-3944 for funeral related business after normal business hours

•email me at jdenny@oneidanation.org or you can call me TOLL-FREE at 800-571-9902

Oneida Sacred Burial Ground — Project Updates

Presented by: Trust/Enrollment Department, Development Division, Planning, Environmental, Engineering, Community Wells & Septic and Land Management



Cemetery Location

The cemetery is located on the 200 block of West Adam Drive between County Line Road and South Overland Road.

Project Objective

To date, the Cemetery Working Group has developed work plans, timelines and communication items. The group meets regularly for updates and implements the work needed to carry out the recommendations. This is a multi-year, multi-phase project contingent upon budget approvals and weather conditions.

Completed Improvements

Through the collaborative efforts of various Tribal Departments, the following improvements have been completed:

- Installed drain tile system
 - Groundwater discharge readings are recorded monthly
- Lowered water level at "Where The Water Birds Nest" wetland pond
- Installed monitoring wells in various locations
 - Data collection must occur over several years to determine if remedies are successful and/or if more improvements are needed
 - Surface water monitoring indicates the installed drainage system is working
- Replaced culvert at dirt road access to assist with storm water drainage
- Contracted with vendor to maintain the cemetery property

Future Improvements

- Install additional monitoring wells — February/March 2016
- Initial Hydrogeology study — 2016
 - Install additional drain tile and re-grade various sections of the cemetery (Contingent upon hydrogeology study findings)

For more information, please contact the Enrollment Department (920) 869-6200 * 1-800-571-9902 or visit our website: <http://www.oneidanation.org/enrollment/>

Call the Kalihwisaks at
1-800-206-1100
ext. 7317 to place an ad

Oneida's Best Marketplace!

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

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

www.perrethomesinc.com



NEW MODEL HOMES

New Homes For Sale starting at

\$52,900

3bd., 2ba.



Call 866-433-1442 TOLL FREE for details

Perret Homes • 1100 Velp Ave. Green Bay, WI

Call (920) 496-7317
for all your Advertising needs!

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 **February 15, 2016**

Anthony Johnson Jr.

DOB 10/01/1995
DOD 08/23/2015

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

Tina L. Figueroa, Land Ti-

tle and Trust Specialist,
Oneida Tribe of Indians of Wisconsin

Division of Land Management,

PO Box 365,
Oneida WI 54155

**Dated: Wednesday,
December 16, 2015**

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**

STORAGE

Key Storage, LLC W1224 Town Road, Town of Oneida, **920-819-3475**. 10'x10x, 10'x16', 10'x24', 10'x30', 10'x40'. 1 month free with any new lease. Call for appointment. storageinoneidawi.com

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@oneidationation.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.

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

For the Best
In Native
American Music

Tune in to...

Kalihwiyoze
wpne 89.3
on your FM dial...

Thursdays 10:00pm
to midnight

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

Case Manager	Child Support Enforcement/ Social Services	February 8, 2016
Accountant	Central Accounting	Until Filled
Custodial Supervisor-Roving	Custodial	Until Filled
Information Security Administrator	MIS-InfoSec	Until Filled
Information Security Analyst	MIS-InfoSec	Until Filled
Senior Accounting Assistant	Central Accounting	Until Filled

*Open to ENROLLED TRIBAL MEMBERS ONLY

Position Title

Department

Closing Date

Risk Management Coordinator	Risk Management	February 9, 2016
Administrative Assistant III	Oneida Nation School System	Until Filled
Director of Legislative Reference Office	Legislative Reference Office	Until Filled
Food & Beverage Supervisor	Gaming Food & Beverage	Until Filled

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

<http://www.oneidationation.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: DOCKET Case Number 15PA142, Oneida Tribe Child Support Agency and Petitioner BRIANA R THIXTON vs. Respondent ADAM T SCHABOW

A diligent attempt is made to notify the above individuals of an action filed by the Oneida Tribe Child Support Agency for a Paternity hearing. A hearing shall take place on Wednesday, February 24, 2016 at 10:45 am in the above captioned case at Oneida Family Court; located at 2630 W. Mason St., Green Bay, WI 54303.

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

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

**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
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

Civil Engineer

OTIE has an immediate opening for a Civil Engineer/Project Manager for site civil and/or Infrastructure related facilities in our Madison office. We currently have a solid backlog and are looking to expand its 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;
- Assist in preparing proposals, cost estimates and timelines for projects
- Design of civil site and infrastructure facilities including site grading, sewer, water, storm sewer, and storm water management
- Development of all aspects of plans including plan/profile sheets, cross sections, typical sections, construction details, storm sewer, construction staging, and quantities
- Preparation of miscellaneous 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
- Manage projects to ensure that project deliverables and budgets are met
- Travel within and outside the continental US 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 design experience.
- Professional Engineer License
- Excellent communication and client interface skills

Preferred Qualifications:

- Familiarity with Autodesk Civil 3D design 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
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 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?

Evelyn Adela Dessart

Newborn daughter to Travis Dessart and Krysta Klimmek was born at 9:30p.m. on Friday, January 15th at St. Mary's Hospital, Green Bay. She weighed 7lbs, 8oz., and measured 20.5 inches long. Proud grandparents are Annette Cornelius and Christine Klimmek.



Charlotte Elise Belisle

(Wa?kahláta?as – She puts in the ashes)

Newborn daughter to Priscilla and Cody Belisle was born Sunday, November 22nd, 2015 at St. Mary's Hospital, Green Bay. Charlotte weighed 7 lb 10 oz and measured 20 inches. Charlotte is welcomed by her siblings Yakonasti-yó, Emmett, and Vivienne. The proud maternal grandparents are Annette Cornelius and Lester Patterson. The proud paternal grandparents are Maria Summers and Charles Belisle.



Congratulations Garret Wescott

On your graduation from
Michigan Technological University
as a **Mechanical Engineer!**

We are proud of you, and excited to see your future unfold.



We Love you!
Mom, Dad,
Caleb,
Grandma and
Grandpa

Akelies Redmon Davis

Newborn son to Autumn Danforth and Quran Davis was born on January 10th at Allen Hospital, Waterloo, Iowa. He weighed 7lbs, 1.8oz., and measured 20 inches long. Proud grandparents are Dewain & Apache Danforth and Sonya Harry, Elizabeth Roder, and Lawrence Davis.



Meeko Tyler Wayne Huff

Wahuwatklat (They Released Him)

Newborn son to Terrence Huff and Katrina Menting, was born at St. Mary's Hospital on Monday, December 28, 2015 at 10:08a.m. He weighed 8lb., 7 oz. and measured 21 inches long. Maternal grandparents are Trava & Brenda Menting. Paternal grandparents are Lynn King and Michael Huff. Paternal great-grandparents are Celestine Denny, Helen Huff and Lloyd Butch King. Paternal great-great-grandparents are Beatrice and the late Harold King.

Jazaylah Rose Kelly

Newborn daughter to Deborah Kelly and baby sister to Joquise and Janiah Heart. Born on December 25, 2015 at Aurora BayCare Medical Center at 7:15a.m. She weighed 4lbs 11oz and measured 19 inches tall. Proud grandparents are Carmen Hill and Rodger Ponfil and great-grandparents Rosemary (Gauthier) Warunek and the late Dan Warunek.

Yawáko

My family and I would like to thank the Oneida tribe, and the Higher Education Department staff, for their guidance and financial support. Your support was instrumental in my ability to attend such a quality university as Michigan Technological University.

With gratitude,
Garret Wescott and Family

Yawáko

Yawáko to Dreamcatchers Foundation for providing funding for our daughter Muñeca Danforth to participate in cheer at Green Bay Elite. We are grateful for the opportunities you provide for Native youth to participate in athletics.



Dreamcatcher
Charitable Foundation

Dewain and Apache Danforth

Financial Aid Workshop

Get the Full
Picture

Free and
Open to the
Public

Saturday, March 5, 2016 · 9:00 - 11:00 am
Community Education Center
2632 S. Packerland Dr. Green Bay

We will go over:

- * The basic financial aid process
- * The Oneida Higher Education Scholarship
- * The 2016/2017 FAFSA

What to Bring:

- * Social Security Number
- * All 2015 Income Information & Tax Forms>Returns (1040's W-2S, annual child support payment information, etc)
- * FSA ID (if previously registered at fafsa.ed.gov)

Sponsored by Oneida Higher Education. Please call us at (920) 869-4033 or e-mail higherred@oneidanation.org with any questions.

From page 1/NADGI Takes aim

and also spent several years as a member of the Brown County Drug Task Force, says that the amounts of drugs seized each year in Oneida and in surrounding communities isn't always truly reflective of what is being seen, particularly as it relates to synthetic opioids.

"We are seeing individuals who are doctor shopping out of source cities like Milwaukee, Chicago, the twin cities and Madison," the agent said, "and they're bringing up large amounts of Percocet which they then sell on average for \$1 to \$2 per milligram depending on who you deal with."

Once the true scope of the opioid problem in the area was better understood, local law enforcement knew they were going to be dealing with a large number of opiate addicts. Compounding the issue was the fact that in approximately 2006 heroin became a serious problem in Green Bay, which in a sense pushed other drugs such as cocaine and methamphetamines to the sidelines. And if a prescription pain killer addict is no longer able to obtain his or her opiate of choice, they will often resort to using heroin which is often much cheaper and easier to obtain. With Green Bay's close proximity to Oneida, the problem overlaps both municipalities and there have been numerous connected arrests by the Brown County Drug Task Force in both jurisdictions, the

special agent said.

A lot of illicit drugs, not just synthetic opioids and heroin, are often transported from source cities to Oneida by people with ties to known gangs. In 2014 NADGI and the Green Bay Police Department conducted a joint drug operation against a local gang known as the Bay City Kings. The gang was a predominantly Native American chapter of the Chicago and Waukegan Latin Kings group and was subsequently dismantled, the special agent said.

"What you see with a lot of Native American gangs," the special agent said, "is that they're influenced from larger Folk and People Nations whether that's Gangster's Disciples, Vice Lords, Four Corner Hustlers and Latin Kings but they take on a truly Native American flair. Then there are the specific Native American gangs like the Native Mob and Sovereign Warrior Nation. We also see these other groups kick up like the Satan's Disciples which were involved in a shooting and retaliatory homicide which occurred here in Oneida in 2013."

Many of the local gangs are affiliated with the larger city gangs because they have the connections for drug distribution as well as for arranging protection from robbery. Drug dealer on drug dealer crime is constantly increasing because it's easy to rip

off a dope man. If a drug dealer suspects that another dealer has money and drugs nearby that's the type of person who is potentially vulnerable to a home invasion because in most cases the police will not be called, the special agent said.

"It's an unfortunate thing that we see when we conduct undercover operations," the special agent said. "We always know that if money and drugs are in the same proximity there is almost a guarantee that there will be a weapon present. This creates a potential flash point for violence."

Weapons are considered a commodity in the large scale drug trade. Guns are exchanged or stolen and then traded for drugs such as high grade marijuana or synthetic opioids in the larger source cities such as Milwaukee and Chicago. The drugs are then brought up to Northeast Wisconsin, the special agent said.

The drug and gang problem is being seen statewide on tribal lands. NADGI investigations have spanned multiple tribal communities for a number of reasons including familial ties. "The Bay City Kings investigation had ties to Stockbridge-Munsee, Menominee, Mole Lake and Potawatomi," the special agent said. "If we dial up the heat and conduct an investigation on a gang or drug distribution element quite often these individuals

will flee to other tribal communities thinking they can avoid prosecution. That's really why NADGI was formed. By sharing intelligence, manpower and funding there isn't a safe place to hide in any one of these Native American communities for those individuals who would bring this type of behavior."

"...these men and women of the NADGI Task Force ...are truly dedicated and absolutely amazing resources..."

- NADGI Task Force Commander

Statistical information obtained from OPD shows some drastic increases as well as decreases in various drug seizure percentages on the reservation from 2012-2015. Van Boxtel is quick to point out that these shifts do not mean that Oneida and

the surrounding communities are suddenly under siege from drug dealers and gangs. The problem has always existed, but the numbers more accurately reflect improved law enforcement collaboration and tactics within agencies in combating and taking these drugs off the streets, Van Boxtel said.

While opioid-based pain pill abuse is a known problem, seizures during that time period dropped by 50 percent on the Oneida reservation. Marijuana seizures also dropped by 69 percent. However it is with heroin, methamphetamine and cocaine seizures where the NADGI Task Force has really demonstrated their impact. Heroin seizures jumped 100 percent during that time frame, cocaine an estimated 110 percent and methamphetamines an astonishing 269 percent.

"We're not looking at seizing 150 pounds

of marijuana at a crack and we're not seizing 100 pills at a time," Van Boxtel said. "They're smaller amounts with those numbers so there needs to be a caveat so we don't send the entire community into a panic saying that we have this huge cocaine, methamphetamine and heroin problem."

The special agent, who has more than 20 years of law enforcement experience, says the time he has spent with this task force has been the most fulfilling of his career. "This has been the proudest I have ever been to serve with a unit," the special agent said. "Because these are the men and women of the NADGI Task Force whose primary jobs are detective and patrol. But their secondary mission is to work the drug and gang initiative and they are truly dedicated and absolutely amazing resources. This is a fantastic unit."

SATURDAY FEATURES

STEAK & SHRIMP \$13.95

4 oz. grilled sirloin steak, topped with sautéed mushrooms and accompanied with shrimp scampi. Served with chef's vegetables and smashed potatoes



Do you or a loved one need help with an addiction?

**By Mari Kriescher
MS, LPC, CSAC, ICS**
Behavioral Health
Manager

The last Kalihwisaks issue presented an article about prescription opiate abuse being on the rise in Oneida, and provided an overview of what we are seeing in our patients at Behavioral Health. The article brought forth questions about how are we working to help the community with addiction.

Behavioral Health is here to help. In the past year when patients are prescribed medications they are required to sign a controlled substance abuse agreement. This requires the patient to only go to one pharmacy, participate in therapy and to urine drug screens. This allows the patient to have a greater chance at success and to build a trusting relationship with their provider. Behavioral Health provides

outpatient substance abuse counseling. This includes individual session, intensive outpatient groups, and aftercare groups based on and individual's specific needs.

If you are in need of immediate services, we do offer walk in services. Our Triage Counselors will assess for your safety and began to get your treatment needs coordinated whether it is about getting into seeing an addiction counselor or assisting with getting you into detox services. We are here to help. You can contact us by calling (920) 490-3790.

Behavioral health is here to promote wellness. We are providing monthly Awareness Presentations at Parish Hall the third Monday of every month. This provides and educational opportunity for our community to learn about behavioral health issues. Please see below the upcoming pre-

sentations which are also published in the Kalihwisaks. We would love to see and hear from you!

2016 Awareness Educational Series

February 15th - Understanding Complicated Behaviors in Children
Presenter-Dr. Hillary Wynn

March 21st
Balance
Presenter-Tim Lambert

April 18th
Overcoming Guilt & Shame.
Presenter- Rhonda Huhtala

May 16th
The Impact of Substance Abuse on Family
Presenter Becky Krueger

June 20th
The Challenge of Change
Presenter-Tina Marie Baeten

Lite SNACKS & Beverages will be served

Located in Parish Hall building- 2936 Freedom Road, Oneida Please call Tina Marie at (920) 490-3761 with questions and suggestions.

Behavioral Health also provides outpatient mental health services, you can access mental health services by contacting (920) 490-3790.

We provide daily drop in services through our wellness support services. Below are the times of Wellness Support Services. You do not need to be a current patient of behavioral health to participate in wellness supportive services.

Oneida Behavioral Health

"Wellness Support Services"
Main (920) 490-3790
Triage (920) 490-3860
Prescription Refill Line (920) 490-3871

Monday: 1:00 p.m. - 2:30 p.m.

Tuesday: 10:30 a.m. - 12:00 Noon.

Wednesday: 10:30 a.m. - 12:00 p.m.

Thursday: 2:00 p.m. - 3:30 p.m.

Friday: 10:30 a.m. - 12:00 Noon

Eligibility:

- All Tribally enrolled or descendants of a Federally recognized Tribe are eligible
- Non-Tribal women pregnant with a Tribal Member's child
- Non-Tribal foster, adopted, or stepchild of a Tribal Member is eligible
- Spouses of enrolled Tribal Members - (if Individual Services are required Spouses will be responsible for a fee for service)

Access to Service:

No formal referral is required all Participants need to register at the

PAR desk.

Wellness Support is a Service that provides options for Individuals to access care to meet their immediate needs.

By providing this service we hope to improve customer satisfaction and care.

Wellness Support Services Format

This is 90 minute services provided daily throughout the week (hours above).

This service Provides participants with a safe, confidential environment to meet their immediate needs, issues and concerns. Participants are welcome to attend as often as they'd like.

Please check out our website for current information <https://oneida-nsn.gov/Behavioral-Health/>



27 HD TVs
CRAFT BEER SPECIALS
ONEIDA FARM BURGERS
FISH FRY

Inside  • 2020 Airport Dr.

From page 11/Zika virus

first and then the repellent.

- Do not spray insect repellent on the skin under your clothing.

- Treat clothing with permethrin or purchase permethrin-treated clothing.

- Always follow the label instructions when using insect repellent or sunscreen.

- When weather permits, wear long-sleeved shirts and long pants.

- Be observant of areas where there is standing water, if possible empty these containers which would decrease the mosquito population.

- Use a mosquito net that would tuck under the mattress for full protection while sleeping.

- Use air conditioning or window/door screens to keep mosquitoes outside.

If you have traveled outside of the United States to any of the above locations and develop symptoms please notify your medical provider. When talking with your physician, please let them know your symptoms, when your symptoms started along with where

and when you traveled. Blood tests maybe ordered to determine if you have contracted the Zika virus or another virus similar to this one.

Specific treatment for the Zika virus at this time is not available. Comfort measures to assist with symptoms until they pass are encouraged. Treatments such as getting plenty of rest, drinking fluids to prevent dehydration, and Tylenol are suggested to relieve fever and pain symptoms. Aspirin and other anti-inflammation medication are discouraged to reduce the risk of increased bleeding. If you have questions about the prescriptions you are currently taking, please talk to your medical provider before taking any additional medication.

If you would like to have more information about the Zika virus or keep updated on the spread of the virus please check out the CDC website for more information. The CDC website can be found at the following address: <http://www.cdc.gov/zika>.

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

Meet & Greet Rosemary Rickard Hill

Monday • April 4, 2016 • 5:00 – 6:00 PM

The community is cordially invited to another Rosie Week, a bead artist workshop. Renowned and Internationally known bead artist Rosemary Hill is coming back to Oneida for a two-week bead workshop to be held at the Arts Program.

April Jordan was awarded a 'Dollars for Art grant' from ONAP for and is coordinating this event.

Rosemary Rickard Hill grew up on the Tuscarora Nation, member of the Beaver Clan. Rosemary's mother, Margaret Rickard; grandmother Hattie Williams and great-aunt, Gertrude Chew were the first teachers. Rosemary remembers making, and playing with beaded wirework jitterbugs, miniature chairs, cups and saucers.

"By twelve, Rosemary was sewing raised and flat beadwork on Victorian whimsies"

Based on patterns handed

down through the generations, these items were first sold to Victorian era tourists. Rosemary remembers accompanying her mother, grandmother and great-aunt to Prospect Park (Niagara Falls, NY) where the women sold their beadwork "at the brink of Niagara Falls."

"As Rosemary has continued to sew and learn, she has developed her Tuscarora technique of beading. Often inspired by turn-



of-the-century works, her pieces include only natural, glass, crystal and gemstone beads. She has been teaching for about 14 years now, first doing workshops at home then 10 years at the Niagara Historical Society and at the Tuscarora Indian School. She is also doing classes at an art gallery she is associated with. She is credited with bringing people from as far away as Germany and Canada as well as all over the United States."

April's Raised Beading presents...

Name: _____ Date: _____

Street Address: _____

City, State, Zip: _____

Email: _____

Date of Birth: _____ Tribal Affiliation: _____

Payment and registration must be received by **March 14, 2016**, to reserve your place in class. All registrations are payable in advance.

Date of Workshop (Please select which Session(s) you will attend)

Mon., April 4th thru April 8th, 10AM to 5PM, Workshop fee \$250.00 _____

Tues., April 11th thru April 15th, 10AM to 5PM, Workshop fee \$250.00 _____

Total Due: \$ _____

Registration due by March 14, 2016, to receive paid receipt.

Send check or money order, and completed registration form to:

April Jordan, W1228 Town Road, De Pere, WI 54115

For more information or questions, please text or call April at # listed.

Please select from the following what you would like Rosemary to teach:

___ Leaves ___ Stems ___ Cabochon Applique
___ Make Oneida Patterns and learn to bead them

Participants work at own speed, completed projects vary, based on participants skill and attendance.

Each participant will be responsible to bring the supplies needed:

- Solid color fabric, velvet, wool, broadcloth, etc.
- Medium (50) weight pellon, Peltex #70
- Calico for lining
- Poster board
- Beading thread or hand quilting cotton thread with wax for coating, colored thread is fine to match beads
- #11 Beading Needles
- Bottle of Fabric Glue
- Scissors: (fabric, paper and sewing)
- Beads (size and color of choice)

For more information contact:

April Jordan

at: (920) 819-3475

or email

ajordan1013@gmail.com



Join our Team!

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 part-time positions available:

- Banquet servers/set up - minimum age of 16, some positions are available for immedi-

ate start

- Servers - 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.golfthornberry.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@golfthornberry.com, or by dropping it off.

ANNUAL LETTER OF NOTIFICATION Oneida Nation High School 2015

The Oneida Nation High School has an Updated Asbestos Management Plan prepared for the school. The plan is available for your inspection Monday through Friday during normal business hours at the Oneida Nation High School. Construction was completed on the Oneida Nation Elementary School in 1994 and the Oneida Nation Elementary School has no asbestos. The Oneida Nation Elementary School has an Asbestos Management Plan that includes a statement certifying that the Oneida Nation Elementary School has no asbestos. This plan is available for your inspection Monday through Friday during normal business hours at the Oneida Nation Elementary School. Because the Oneida Nation Elementary School has no asbestos, the following information pertains to the Oneida Nation High School.

On September 17, 2014, a three-year asbestos re-inspection at the Oneida Nation High School was conducted by an accredited inspector employed by the Oneida Environmental, Health and Safety Division. The inspector evaluated the condition of the asbestos and reassessed operations and maintenance procedures that will keep the material in good condition.

An Operations and Maintenance Repair Project occurred on May 4 & 5, 2000 on the second and third floor of the main area of the Oneida Nation High School. All thermal asbestos containing material (ACM) was repaired and labeled.

There were asbestos abatement projects at the Oneida Nation High School that occurred at the basement and first floor July 10 to August 14, 1995; first floor/east wing April 3 to 11, 1995; third floor/north wing January 2 to 13, 1996; first floor east wing/second floor north wing July 23 to August 2, 1996; north wing January 27 to March 11, 1999 and the former Healthworks Facility March 2 to March 23, 1999; 2nd floor, December 23 & 24, 2004, hall 16 & 17; April 18, 2005, 3rd floor conference room; Business Committee Conference Room 3340A, April 28, 2006; 2nd floor Business Committee offices, July 24, 2006 to July 29, 2006; Basement Boiler Room, March 17, 2008 to March 18, 2008; Basement Auditorium, March 24, 2008 to March 28, 2008; 3rd Floor MIS Corridor area, September 6, 2008. The removal of duct insulation, pipe elbow insulation, pipe lagging insulation, ceiling tiles, floor tile and adhesives, transite board, window caulk and boiler gaskets occurred during these abatement projects; The second floor law offices were abated for asbestos. The 3rd floor offices and hallway, and windows in the cannery were abated on 6/15/09 to 12/8/09. The removal of duct insulation, pipe elbow insulation, pipe lagging insulation, floor tile and adhesives, transite and window caulk were abated for asbestos in both these areas. There was no asbestos abatement activities at the Oneida Nation High School from 2010 through 2015.

Should you have any further questions concerning these activities or would like to review these documents, please contact John Christjohn, building coordinator at the Oneida Nation High School at (920) 869-2214, John Bocker at (920) 869-1676, the building coordinator at the Oneida Nation Elementary School, or Al Baird at Oneida Environmental, Health & Safety Division at (920) 869-4554.

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

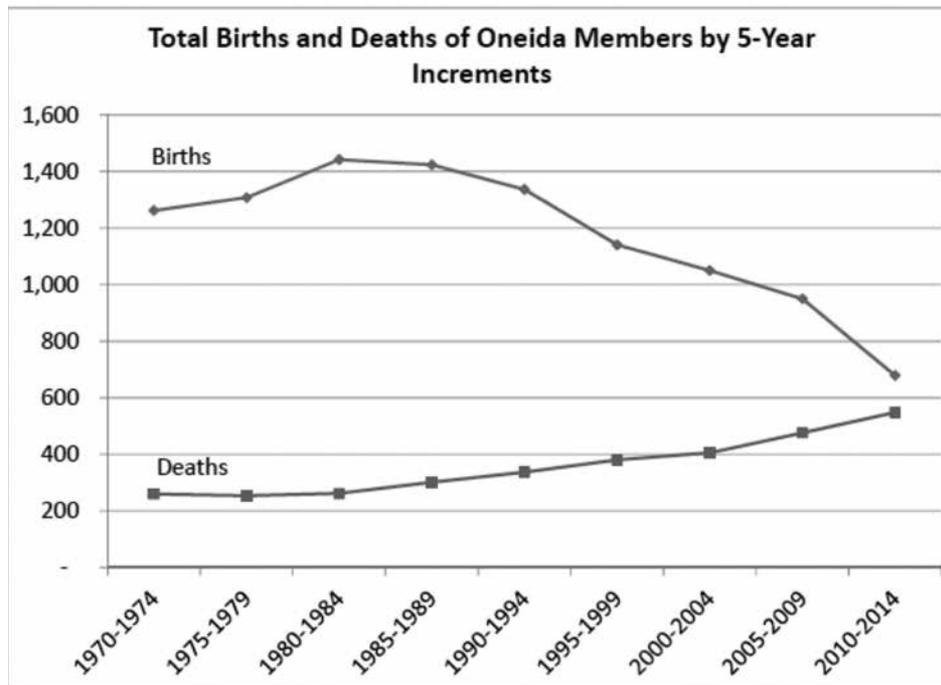
For a complete listing of positions and job descriptions please visit our Craig's List postings and search the location's name

Send resume to:

GB.Employment@OvationsFS.com

Visit our locations to pick up an application



*Sustain Oneida:***Why We Are Here****By Sustain Oneida and The Trust and Enrollment Committees**

The Sustain Oneida team would like to restate our purpose. First and most importantly, Trust and Enrollment members are elected to protect the assets of the tribe. Our most vital assets are our people. Without them, the Oneida Nation would not exist.

The enrolled Oneida population - those who meet the ¼ blood quantum requirement - will begin to diminish in the next five years. This fact is undisputable. This fact is the reason for Sustain Oneida's existence. Blood quantum, as a requirement for citizenship in the Oneida Nation, is not sustainable over time.

The purpose of Sustain Oneida is to:

- Relay the facts of enrollment and population changes to the community.
- Encourage community discussion of the facts.
- Create a safe and open space for discussion.
- Provide information so that the Oneida Nation makes an informed de-

cision at the appropriate time.

- Ensure the continuation of the Oneida Nation for future generations.

All tribal citizens are encouraged to inquire at the Enrollment office to get more detailed information about Oneida enrollment trends. This is a trend that is happening not just in Oneida, but all across Indian Country. Different tribal nations are dealing with - or not dealing with - this issue in various ways. It is our responsibility as Oneida to determine what is the best path for our nation to continue on into the next

century and beyond.

Over the past two years, Sustain Oneida has been writing about the issues of citizenship, belonging, and identity in the Kalihwisaks. These articles are meant to inform and to generate discussion. If you are interested in reading our articles or to learn about upcoming Oneida events, please visit the Sustain Oneida website and click on the logo: <http://www.oneidationation.org/enrollment/>

Ultimately, Sustain Oneida was formed to facilitate community discussion. We are facing a very uncomfortable and complicated issue - cul-

turally, legally, political-ly, and economically. We need all our voices. This is an issue we can no longer afford to ignore.

We have an opportunity to redefine ourselves. This will require a constitutional vote in the future. We have a responsibility to our ancestors. We didn't get here by ourselves. We have a responsibility to the generations succeeding us so please join the conversation and help contribute to our future.

Yaw^ko!

*Sustain Oneida and
The Trust and Enrollment
Committees*



HOPE 4 VETS WOMEN

Helping our Military**Women & Their Families**

March 25, 2016 from 7pm-Midnight
At the VFW Duck Creek Post, 754 Riverview Dr., Howard WI

Enjoy Appetizers, DJ, Cash Bar and Silent Raffles!

Our goal is to raise \$3,000 throughout the evening. In addition, the Silent Raffle proceeds will go to help military families that focus on women by providing emergency assistance as needed and for a Women's Retreat in June, 2016.

Offering peer-to-peer connections with other veterans and families.



Come out and celebrate a fellow Women Veterans' 40th birthday, Lynn Geiser, while raising funds to help our Military women and their families!

For more information or to make a donation, contact:

Lynn Geiser at (920) 471-2119
or email lynn_geiser@yahoo.com

**TRAILS/HOUSING
BABYSITTING GROUP**

If you are 12 years and older or know a youth interested in becoming a trained babysitter free of charge

**Fill out a registration form at
3 Sisters Community Center
2790 Onaste St. Oneida**

All registrations must be turned in by Friday Feb 5th 2016

Must be pre-registered to attend (NO WALK-INS)

**Where: 3 Sisters Community Center
When: Feb 9, 10, 11, and 12th 2016
Time: 3:30 to 5:30pm**

Must attend all 4 sessions to be certified
(No exceptions)

For more information:
Isabel Parker 412-0396 or Violet RedHall 490-3844





LOC Update

2014-2017 Legislative Term: Halftime Report

In July of 2014, the Oneida Tribal membership elected nine members to the Oneida Business Committee (OBC) for the 2014-2017 term. The five non-officer members of the OBC also comprise the Legislative Operating Committee (LOC). The LOC's primary responsibility is processing all proposals to create, amend or repeal Tribal laws and policies, and then presenting the finished proposals to the OBC or to General Tribal Council to consider adopting. This halftime report shows what the LOC has accomplished during the first half of the term, as well as what the LOC will be working to complete during the second half of the term.

2 new Tribal Laws adopted, 9 Tribal Laws & Policies amended

- ♦ A new **Leasing Law** was adopted by the OBC on May 13, 2015. (But due to federal requirements, this law will not go into effect until it is approved by the Secretary of the US Department of the Interior. The LOC is working with the Department of the Interior to finalize this Law.
- ♦ A new **Furlough Policy** was adopted by the OBC on November 10, 2015.
- ♦ The following laws & policies have been amended:
 - ♦ **Public Use of Tribal Land Law**—1/13/16 and 12/10/14
 - ♦ **Oneida Nation Gaming Ordinance**—9/9/15
 - ♦ **Investigative Leave Policy**—6/24/15 and 8/13/14
 - ♦ **Motor Vehicle Registration Law**—4/22/15
 - ♦ **Rules of Appellate Procedure**—3/25/15
 - ♦ **Marriage Law**—5/27/15
 - ♦ **Real Property Law**—5/13/15
 - ♦ **Back Pay Policy**—8/13/14
 - ♦ **Child Support Law**—8/13/14

19 Public Meetings

Before any proposal to adopt or amend a Tribal law or policy will be considered, a public meeting, including a public comment period, must be held. This term, the LOC has held 19 public meetings for legislative proposals.

The LOC publishes information about public meetings on the Oneida Register, including:

- ❖ Notice of upcoming public meetings, including the public meeting materials.
- ❖ A list of all public meetings held recently, including links to the public meeting materials and transcripts of the comments received at each public meeting.
- ❖ Information about what a public meeting is, and why they are held.
- ❖ Information about how to submit written comments.

69 items added to the Active Files List, 14 items completed

Since the beginning of the term, the LOC has added 69 legislative items to the Active Files List—each item is a proposal to create or amend Tribal law, policy, or the bylaws for a Tribal board, committee or commission.

So far, 14 items have been completed and removed from the Active Files List. The other 55 items are in different stages of the legislative process.

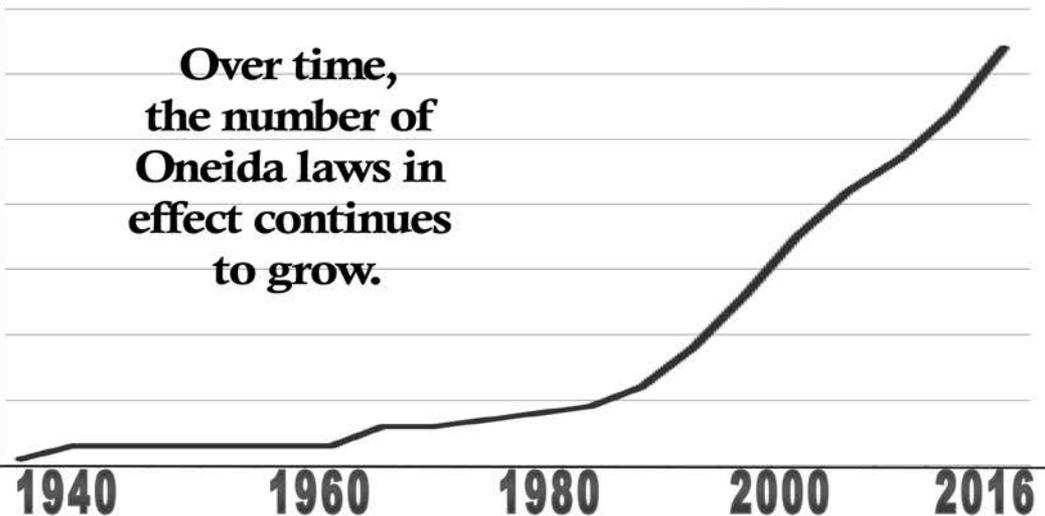
Additional items may be added to the Active Files List as the term progresses, and may be removed from the Active Files List upon completion, or if the LOC determines not to continue processing the item.

A short 77 years ago, the Oneida Tribe adopted its first law since becoming organized under the Oneida Constitution. In the years since then, many laws have been added, amended, repealed and superseded we continue to grow and evolve.

- Today, there are 64 laws and 28 policies in effect (including the Personnel Policies and Procedures) which have all been adopted by the OBC or GTC.
- Nearly 2/3 of all Tribal laws (41 total) were created and added to the Code of Laws within the past 20 years.
- In the past 5 years alone, 11 new laws have been added to the Code of Laws.

60 Laws
40 Laws
20 Laws
0 Laws

Over time,
the number of
Oneida laws in
effect continues
to grow.





LOC Update

LOC members and the items each member is sponsoring

Each item that is added to the Active Files List is assigned a sponsor, who is responsible for guiding that item through the legislative process. The following chart shows the current legislative proposals (to adopt or amend laws and policies), on the Active Files List, and who is sponsoring each item. The Membership is always welcome to contact any LOC member to discuss or learn about any legislation that the LOC member is sponsoring or to suggest future legislative changes. For general information, contact the Legislative Reference Office at (920) 869-4376 or email LOC@Oneidanation.org.

<p>Brandon Stevens <i>LOC Chair</i> (920) 869-4378 BStevens@oneidanation.org</p> <p><i>RC Metoxen</i> <i>Administrative Assistant</i> (920) 869-4469 RMetoxe2@oneidanation.org</p>	<p>Tehassi Hill <i>LOC Vice Chair</i> (920) 869-4420 RHill7@oneidanation.org</p> <p><i>Danelle Wilson</i> <i>Administrative Assistant</i> (920) 869-4389 DWilson1@oneidanation.org</p>	<p>Fawn Billie <i>Councilmember</i> (920) 869-4428 FBillie@oneidanation.org</p> <p><i>Nicolas Reynolds</i> <i>Administrative Assistant</i> (920) 869-4428 NReynold@oneidanation.org</p>	<p>David P. Jordan <i>Councilmember</i> (920) 869-4483 DJordan1@oneidanation.org</p> <p><i>Leyne Orosco</i> <i>Administrative Assistant</i> (920) 869-4459 LOrosco@oneidanation.org</p>	<p>Jennifer Webster <i>Councilmember</i> (920) 869-4457 JWebste1@oneidanation.org</p>
<p><u>Sponsored Items</u></p> <p>New Laws:</p> <ul style="list-style-type: none"> ♦ Eviction Law ♦ Budget Management & Control ♦ Employment Law ♦ OBC Sanctions & Penalties ♦ OBC Meetings Law <p>Amendments:</p> <ul style="list-style-type: none"> ♦ Family Court Law (Bench Warrants) ♦ Membership Ordinance ♦ Administrative Procedures Act ♦ Legislative Procedures Act 	<p><u>Sponsored Items</u></p> <p>New Laws:</p> <ul style="list-style-type: none"> ♦ Rulemaking Law ♦ Leasing Law ♦ Workplace Violence Policy ♦ Industrial Hemp Law ♦ Agricultural Law ♦ Environmental, Health & Safety Law <p>Amendments:</p> <ul style="list-style-type: none"> ♦ Code of Ethics ♦ Law Enforcement Ordinance ♦ Election Law ♦ Domestic Animals Ordinance ♦ Hunting, Fishing, and Trapping Law 	<p><u>Sponsored Items</u></p> <p>New Laws:</p> <ul style="list-style-type: none"> ♦ Children's Code ♦ GTC Meetings Law ♦ Guardianship Law ♦ Research Protection Act ♦ Higher Education Scholarship Law ♦ Severance Law <p>Amendments:</p> <ul style="list-style-type: none"> ♦ Removal Law ♦ Marriage Law 	<p><u>Sponsored Items</u></p> <p>New Laws:</p> <ul style="list-style-type: none"> ♦ Secured Transactions ♦ Probate Law ♦ Mortgage & Foreclosure Law ♦ Landlord-Tenant Law ♦ Compliance & Enforcement Law <p>Amendments:</p> <ul style="list-style-type: none"> ♦ Back Pay Policy ♦ Real Property Law ♦ Per Capita Law ♦ Community Support Fund ♦ Garnishment Law ♦ Rules of Civil Procedure ♦ Cemetery Law 	<p><u>Sponsored Items</u></p> <p>New Laws:</p> <ul style="list-style-type: none"> ♦ Employee Advocacy ♦ Fitness for Duty Policy ♦ Business Organizations ♦ Whistleblower Law ♦ Administrative Court ♦ Childcare Complaint Policy ♦ Violence Against Women Act ♦ Oneida Flag Policy ♦ Capping Damages & Awards - Judicial System <p>Amendments:</p> <ul style="list-style-type: none"> ♦ Audit Law ♦ Vehicle Driver & Fleet Management ♦ Vendor Licensing Law ♦ Comprehensive Policy Governing Boards, Committees & Commissions

Employment Law: Why it is Smart to Classify the Tribe's Probationary and Short-Term Employees as At-Will

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. If the Employment Law is adopted by the General Tribal Council it will frame and provide outer limits to the Oneida Employee Handbook, which will replace the Personnel Policies and Procedures. It is important to understand the Employment Law and the Oneida Employee Handbook before the General Tribal Council votes, so the Legislative Reference Office will be releasing informational articles regarding new policy directions in the Employment Law and Handbook which will explain the intent and effect of the legislation. This article focuses on the Employment Law's creation of at-will employees and explains what employment "at-will" means, who it will apply to under the current draft of the Employment Law and why designating the Tribe's probationary and short-term employees as at-will is in the best interest of both the Tribe and regular status employees and applicants.

The Employment Law does create a new class of at-will employees, but that class is limited to new Employees on pro-

bation and Employees working for the Tribe on a temporary basis. The Employment Law defines "At-Will Employee" as "an employee working for the Tribe on a short term basis that is not hired through the standard hiring procedures, including, but not limited to, political appointees, seasonal, volunteer workers and new Employees that have not yet completed their probationary period pursuant to the Rules developed by HRD."

Today, of our 2,708 total employees, only 206 employees or 7.6% of the Tribe's employment base would be classified an at-will employee based on the definition contained in the Employment Law. Of those 206 employees that would be classified as at-will, 113 are new employees on probation that will become regular status employees upon completion of their probationary period, which amounts to 4.2% of the Tribe's employment base. Accordingly, of our current 2,708 total employees, only 93 employees or 3.4% of the Tribe's employment base would be considered at-will employees for the duration of their employment with the Tribe based on the Employment Law.

The legal effect of classification as an at-will employee is that the Tribe may terminate an at-will employee at any time for any reason and

the at-will employee will not have the ability to appeal any employment action taken by the Tribe. The creation of at-will employees was intentionally designed to save the Tribe's limited resources and to protect the availability of regular status positions and the Tribe's hiring procedures.

Using at-will employment for probationary employees allows the Tribe to screen out employees that demonstrate early on in their employment that they are not a good fit for the Tribe. Providing this group of employees with full employee benefits and, if terminating, potentially also a lengthy and costly appeal process, is not the best use of the Tribe's limited resources.

At-will employment for short-term positions is likewise a strategic policy decision because it protects the availability of regular status positions for applicants and enhances the integrity of the Tribe's hiring procedures, which have been carefully designed to include Oneida and Indian preference and to select the most qualified applicants. The Employment Law maintains the current hiring practice which allows supervisors to hire short-term employees without following the standard hiring procedures that require posting of the position Tribe-wide and potentially to the gen-

eral public. This means a supervisor hiring an at-will employee would not know if other people are interested in the position that may be better qualified than the at-will employee. Once hired by the Tribe on a short-term basis, an at-will employee could transfer into a regular status position and still may not be subject to the Tribe's full hiring requirements. By classifying these positions as at-will and making them less attractive to applicants, the Tribe is making a statement that in order to receive full employment rights an employee must participate in the Tribe's full hiring process.

The Employment Law also makes use of at-will positions less attractive for supervisors by giving at-will positions the ability to negotiate their compensation the same as all other Employees. The current Personnel Policies and Procedures and HRD's policy require positions that the Employment Law classifies as at-will to be paid no more than fifteen percent above the minimum compensation of the position's determined grade.

In sum, the Oneida Personnel Commission's earlier statement that the new Employment Law creates a new group of at-will employees is true. It is also true that the designation of at-will employee carries specific

implications that were intentionally designed to save the Tribe's limited resources and to protect the availability of regular status positions and the Tribe's hiring procedures. Lastly, it is important to recognize that the at-will designation will apply to a very small portion of the Tribe's employment base: only 7.6% of the Tribes entire employment base, which includes 4.2% of all employees that are currently on probation that will become regular status upon completion of their probationary periods and 3.4% of all employees that would be at-will employees for the duration of their employment because they are short-term positions hired outside of the normal hiring procedures.

Stay Informed and Ask Questions

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 version of the Employment Law and Employment Law fact sheets are 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 information article on the Employment Law, which will discuss changes proposed to the corrective action and grievance process. Employee and Tribal member feedback is essential to developing the best Employment Law possible. If you have any questions or comments regarding the Employment Law, please contact the Legislative Reference Office at by e-mail at LOC@oneidanation.org or by telephone at 920-869-4375.

Total number of Oneida Employees:	2708
Number of employees that would classify as at-will:	206
Percentage of Total	7.6%

Oneida Social Services says farewell to Lisa Kelly Skenandore



Co-workers and colleagues gave a warm sendoff to Lisa Kelly Skenandore, who helped build Oneida Tribe Child Support Agency into a national model for Indian Country.

Known as Lisa Schwartz before her marriage last year to George Skenandore, she was an employee of the Oneida Tribe of Indians of Wisconsin for 25 years. Lisa accepted a position with a

Georgia-based company that provides technology solutions to governmental agencies, including state child support departments. She will continue to reside in the De Pere area.

Co-workers presented Lisa with a Pendleton blanket for her years of service to the tribe. Lisa was tasked with development of the child support program in 2006. The

Oneida Tribe Child Support Agency grew from a handful of cases and 6 staff when it started in 2008 to more than 3,000 cases and 18 staff in 2016. Many of those cases transferred from Brown, Outagamie and Milwaukee counties to Oneida Family Court. The child support agency's mission is to ensure our children's well-being through emotional and

financial support. The Oneida Tribe Child Support Agency is seen nationally as a model tribal child support program, in large part thanks to Lisa's leadership.

Jennifer Berg-Hargrove, a social worker in the Indian Child Welfare department, has been named interim director to fill Lisa's vacancy.

Submitted photo Lisa Kelly Skenandore, who helped build Oneida Tribe Child Support Agency into a model program, is presented a Pendleton blanket by Michelle Rutues.

Long time employees recognized



Kali photo/Christopher Johnson

The Oneida Nation formally recognized several long time employees for their years of dedication to the tribe at the Jan. 27 Business Committee Meeting. Debbie Reiter-Mehojah was honored for 35 years of service, Florence Petrie and Doreen Reed for 30 years, and Beatrice Stevens, Wendel Cornelius, and Michelle Braaten for 25 years. Each received a formal letter of recognition and a Pendleton blanket for their hard work and dedication to the Oneida Nation.

DIVISION OF LAND MANAGEMENT
DREAM HOME OPEN HOUSE

TUESDAY, February 15th, 2016 - 11:30 am – 1:30 pm
 WEDNESDAY, February 16th, 2016 - 4:00 pm – 6:00 pm

2502 Laredo Lane, Green Bay, WI

Purchase Price: \$ 125,000

Est. Monthly Payment: \$ 596.77
 (\$125,000 @ 4% for 30 years)
 Est. Monthly Tax Payment: \$ TRUST
 Total: \$ 596.77
 Applicants who have a minimum monthly gross income of \$2,131.32 are encouraged to apply.

Application Deadline: Monday, February 21st, 2016 at the Land Management office by 4:30 p.m.

Directions to home:
 Take Hwy 54 from Oneida to Green Bay. Turn right onto Packerland Drive. Turn left on Trojan Drive. Turn Left on Eldora Lane. Turn right on Laredo. Home is on left.

Contact the Division of Land Management for more information.

Local: (920) 869-1690
 Toll Free: (800) 684-1697
 Address: 470 Airport Drive, Oneida, WI 54155
 Website: <http://www.oneidanation.org/land/>

This is a spec sheet only and is not a binding, legal document. Onsite viewing is recommended for potential home buyers. Homes are vacant and unfurnished. Eligible home buyers must be enrolled members of the Oneida Tribe of Indians

Approved by the Land Commission:
 01/11/2016

Most are unaware of the three hands of smoke

By Roland Christjohn
Special to the
Kalihwisaks

You know that smell and you recognize the smell of smoker when you walk by a person, or been in a home, and it smells like a dingy, burned, left over ash-tray? Did you know that breathing in the smoke of a cigarette is just as bad

as smoking a cigarette, and that their toxins are left behind on many objects, especially cotton and hair? There are three hands of smoke. The first is smoking, when a person lights up and inhales the cigarette. The second-hand smoke is the visible smoke from the end of the cigarette and the visible exhaled

smoke that comes out of the smoker's mouth. The third-hand smoke is the contamination that remains. Third-hand smoke is the toxic layer that is deposited on every surface indoors, inside cars, on clothing, and on your hair, said (; Dr. Jonathan Winickoff & Winickoff, 2009, January) and the lead author of a study that focused on the risk of third-hand smoke on infants and children. These three stages of smoking is just as unhealthy as one another.

The First-hand smoke stage is smoking the cigarette. Smoking is responsible for several diseases such as cancer, long-term chronic respiratory diseases, heart diseases, as well as premature death. Most cigarettes contain around 4,000 chemicals, including ones like cyanide, which used in

chemical warfare, and formaldehyde, which is used in industrial warehouses, and carbon monoxide, which is found giving off from car exhaust. Of these 4,000 chemicals sixty of these chemicals are known to cause cancer and can affect the developing brain. Every year 500,000 people die from tobacco related illnesses like emphysema and cancer. A smoker's risk of dying from heart attack is 2-4 times greater than in a non-smoker. Smoking is the number 1 leading cause of preventable disease and death in the U.S.

The Second-hand smoke is the visible smoke from the end of the cigarette and the visible exhaled smoke that comes out of the smoker's mouth. Second-hand smoke is just as bad as first-hand smoke, because you are inhaling the same toxins that is lit from the cigarette, and comes from a smoker's mouth. Exposure to second-hand smoke early in life and in adolescence almost doubles a person's risk of developing "Chronic Obstruction Pulmonary Disease" (COPD) and other lung disease later in life. (COPD) is a lung condition that makes it hard to breath and worsens over time. Second-hand smoke also decreases in children's IQ and can even occur with very low levels of lead exposure. The effects are not only great for children but adults as well, about 12.7 million

U.S. adults had (COPD) in 2011, according to the American Lung Association. The (COPD) condition is the Third-leading cause of death in the U.S; about 134,500 people die annually from it.

Third-hand smoke is the contamination that remains. Third-hand smoke is the layer of contaminations of toxins the smoke leaves behind like on surfaces inside your homes, clothing, hair and vehicles. While third-hand smoke may be an annoyance from some adults and trigger an asthma attack in others, the issue is magnified for children. Children cannot remove themselves from the environment in which they are exposed as they have no choice. So if they are present in a household where there is a smoker, they are essentially trapped in this toxic environment. Children are also vulnerable because of their size. They may be a tenth the size of an adult and at the same time they're ingesting twice the amount of household dust as an adult ingest. That's a 20-fold increase in toxic dose for the child compared to the grown up." Dr. Winickoff said, "As you think about third hand smoke, think about a child who is crawling on the floor, touching the surface directly, putting their fingers in their mouth, breathing near the sofa, and by doing that these children are ingesting tobacco toxins. Layers of particulate can

last for months or until the area of the surface is cleaned. Cigarette after cigarette after cigarette is depositing layer after layer of toxic compounds into a home and the dose can get quite high. One of the implications of this work and others is that in order to ensure safe air for children we need to make sure that multi-unit housing is completely smoke free."

These three stages are related to each other because they all can cause the same severe illness and disease. As a "National Indian Science Fair" runner up, and winner of the "Surgeon Generals Award" for second-hand smoke (2003). This topic is very sensitive having many friends and family members who are addicted to smoking or live in a smoking environment. There are many people who are at risk or already have heart disease. Since 2003, there has been a new stage studied "third hand smoke" which is leaving toxins behind for children and infants to ingest. So after reading this, soak up the facts and recognize whose future you are hurting besides yourself. I hope you are more aware and spread the word of these risk of the three stages of smoke. It's just a cigarette, kick its butt!

(www.lung.org, n.d.)
(lifescrpt.com, n.d.)



STOP THE PRESS!

If you would like to
"STOP"
receiving the
Kalihwisaks newspaper...

Contact the Oneida Enrollments Office

Telephone: (920) 869-6200 OR 1-800-571-9902	Email: Enrollments @oneidationation.org
---	---

A Minion Ways to Stay Healthy



- Health Education
- DJ Dance
- Fun & Games
- Nutrition Booth
- Brown Bag Meal & Corn Soup
- Inflatables
Guardian Signature Required

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



Midwest Women's Herbal Conference offers scholarships

Join us for the 5th Annual Midwest Women's Herbal Conference where you'll learn about the plants around us here in the Midwest, immerse yourself in nature, and know what it really means to be nourished.

Featured guests include noted herbalists and internationally acclaimed authors Susun Weed, Winona LaDuke, and Isla Burgess. As the only herbal conference in the Midwest to focus on women's health, we are proud to be able to offer more than 40 different workshops including: Herbs, Slavery & the South, Herbal Myth-Busters, The Underground Railroad & the Soul Food Diet, African Dance, Food as Medicine, Introduction to Herbal Medicine Making, Social Permaculture, and more!

The 2016 Conference marks our fifth year as we gather together at Camp Helen Brachman in Almond, WI, with 350+ women, teens, and children. The weekend will be filled with herbal education and personal growth workshops. Gather around nourishing meals, swim in the lake, and bask in the campfire's glow with women who share your passion and interests.

Midwest Women's Herbal Conference

Diversity Scholarships

Thanks to our sponsors we are able to offer a number of scholarships to the 2016 Midwest Women's Herbal Conference. As we continue to grow we see the importance of encompassing the unique diversity that is present in the Midwest. Scholarships are prioritized to those who demonstrate financial need and who fit one or more of the following criteria:

- Women of Color
- Native American Women
- Women with physical limitations who are unable to perform a work exchange
- Young women under the age of 17
- Elders over the age of 65

If you are able to contribute towards your registration fee along with a work trade, please apply for a work exchange position and not a scholarship.

Please submit your application by February 15, 2016. After reviewing all applications, the review committee will get back to you by March 1, 2016.

For more information, visit our Website <http://www.midwestwomenherbal.com> or Facebook page, email us at herbwomen@gmail.com, or call 920-452-4372.

We hope to see you in 2016!

Turtle Island Gifts offering Sunday gatherings



Photo courtesy of Turtle Island Gifts

Community members end their gentle yoga session at Turtle Island Gift's Sunshine Gatherings session with a Namaste pose. The next session will focus on fighting winter depression. See page 9 for more information.

Pamunkey tribe withstands challenge to recognition

NORFOLK, Va. (AP) ~ A group challenging federal recognition of Virginia's Pamunkey Indian tribe has lost its case before the Interior Board of Indian Appeals.

The Washington Post reports (<http://wapost/1P1wt20>) that in July, the Pamunkey became the first Virginia tribe to

receive federal recognition from the U.S. Bureau of Indian Affairs. In October, the recognition was put on hold when the group Stand Up for California issued a last-minute challenge to the decision.

Stand Up argued that the Pamunkey didn't meet requirements for

recognition. The group seeks to impose stricter guidelines for tribal recognition.

In its ruling, the Indian appeals board said Stand Up had no standing to challenge the tribe's new status.

The tribe, which claims Pocahontas as an ancestor, will now receive all

the benefits and rights of federally recognized tribes and can now pursue casino gambling.

Information from: *The Washington Post*, <http://www.washingtonpost.com>

Tribal Trending - quotes from facebook

Want more photos?

The Kalihwisaks posts many of its stories and pictures online on its website [kalihwisaks.com](http://www.kalihwisaks.com) as well as on Facebook and Twitter. Social media creates a space where a conversation can continue and be shared.

The story *Prescription opiate abuse on the rise in Oneida* sparked a discussion on tackling drugs abuse on the reservation and helping those suffering from addiction.

Yutlatakwas Jessica Powless – It's not only Oneida there's a lot of nations going thru the same struggle.... Instead of being embarrassed let's find ways to help our brothers and sisters with addictions.

Gail Lichtsinn It might be embarrassing but as long as it stays hidden it will grow ... Oneida people are strong and you can fight it...The sneaking and lying perpetuate it ... All the rezes are having problems with this. You're not all doing it so keep your head up.



Check out our photo galleries on our facebook page.

Upcoming Events for February – March 2016

February 5

Healing Service

When: Friday, February 5

Time: 6:30 PM

Where: 522 Orlando Drive, De Pere Evangelist / Pastor John Dessart and the Rivers of Life Ministries team will hold a Healing Service. Come and experience the anointed worship, ministry and the healing power of God. Everyone welcome. For more information, call (920)265-0708.

February 7

Oneida Apostolic Church Soup-er

Bowl Sunday!

When: Sunday, February 7

Time: Noon - 3:30 p.m.

Where: 118 W. Meadow Dr.

Prices: \$7, Seniors \$6, under 5 Free. Menu Includes: Corn Soup, Chicken Dumpling, Chili, Mexican Pazole & More.

February 9

Zumba Gold

When: Every second Tuesday of the month, Feb. 9th

Time: 11:30AM – 12:00PM

Where: Oneida Nursing Home Activity Room, 2901 S.

Overland Rd., Oneida, WI

Zumba is the outrageous crazy-fun workout that feels like a party!

Zumba Gold is for beginners of all ages, seniors, children and anyone else for whom Regular Zumba is too intense. Even if you are sitting in a chair you can Zumba! *(If you have special health needs, please check with your Doctor before beginning an exercise program.)*

For more information contact:

Edi Cornelius-Grosskopf

Certified Zumba Instructor

715-524-3194, Edijafr@yahoo.com

February 8

LWV forum for Brown County Board of Supervisors

When: Monday, February 8

Time: 6:30 PM to 8:00 PM

Where: Bay Beach Wildlife

Sanctuary Auditorium, 1660

East Shore Drive, Green Bay

The public is invited to attend the League of Women Voters of Greater Green Bay's forum for Brown County Board of Supervisors District 6. Candidates: Kathy LeFebvre, Richard DeBroux, and Eric Wimberger

For more information about the District 6 forum or the League of Women Voters, please visit us online at <http://greatergreenbay.wi.lwvnet.org>

February 9

LWV forum for City of Green Bay Common Council

When: Tuesday, February 9

Time: 6:30 PM to 8:00 PM

Where: Brown County Central

Library Auditorium, 515 Pine Street, Green Bay

The League of Women Voters of Greater Green Bay's forum for City of Green Bay Common Council District 4. Candidates: Tim De Wane, William Galvin, Phil Jennerjahn, Hector Rodriguez, and Rhonda Sitnikau. FMI: <http://greatergreenbay.wi.lwvnet.org/> or contact Anneliese Waggoner at akwaggoner@att.net.

February 12 – March 18

Lenten Fish Fry Fridays

When: Fridays Feb. 12 Mar. 18

Time: 4:00 p.m. - 6:00 p.m.

Where: Parish Hall

Adult Plate & All takes-outs \$10.

Children 5 & under (no take-outs)

\$5. Meal includes: Fish, potato side, coleslaw, bread, pickle & dessert.

Visit www.holyapostlesoneida.com

for more information.

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 participants. 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 Community 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: Thursdays

Time: 5:30PM – 7:30PM

Where: Wise Women Gathering Place, 2483 Babcock Rd.

The Wise Men's Group is support group for men of all ages, Native or Non Native, seeking healthy ways to manage life's difficulties. Everyone has challenges in life, and we use a talking circle to encourage each other to discover personal insights and to foster new behaviors that will make us better people in our families, our friendships, and our communities. The Wise Men's group includes a retired professional and an active licensed professional. Together, we are ordinary men with some ordinary and extraordinary life-long learning experiences and skills. By sharing these, we help each other find a purpose and meaning in life. Our strength is confidentiality. Referrals to community resources will be made as necessary or wanted. 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.

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



For the best in Native American music, listen to

Kalihwiyo'se

WPNE 89.3 FM

Thursday evenings from 10:00p.m.-Midnight

T-Hawks fall to Crivitz



Kali photo/Christopher Johnson

The Thunderhawks boy's varsity basketball team hosted Crivitz on Jan. 29. The T-Hawks jumped out to an early 11-4 lead before Crivitz came storming back for a 72-41 victory.

John's soccer career to continue at next level



Kali photo/Nate Wisneski

Sykora John from Ashwaubenon High School signed her Letter of Intent to play soccer next season at the University of Wisconsin - Parkside during the National Signing Day. John (center) stands with her father Shawn Skenandore and mother Brandy John shortly after the signing.



Sat., Feb. 27
Tickets \$55
On Sale Now!

- Early Birds Pay \$500
- Regular Games Pay \$1,000
- Blackout Pays \$5,000
- 20 - Bingo Pass Drawings for \$55
- PhD Reserves (4-pack minimum) \$40



ADMISSION PACK INCLUDES 6-ON ENTRY PAPER & 1 BONANZA PAPER

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

1-Hardway Bingo	\$1,000.00
2-Crazy Letter T	\$1,000.00
3-One Away Letter X	\$1,000.00
4-Crazy Bingo	\$1,000.00
5-THREE SISTERS	POSTED
6-SPECIAL Filled in Diamond	\$2,500.00
7-Crazy Eight Pack	\$1,000.00
8-BINGO OR BETTER	\$700.00
9-5 Around the Corner	\$1,000.00
10-Crazy Bingo	\$1,000.00
11-JUMBONEIDA	POSTED
<i>15 Minute Break • 15 Minute Break • 15 Minute Break</i>	
12-DUAL DAB	\$500.00
13-Two Verticals	\$1,000.00
14-Broken Arrow	\$1,000.00
15-Crazy Bingo	\$1,000.00
16-ONEIDA DOWNS	\$200, \$300, \$500
17-SPECIAL Heart	\$2,500.00
18-Crazy 6 Pack No Free	\$1,000.00
19-Crazy L \$1,000.00	
20-Crazy Bingo	\$1,000.00
21-SUPER X-TRA KASH	POSTED
22-Straight Bingo and Large Corners	\$1,000.00
23-DO-IT-YOURSELF	POSTED OR TWO CONSOLATION PRIZES OF \$500.00
24-BONANZA	POSTED
25-Double Bingo (Games 25 & 26 both played on the same sheet.)	\$1,000.00
26-Blackout (Games 25 & 26 both played on the same sheet.)	\$5,000.00

BOLDED GAMES NOT INCLUDED IN \$55 ADMISSION TICKET.
Boxed games are played on the same sheet.





Broadway

AUTOMOTIVE
Better!



EXCLUSIVE OPPORTUNITY!

As a member of the Oneida Tribe,
you are already a member of Broadway Automotive's

PREFERRED PARTNER PROGRAM

This program allows you instant access to great money saving opportunities not offered to the general public.

Broadway
Preferred Partner

**Your Preferred
Partner Membership
entitles you to:**

- **Family Pricing** on all new and used vehicles.
- **\$250.00 Trade-In-Bonus** off your best negotiated vehicle price!
- **\$1000.00 Best Price Guarantee** so you always know you are getting the very best price for your vehicle!
- **10% Off All vehicle service and Parts!** *Excludes collision; cannot be combined with other offers.*
- **Guarantee Credit Approval** regardless of credit history!
- **Complimentary Car Wash** with every vehicle service!

The entire team of Broadway Automotive looks forward to earning the opportunity to serve all of your automotive needs!

www.BroadwayAutomotive.com

Broadway on Ashland
2700 S. Ashland Avenue
Green Bay, WI. 54304
920.498.6666

Broadway on Military
1010 S. Military Avenue
Green Bay, WI. 54304
920.499.3131



Das Auto.



HYUNDAI