



Annual apple festival threatened with fines

By Nate Wisneski
Kalihwisaks Sr. Reporter
nwisnes@oneidanation.org
[@Nwisneski_Kali](https://twitter.com/Nwisneski_Kali)
(920) 496-5638

An apple festival is the latest issue the Oneida Nation and Village of Hobart are butting legal heads on. Despite the courtroom battle the 7th annual Big Apple Fest will carry on.

The contention centers around a Special Event Permit Ordinance adopted by the village in March of this year. The ordinance calls for a special

permit required for events with 50 or more people attending. Any violations could be subject to a fine of \$10,000 and imprisonment for up to 90 days.

An injunction filed by the Oneida Nation Sept. 9 looked to stop the village from interfering with Big Apple Fest. The injunction was denied after the village advised they would not interfere with the event.

Big Apple Fest coordinators were notified by

• See 23
Big Apple Fest

Federal intervention on oil pipeline project unprecedented

By James MacPherson
Associated Press

BISMARCK, N.D. (AP) – The Standing Rock Sioux’s effort to block a four-state oil pipeline got a lifeline when the federal government temporarily stopped the project, a move some say likely may forever change the way all energy infrastructure projects are reviewed in the future.

Just minutes after U.S. District Judge James Boasberg denied the Standing Rock Sioux tribe’s attempt to halt the construction of the Dakota Access oil pipeline that skirts the reservation in southern North Dakota, three federal agencies appealed to the pipeline company to “voluntarily pause” work on a segment that tribal officials say holds



sacred sites and artifacts. Tribal officials challenged the Army Corps of Engineers’ decision to grant permits for Dallas-based Energy Transfer Partners’ \$3.8 billion pipeline that is intended to carry oil from North Dakota to Illinois. Friday’s ruling by

Boasberg, who was appointed by President Barack Obama, came amid growing protests over the pipeline, which would cross the Missouri River less than a mile upstream of the reservation. The statement by the Departments of Justice,

Kali photo/Yvonne Kaquatosh Army and Interior said it would “reconsider any of its previous decisions” on land that borders or is under Lake Oahe, one of six reservoirs on the Missouri River and the drinking water source

See 7 • Pipeline

What’s New This Week



Page 3/Local

An appeal against the Oneida Nation was dismissed.

Page 8/Local

Two deceased bodies were found in Site II in Oneida.

SEPTEMBER SPECTACULAR SALE!

GOOD CREDIT?
BAD CREDIT?

2016 Kia Rio LX #4398
only **\$46** per week¹



This week's special!



2014 Jeep Compass Latitude
only **\$55** per week¹
#4389



2013 Ford Focus SE
only **\$46** per week¹
#4373

With every vehicle purchased
during September 2016, you
receive a brand new 32" LED TV!



2013 Dodge Charger SE
only **\$65** per week¹
#4403



2014 Chevy Equinox
only **\$57** per week¹
#4400

- Bad Credit?
 - No Credit?
 - Bankruptcy?
 - Prior Repos?
 - Divorce?
 - Medical Bills?
 - Collections/Judgements?
- NO PROBLEM!**

GUARANTEED
CREDIT
APPROVAL

Visit us online:
koehnecredit.com

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

Koehne Car Credit
GREEN BAY

1. 72 mo., 5.9% APR. 2. 60 mo., 9.9% APR; Tax, DMV & doc fee extra. Terms may vary by purchaser/applicant. See dealer for details.
All photos for illustration purposes only. Take delivery by 9/30/16. TV's will be available by 10/15/16

Suit alleging FACTA violation dismissed

By Nate Wisneski

Kalihwisaks Sr. Reporter

nwisnes@oneidanation.org

@Nwisneski_Kali

(920) 496-5638

After being named in a class action lawsuit claiming credit and debit card receipts at Oneida One-Stop locations did not properly shorten credit and debit card numbers the Seventh Circuit Court of Appeals has dismissed the suit on September 9 based on sovereign immunity.

The complaint, filed by Jeremy Meyers, claims that in February of 2015 One-Stop locations at Packerland, Larsen, and Travel Center printed off more than the last five digits of his credit card along with the expiration date.

The Fair and Accurate Credit Transactions Act (FACTA) of 2003 strictly states electronic receipts

CORRECTIONS

In the September 1, 2016 issue of the Kalihwisaks on page 51 there was an incorrect price for a Dream Home. The correct price is \$175,000. The Kalihwisaks apologizes for the error.

In the September 1, 2016 issue of the Kalihwisaks on page 35 there was an incorrect date on that page. The correct date was September 1, 2016. The Kalihwisaks apologizes for the error.



Kali file photo

The Oneida One-Stop located on Highway 54 in Green Bay.

may not include more than the last five digits of the credit or debit card number. It also prohibits the printing of the card's expiration date. FACTA allows for damages in the amount of \$100 to \$1000 per violation.

The Oneida Nation requested dismissal of the claim on sovereign immunity grounds and that Meyers could not prove any harm done. The suit was dismissed in district court, then appealed to the Seventh Circuit Court of Appeals.

Meyers argued in appeals court that FACTA applies to governments, which would mean Indian

Nations would be subject to the credit card law.

The three-panel appeals court disagreed.

"Congress did not specifically list Indian Tribes in FACTA's definition of Person. Meyer's claims that the definition of Person which includes "any government" is broad enough to include Indian Tribes. Perhaps if Congress were writing on a blank slate, this argument would have more teeth, but Congress has demonstrated that it knows full well how to abrogate tribal immunity," the ruling said.

"The district court did not dismiss his claim be-

cause it concluded that Indian Tribes are not governments. It dismissed his claim because it could not find a clear, unequivocal statement in FACTA that Congress meant to abrogate the sovereign immunity of Indian Tribes. Congress has demonstrated that it knows how to unequivocally abrogate immunity for Indian Tribes. It did not do so in FACTA."

The case was filed with the U.S. District Court for the Eastern District of Wisconsin on April 14, 2015. It was dismissed by that court on September 4, 2015.

What's New This Week



Page 4/Local

2016 Indian Summer Festival

In This Issue

3-8/Local

9/Education

10-13/Drums

14-15/Health

16-17/THT

18-19/Obits/Memorials

20-23/Local

24-25/LOC

26-27/Local

28-30/OBC

31/Local

32-33/Classified

34/Good News

35/Legals

36-39/Local

40-41/OFF

42-43/Environment

44-45/Culture

46/Events

47/Local



Kalihwisaks

Street Address

2701 West Mason St.
Green Bay, WI 54303

Office Hours

8 AM – 4:30 PM
Monday–Friday

Mail Address

P.O. Box 365
Oneida, WI 54155

Contact us:

Voice: (920) 496-5631
Fax #: (920) 496-7896
www.kalihwisaks.com

The Staff

Dawn Walschinski **Managing Editor**

• dwalschi@oneidanation.org (920) 496-5636

Yvonne Kaquatosh **Page Designer / Ad Coordinator**

• ykaquato@oneidanation.org (920) 496-5631

Nathan Wisneski **Sr. Reporter / Photographer**

• nwisnes@oneidanation.org (920) 496-5638

Christopher Johnson **Reporter / Photographer**

• cjohnson@oneidanation.org (920) 496-5632

– Kalihwisaks –

Official Newspaper of the Oneida Tribe

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

Disclaimer:

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

Kalihwisaks

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



Visit us on
Facebook

Indian Summer 2016



Kali photos

The 30th annual Indian Summer Festival was held Sept. 9-11 in Milwaukee. The festival promotes Native American culture with song, dance, crafts, education days, demonstrations and live music.



PREGAME PARTY

PURCELL'S LOUNGE

Lets Kick Off Early

LIVE MUSIC

ROCK N' DADDYS

Rock N' Daddys will kick off our weekend fun on the following Saturday nights before a home game.

September 24th
October 15th
November 5th
December 3rd
December 10th

Music Starts at 9pm!



RADISSON HOTEL & CONFERENCE CENTER GREEN BAY
 Official Hotel of the Green Bay Packers

2040 Airport Dr. Green Bay
 920-494-7300
www.radisson.com/greenbaywi

To change
 subscription
 or delivery

Call the Enrollment Department Toll Free: • **Brooke Doxtator**
1 (800) 571-9902
 or local: **1 (920) 869-6200**

To Subscribe...

Mail to...

Name: _____

Address: _____

Zip _____

Enrollment #: _____ Ph. _____

(Applicable to enrolled members ONLY)

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

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

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

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

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

• **Half-Year: \$12.50**

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

FREE
 to enrolled

Oneida Members
 (18 years & older)

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

FMI: 1.800.571.9902

Get the Most out of your Money:



By Dianne Zubella
Bay Bank

In many areas of Wisconsin, the housing market is still going strong from the active summer months, interest rates are still at historic lows, and real estate prices are competitive. You might be wondering if it's time to take the plunge into homeownership. If you decide that now is the right time for you, here are four tips for first-time Home Buyers that will help your transition from renter to owner go smoothly:

#1: Do the prep work

Before you even start looking at listings, you should get your finances in order. The housing market is fiercely competitive, and buyers who have been pre-approved for financing have the edge. First, review your credit score and clear up any errors you find. Then, go to your bank and get pre-approved for the largest mortgage loan you can (many banks allow you to do this online). A free service at most banks, loan pre-approval will boost your credibility with real estate agents and sellers because it shows you're able to get financing and are serious about buying a house. It will also make the process of applying

4 Tips for First-Time Home Buyers

for your mortgage faster, especially if you obtain the loan from the same bank that pre-approved you for credit.

#2: Stick to your budget

Buying a house is likely to be the largest purchase you ever make, so making and sticking to an accurate, realistic budget is essential. The first step is to look at the amount of cash you have in your checking and/or savings account and determining how much of that you're comfortable parting with as a down payment (keeping some savings in reserve for emergencies, of course!). Next, get as much information about how much the houses you're looking at will cost, being sure to factor in all of the expenses, including closing costs, principal and interest mortgage payments, taxes, insurance, utilities, commuting, etc.

#3: Build a team you trust

The next key to buying your first house is to assemble a team that you trust. The real estate purchase process is complex, and you need

experts on your side who will work with your best interests in mind. Find a real estate agent and a mortgage lender you get along with and trust to give you good advice. Often, if you find one, they'll recommend the other, since professionals in these fields work with one another frequently.

#4: Read before you sign

Closing on a house can be an emotional, nerve-racking process, but it is critical that you take the time to understand the document you're signing your name to. Read everything, and if you don't understand something, ask your lender or real estate agent to explain it. Buyers have many different options for mortgages, from the standard fixed-rate 30-year loan to a 10- or 15-year variable rate, and other more complex options. No matter what your financial situation is, the key is to ask as many questions as you need to in order to understand what you're committing to. After all, it's probably the biggest financial commitment you're ever going to make.

Now serving our customers at two locations in Green Bay!

(920) 490-7600



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

KICKOFF PAYOFF



**\$82,000
PRIZE
GIVEAWAY**

Thu. - Sat., Sep. 22 - 24
8am - 10pm

\$57,000 FREE PLAY KICKOFF

4,290 Winners

Earn slot base points for chances to win. Free Play prizes awarded automatically to winners' accounts. Win multiple times!

BASE POINTS	ELIGIBLE FREE PLAY PRIZES
0 or more	—\$5
10 or more	—\$5 & \$10
25 or more	—\$5, \$10 & \$25
50 or more	—\$5, \$10, \$25 & \$50
100 or more	—\$5, \$10, \$25, \$50 & \$100

\$25,000 PAYOFF PRIZE WHEEL

210 Winners

Earn 100 or more base points playing slots and listen for winning name announcements. Go to any Players Club within the hour and spin the Payoff Prize Wheel!

PRIZES INCLUDE:

- Lombardi's Certificate—\$50
- Cash—\$50, \$75, \$100, \$150 & \$500
- Free Play—\$50, \$75, \$100, \$125 & \$150

BRAT & CHEESE CURD BASKET \$7.99

Lombardi's & Countryville • 11am - Close
A grilled Johnsonville® brat served with our signature coleslaw and deep-fried Wisconsin cheese curds.



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net
Details at Oneida Casino Players Club.

Smith returns to the courtroom

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

Charlene Smith has never been one to back down from a challenge. The more difficult the obstacle the enrolled Oneida citizen and attorney is faced with the more she relishes the opportunity to overcome it.

"When I started out years ago I was in my early 30s," Smith said. "I was a divorced mother of four children with very little education. I needed to work and go back to school so I could get a job to support my children."

The first stop on her academic odyssey was the Sacred Heart School of Nursing in Milwaukee where she earned her Licensed Practical Nursing certification. This eventually led to her receiving her bachelor's degree in nursing from Alverno College all the while working part-time and full-time jobs to continue to take care of her children. Perhaps the most remarkable part of Smith's story isn't just the fact that she decided to go back and finish college as an adult. "I



Kali photo/Christopher Johnson

Attorney Charlene Smith of Oneida is returning to practice law in the community. Smith (seated, left) has recently opened her new practice in Oneida, Smith Law Office, with the assistance of her granddaughter and paralegal assistant Samantha Molkentin (right). Smith will be taking on criminal defense and family law cases in Oneida Tribal Court and in Brown and Outagamie Counties.

was, in the beginning, a high school dropout with a GED (General Education Development) certificate," Smith said.

After graduating from Alverno, and with all of her children now grown adults, Smith became a nursing supervisor and eventually a Nurse Manager and worked in the medical field for several years. But Smith's lust for new challenges was far from satisfied. She decided she wanted to become

an attorney. She took the LSAT (Law School Admission Test) and, at the age of 45, was accepted into Marquette University Law School.

"I graduated from Marquette Law School at the age of 48," Smith said. "It was a bit of struggle for me, especially early on."

That struggle paid off handsomely for Smith who, upon graduating, opened her own law office in downtown Milwaukee where she practiced for four years. After placing an attorney advertisement in the Kalihwisaks, Smith was contacted by then Division Director for Compliance Lloyd Powless who wanted to recruit her to come back and work

for the Oneida Nation.

"I thought that was a wonderful opportunity and I am always up for a challenge," Smith said. "So I closed my law practice in Milwaukee and made the move up here to Oneida where I worked for the tribe as a paralegal and attorney for 18 years. I helped train paralegals and with Lloyd's permission I also began taking on more than just employee representation cases. I became involved with cases that dealt with family law, wills, small claims, evictions and a lot of criminal defense in Outagamie and Brown Counties."

Feeling there was a larger need within the tribal community for ade-

quate representation since the closing of the Oneida Legal Resource Center, Smith dived head-on into helping those in need at a low cost. "We did have to start charging tribal members something minimal for these cases," Smith said. "When we did that we found that they had an investment with their own case and it also helped cut down on the number of frivolous cases."

In 2014, after nearly two decades of working for the Oneida Nation and its members, Smith made the decision to step away from practicing law to care for her ill husband, the late David "Smitty" Smith, who passed away in November 2015. "So I found myself retired and caring for my husband," Smith said. "I'm still mourning but lately I've found myself needing something more to do. You can only wash your floors so many times so I decided to go back to work since it has its definite rewards."

Deciding to throw her hat back into the legal ring wasn't a difficult decision for Smith. With the encouragement of her granddaughter and now paralegal assistant, Samantha (Sam) Molkentin, Smith has recently started her own practice in Oneida, Smith Law Office, and is ready for a whole new set of challenges.

"Sam's the one who really gave me the push to

get going," Smith said. "She's been a tremendous asset to the beginning of this firm."

"She's the driving force behind this whole thing," Molkentin said. "This wouldn't even be possible without her dedication and willingness to push and strive for this in her younger years. I honestly want to be an attorney now just to follow in her footsteps because my role model in my life is my grandmother."

A strong testament to Smith's dedication to her chosen profession is the fact that she has never had a single complaint lodged against her in her many years of practicing law. "I just really hope to be an asset to the Oneida community in regards to legal representation in my chosen areas of law," Smith said. "Lawyers are like doctors these days in that they are very specified in certain areas because the laws change so frequently. So in order to do a good job I'm going to be taking cases that involve criminal defense and family law. And I only plan on practicing in Oneida Tribal Court and in Brown and Outagamie Counties."

Smith is the daughter of the late Arlene Hornada and granddaughter of the late Alice Powless. She has four children and one stepdaughter and is a member of Zion Lutheran Church in Oneida.

She resides in Oneida.

SMITH LAW OFFICE

ATTORNEY CHARLENE SMITH

P.O. Box 384 • Oneida WI 54155

Ph. 920.869.3321

- OWI, Criminal Defense
- Municipal Violations
- Family Law and Wills

Oneida Enrolled Member



From page 1/Pipeline

"I don't think they even realize the can of worms they've opened."

— Brigham McCown, Industry consultant, former acting admin. for federal Pipeline and Hazardous Materials Safety Administration

the tribal members on the Standing Rock Sioux Reservation.

The statement from the federal departments also said the case "highlighted the need for a serious discussion" about nationwide reforms "with respect to considering tribes' views on these types of infrastructure projects."

Troy Eid, a former U.S. attorney in Colorado who now specializes in Indian law, said the action was unprecedented and a "significant setback" for the pipeline's builders.

"Everywhere in Indian Country, people are talking about this," said Eid, who spoke by phone Saturday while on horseback during a parade at the Navajo Nation Fair in Window Rock, Arizona.

He said the lack of

tribal consultation on the Dakota Access pipeline "is a textbook example of how not to do a project."

Historically, tribes only have been consulted on energy infrastructure projects, with the federal government making the actual decisions, said Eid, a Republican.

The Obama administration's action Friday likely changed that, he said.

"Tribes want to be able to influence the outcome in a substantive way," Eid said.

Industry consultant Brigham McCown, a former acting administrator for the federal Pipeline and Hazardous Materials Safety Administration, said the Obama administration's involvement has "changed the lay of the land forever"

for infrastructure projects.

"This could bog down or delay every single infrastructure project moving forward," he said. "I don't think they even realize the can of worms they've opened."

As a regulator during the George W. Bush administration, McCown said he oversaw safety for 1 million daily shipments of hazardous goods throughout the United States by air, rail, sea, land and pipeline.

"We were very apolitical in the decisions we made," he said. "Things are very different now, whether from the right wing or left wing, politics of all kinds are being injected into this."

The company plans to have the pipeline completed this year. In court papers, it said stopping the project would cost it \$1.4 billion the first year, mostly due to lost revenue in hauling crude.

The federal



Kali photos/Yvonne Kaquatosh

government's action in trumping the federal judge's ruling, however temporary, was a major victory for Native Americans in a "cultural and historical context," said Monte Mills, an assistant professor and co-director of the Margery Hunter Brown Indian Law Clinic at the University of Montana in Missoula.

"The way Indian Country came together to support Standing Rock has really been powerful," he said.

"There is no question it will be much more difficult and costly for these projects to move forward in the future," said Brian Jorde, an Omaha, Nebraska, lawyer who is working with opponents of the Keystone XL oil pipeline designed to move crude from Canada to the Gulf Coast.

"The reality is (Dakota Access) likely will move forward — not that I believe it should move forward — but all the pieces are in place for it to go forward," Jorde said. "There is too much money involved and too much influence in Washington to just give up."

A show of Solidarity for the Standing Rock Sioux Tribe is alive and well right in the heart of Oneida, Wisconsin. On Thursday, September 8 signs of support created by the Powless family were held high on the bridge in Oneida as the water flowed below. The youngest supporter who briefly held up a sign was only four-years-old. Galen, 12, proudly stood by with his sign "I can't drink oil." His mother Cheyenne stood nearby with her own sign, "Stop the Pipeline." Several cars passing by blew their horns in a show of support for the group. When asked how he knew about the Dakota Access crude-oil pipeline, the 7th grade ONES student said he learned about it while in school last week. His grandmother, Georgia Powless stood by with her own sign, 'Water is Life!' "(I'm) very passionate about showing our support. It don't matter if it's one or two, the prayers still count," she said.

The Oneida group wanted to again raise awareness and let their voices be heard. Powless said her son Quanah, 18, traveled with her mother, 75 year-old Dorothy Ninham to North Dakota. Powless hopes to make the trip in the near future as well but in the meantime, her heart and mind are with the thousands of supporters in North Dakota through prayer.



View Raised Beadwork by Tribal Artists

Friday, September 16, 2016

4:00 - 6:30 PM

Meet the artist themselves while viewing the new Raised Beadwork Exhibit.

Refreshment's Provided During The Meet and Greet
(920) 869-2768

W892 Cty Hwy EE DePere, WI 54155

Tsyunhéhkwa
(joon-hey-qwa)
"life sustenance"



HARVEST FEST

Saturday, October 8th

11:00 am - 3:00 pm

HUSKING BEE

October 9th - October 13th

9:00 am - 5:00 pm

EDUCATION DAYS

October 10th - October 13th

3 time slots

(9:00 am, 10:30 am or 1:00 pm)

(Appointment required)

All events are open to the public.

139 Riverdale Drive • Oneida, WI 54155

For information call

Jeff Metoxen (920) 869-2141

Two found dead in Oneida

On September 14, 2016, There were 2 deceased bodies found inside the residence. Names are not being released pending the notification of next of kin. The Outagamie County Sheriff's Office is assisting in the ongoing investigation. We do not believe there is any danger to the public. More information will be released when the preliminary investigation is complete.

County Sheriff's Office is assisting in the ongoing investigation. We do not believe there is any danger to the public.

More information will be released when the preliminary investigation is complete.

Countdown: 3 Weeks Until...

Church of the Holy Apostles hosts

Annual Fall Harvest Dinner

Saturday, October 8, 2016

Parish Hall - 2936 Freedom Rd., Oneida

Serving from 11:30a to 5p or until gone



www.
Kalihwisaks
.com

Cars on display at farmers market



Kali photo/Christopher Johnson

The REZurrected Ridez car club displayed several automobiles at the Sept. 8 Oneida Farmers Market. The weekly farmers market will continue each Thursday through Oct. 13 on Water Circle Place in Oneida from noon until 6 p.m.

Seymour HS Senior Parent Night

Seymour Community High School will be holding a "Senior Parent Information Night" on September 19 at 6pm in the high school auditorium. School counselors will be sharing pertinent information regarding the college and financial aid process. A representative from Oneida Higher Education will be available to answer individual questions as well. All seniors who plan on enrolling in a technical or 4 year college should attend along with their parents/guardians.

Packers radio show back at Thornberry Creek at Oneida



Kali photo

The Datone Jones and Quinten Rollins show airs every Wednesday from 6 pm - 7 pm on WDUZ sports radio. The live show is held at Thornberry Creek at Oneida.

The show returns to Thornberry Creek at Oneida while the course offers food and beverages to the show's crowd.

We Pledge to Provide Outstanding Service.

Our dedicated staff is courteous and sympathetic...
Our facility is comfortable and clean when you arrive...
We handle your funeral service with dignity and respect,
always mindful of cultural customs and traditions.

We've stood by you for the past nine decades and
pledge to continue to be there for you through
life's most challenging and difficult times.

Ryan
FUNERAL HOME
& CREMATORY

Joe Schinkten Scott Baeten

Thoughtful Service, Sincerely Rendered. Since 1926.

www.ryanfh.com 920.336.3171

Oneida Higher Education High School College Fair



Thursday, September 29, 2016

9:30 am—12:00 pm—Thornberry Creek at Oneida

Transportation may be provided for local schools.

Parents encouraged to attend with their student.

For more information please contact:

Oneida Higher Education Office at 920-869-4033.





Home Repair SOP approved August, 2016

1 PURPOSE: To provide minor home repairs pertaining to health and safety issues that will aide and assist our elder community to remain in their homes.

2 DEFINITIONS:

- 2.1 Home Repair Coordinator: Individual who evaluates and performs minor home repairs.
- 2.2 Minor Home Repair: Handyman services.
- 2.3 HVAC: Heating, Ventilation, and Air Conditioning.
- 2.4 Health & Safety: Home repair issues critical to health and safety of homeowner.

3 WORK STANDARDS:

- 3.1 All requests must be initiated by Supervisor. If client calls vendor directly, Elder Services will not be responsible for cost incurred.
- 3.2 All other funding sources must be thoroughly exhausted.
- 3.3 Home Repair services are dependent on available funding and staffing
- 3.4 Eligibility requirements: See Service Request Standard Operating Standard.
- 3.5 Elder Services may provide up to \$400.00 per service request. (All costs above \$400.00 will be the responsibility of client.
- 3.6 Client(s) not meeting the priority age of 70+ or disabled/handicapped criteria will be responsible for (all) purchases/costs.
- 3.7 Home owner is responsible for disposal of all job refuse, after job completion.

4. PROCEDURES:

- 4.1 Service requests and appointments will be scheduled through the Service Specialist
- 4.2 Home Repair Coordinator will evaluate repair request(s).
- 4.3 Home Repair Coordinator may perform repair requested.
- 4.4 Referrals to professionals may be needed for installation or repair.
- 4.5 Home Repair Coordinator must obtain client signature for satisfaction.
- 4.6 Customer will be given yellow copy of the Service Request for their records upon completion.
- 4.7 Eligible repairs:
- 4.7.1 Furnace repair /replace
- 4.7.2 Plumbing:
- 4.7.2.1 Toilet may be replaced with ADA standard (only one per household)
- 4.7.2.2 Install or replace wax rings and flushes
- 4.7.2.3 Kitchen or bathroom faucets and sinks if broken, install only
- 4.7.2.4 Drain pipes under sinks
- 4.7.2.5 Sump pumps
- 4.7.2.6 Unplug toilet or drains with snake or plunging, Home Repair does not use Chemicals.
- 4.7.2.7 Ejector pumps
- 4.7.3 Exterior door: (Standard style size 32"x80" or 36"x80")
- 4.7.4 Door knobs, locks and deadbolts, install only
- 4.7.5 Garage door opener, repair or replace
- 4.7.6 Garage door (repair only)

• See 12 Home Repair

Menu

October 2016



Congregate Meal Site • 2901 S. Overland Rd.

3 Monday

Barbecued Chicken, Broccoli Spears, Cole Slaw, Dinner Roll W/Butter, Fresh Fruit

4 Tuesday

Oneida Round Steak- Ring Bologna, Buttered Parsley Potatoes, Squash, Bread W/Butter, Fruit

5 Wednesday

Roast Turkey W/Gravy, Bread Dressing, Mixed Vegetables, Cranberry Sauce, Raw Vegetables W/Dip, Pudding

6 Thursday

Chili W/Crackers, 1/2 Deli Meat Sandwich, Lettuce Salad W/Dressing, Fruit

7 Friday

Pork Chop, Long Grain & Wild Rice Mix, Green Beans, Dinner Roll W/ Butter, Fruit

10 Monday

Oneida Corn Soup W/Crackers, Deli Meat Sub, Raw Vegetables W/Dip, Fruit, Gelatin

11 Tuesday

Sliced Roast Beef W/Gravy, Mashed Potatoes, Buttered Carrots, Bread W/Butter, Fruit

12 Wednesday

Baked Ham, Scalloped Potatoes, Buttered Green Beans, Fresh Dinner Roll W/Butter, Applesauce

13 Thursday

Swedish Meatballs Over Buttered Noodles, Acorn Squash, Sliced Cucumbers, Corn Muffin, Fruit

14 Friday

Honey Dipped Chicken, Wild Rice Pilaf, California Blend Vegetables, Fresh Dinner Roll W/Butter, Fruit

17 Monday

Grilled Liver & Onions, Mashed Potatoes, Buttered Carrots, Dinner Roll, Homemade Cookie

18 Tuesday

Spaghetti W/Meat Sauce, Italian Blend Vegetables, Cheesy Mascot Bread, Fresh Fruit

19 Wednesday

Swiss Steak, Baked Potato W/Sour Cream, Brussels Sprouts, Dinner Roll W/Butter, Fruit Cocktail

20 Thursday

Beef Stew, 1/2 Turkey Sandwich, Raw Veggies W/Dip, Fresh Fruit

21 Friday

Baked Fish Fillet W/Lemon, Oven Roasted Potatoes, Asparagus, Rye Bread W/Butter, Orange Slices

24 Monday

Hamburger On A Bun, Baked Beans, Potato Chips, Fresh Fruit

25 Tuesday

Homemade Chicken Noodle Soup, Deli Meat Sandwich, Lettuce Salad W/Dressing, Gelatin Cubes

26 Wednesday

Roast Turkey, Mashed Potatoes W/Gravy, Buttered Wax Beans, Cranberry Sauce, Corn Muffin, Fruit

27 Thursday**BIRTHDAY DAY**

Beef Stroganoff Over Buttered Noodles, Brussels Sprouts, Fruit, Birthday Cake

28 Friday

Cream Pea Sauce Over Salmon Loaf, Buttered Parsley Potatoes, Rye Bread, Fruited Gelatin

31 Monday

Chicken A' La King, Homemade Biscuits, Lettuce Salad W/Dressing, Carrot Coins, Fresh Fruit

Participants must call in to reserve or to cancel their meal before 3:30 p.m. the day before.

***No participant will be denied**

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

MENU SUBJECT TO CHANGE

Lunch is served:

Monday–Friday from 12:00PM – 1:00PM

Breakfast is served:

9:00AM – 10:00AM on posted days

Oneida Nation Elder Services Memory Café



10/4/16 @ 1:30-3:30PM Elder Services Pod A

Located at Oneida Nation Elder Services

- For people who are living with memory loss and other symptoms of dementia and their caregivers.
- Memory café is a social occasion for people who live with dementia and their caregivers to gather connect with one another and enjoy café hospitality.
- Activities available at each café and may include crafts, socializing, and refreshments.
- Held the first Tuesday of every month @ Elder Service Pod A
- Contact our Tribal Dementia Care Specialist; Debbie Miller at (920)869-6835 or 1(800)867-1551 or stop by at Oneida Nation Elder Services, 2907 S. Overland Road, PO Box 365, Oneida, WI 54155

How will the Per Capita affect your Benefits?

The Oneida Nation Elder Per Capita is right around the corner and all elders need to be prepared because the Per Capita payments will affect your SSI and Medicaid health care benefits. SSI and Medicaid eligibility are based on an individual or family's monthly income and assets. The maximum asset limit is \$2,000 for an individual and \$3,000 for a couple.

- The Oneida Elder Per Capita is considered income the month that it is received and will likely put most people over income for SSI and Medicaid. This means that you ***will not be eligible*** for:
 - SSI & Needs-based Veterans Benefits
 - Medicare Buy-In Programs
 - Food Share
 - W-2, TANF, or Medical Assistance
 - Section 8 Housing Voucher Assistance
 - Title V

- To become eligible again you will need to spend the Per Capita money down until you are within the eligibility guidelines. You can always spend your Per Capita

on:

- home repairs (i.e. water heaters, A/C units)
- vehicle repairs or purchase a vehicle
- furniture
- pay rent ahead of schedule

Remember loaning money to family or friends is not eligible & Keep all receipts to prove spend downs.

- After one month, any remaining Per Capita money that has not been spent down will be considered as an asset, not income. Once you are within the SSI and Medicaid assets limits, you will be eligible for SSI and Medicaid again.

If you have any questions or need assistance determining if the Oneida Per Capita will affect you, or reapplying for SSI or Medicaid, contact:

Elder Benefit Specialist
(920) 869-2448 or
1(800)867-1551

From page 10/Home Repair

- 4.7.7 Hand railings: Standard railing for interior or exterior
- 4.7.8 Grab bars for health and safety
- 4.7.9 Cabinet safety latches, install only
- 4.7.10 Patching walls, only up to 2ft. x 2ft., will paint if client provides the paint
- 4.7.11 Smoke Detector and carbon monoxide (CO2) detector (battery operated only) Client must purchase smoke and CO2 purchase detectors,

- install only
- 4.7.12 Gutters (up to 6ft.). First story of homes only
- 4.7.13 Wooden steps (up to 3 steps)
- 4.7.14 Electrical:
- 4.7.17.1 Light switches, outlets and fixtures (no ceiling fans)
- 4.7.17.2 Thermostats (change batteries only)

4.8 Items Homeowner is responsible to purchase for installation:

- 4.8.1 Smoke alarms and Carbon (CO2) detectors
- 4.8.2 Batteries
- 4.8.3 Light bulbs
- 4.8.4 Furnace filters
- 4.8.5 Cabinet Safety latches
- 4.8.5 Paint for patching repair
- 4.8.6 Water heaters (repair or install only)
- 4.9.7 Replace screen doors
- 4.9.8 Dryer vent hose
- 4.9.9 Replace siding up to six (6) pieces



OCTOBER 2016 ACTIVITIES



Monday	Tuesday	Wednesday	Thursday	Friday
3 Rubber Stamping E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bingo E.S. Meal-site 1:00	4  Crafts 9:30 – 11:00 E.S. Meal-site	5 Book Club E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bingo C.W. Build/H 1:30	6 Black Creek Farmer's Market 10:00 Chair Yoga E.S. Meal-site 1:30	7 Banks, Shopping & Lunch Out (On your own) 10:00 – 3:00 No Transportation for lunch this day.
10 Crocheting E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bird Watching Tour/Lunch 11:30 – 1:00 Line Dancing E.S. Meal-site 1:30	11 Tai Chi 1:30 Old Activity Room (Tornado shelter) Elder Services	12 Book Club E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bingo C.W. Build/H 1:30	13 Outlet Mall Oshkosh 10:00 Lunch Out (on your own) No Transportation for lunch this day	14 Banks, Shopping & Lunch Out (On your own) 10:00 – 3:00 No Transportation for lunch this day.
17 Knitting E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bingo E.S. Meal-site 1:00	18 Crafts 9:30 – 11:00 E.S. Meal-site 	19 Book Club E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bingo C.W. Build/H 1:30	20 3 Sister's Center Halloween Bingo 10:00 Chair Yoga E.S. Meal-site 1:30	21 Banks, Shopping & Lunch Out (On your own) 10:00 – 3:00 No Transportation for lunch this day.
24 Plastic Canvassing E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Line Dancing E.S. Meal-site 1:30	25 Tai Chi 1:30 Old Activity Room (Tornado shelter) Elder Services	26 Book Club E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Bingo C.W. Build/H 1:30	27 Doc's Harley Davidson 9:30 Birthday Lunch 12:00 Movie (Me Before You) E.S. Meal-site 1:00	28 Banks, Shopping & Lunch Out (On your own) 10:00 – 3:00 No Transportation for lunch this day.
31 Adult Coloring E.S. Meal-site 9:30 Exercise E.S. Meal-site 11:00 Halloween Party/Bingo E.S. Meal-site 1:00			Is this the Month of your Birthday? You must sign up in the Birthday Book at the E.S. Meal-site. *Must be present at B-day Lunch to receive your gift card HAPPY BIRTHDAY!	* Please sign up for trips at the E.S. Meal-site. *Activities need 5 Elders to go. *Activities subject to change. 

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

Upcoming Meetings and Presentations

GLNAEA

December 7-8,
2016

Carter Potawatomi

Memory Café

October 4th, 2016
1:30 PM-3:30 PM
Elder Services Pod A

ONCOA

Meeting

October 11 & 25,
2016

1 PM- 4:30 PM
Elder Services
Conference Room

Drums articles can also be viewed at
Oneida-nsn.gov/elderservices/

10 minute memory screens available on October 17

Memory screens will be offered on October 17th from 1:00PM–4:00PM at Elder Services. The **FREE** screening takes 10 minutes

Early detection; Key to better quality of life

Get immediate results.
Early detection is important.
Treatment is possible;
some types of dementia are reversible like those from infections, depressions



vitamin deficiencies and more.

Knowledge means more control; dementias that are not reversible can often be treated with medications that could slow down

the process and give quality of life for a longer period.

To schedule a Memory Screen
Contact: Debra Miller DCS,
Carol Bogda NAFCG, Oneida
Elder Services, **920-869-2448**

OPTIONS for Independent Living



2016 Meal Site Presentation

Assisted Devices

Thursday
October 13, 2016
12:00 – 1:00 PM

Presenter: Sandra L. Popp

For more information, please contact:

Carol Bogda NAFCG
Oneida Elder Services
(920) 869-2448

DRIVER SAFETY

AARP Real Possibilities

AARP DRIVER SAFETY JUST GOT SMARTER.

Sign up now for AARP Smart Driver™ – the new and enhanced driving refresher course from AARP Driver Safety.

The AARP Smart Driver Course teaches:

- Defensive driving techniques, new traffic laws and rules of the road
- How to deal with aggressive drivers
- How to safely navigate adverse weather conditions
- Useful information on automobile technology and more

Plus, upon completion you could save money on your car insurance!*

DATE(S)

WEDNESDAY October 12th 2016

TIME

CLASS 8:30 TO 12:30

LOCATION

ONEIDA ELDER SERVICES
2907 S OVERLAND RD
ONEIDA, WI 54155-8959
SIGN-UP AT THE ELDER CONGREGATE MEAL SITE

TO REGISTER

CONTACT JOYCE HOES AT (920)869-2448
COST: \$15.00 AARP MEMBERS
\$20.00 NON AARP MEMBERS
ELDER SERVICES WILL PAY FOR THE FIRST 10 TRIBAL ENROLLED ELDERS

For additional local information or to volunteer,
call TOLL-FREE at 1(888)227-7669 or 1(888)AARP-NOW
or visit www.aarp.org/drive

TOYOTA This program is supported by a generous grant from Toyota to AARP Foundation.

*Upon completion you may be eligible to receive an auto insurance discount. Other restrictions may apply. Consult your agent for details.

C2747(1014)



The Oneida Nation Community Health Department Assist Local Youth in “Choosing the Best”



Submitted photo

Kala-Kim Cornelius and Candi Cornelius gave a presentation on the culturally tailored abstinence program Oneida Community Health Nurses have been presenting at the Oneida school system.

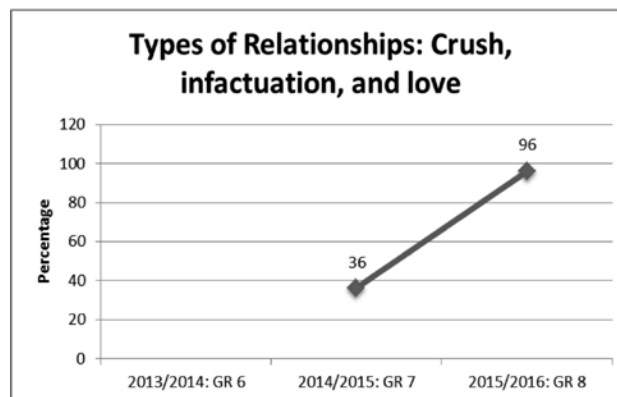
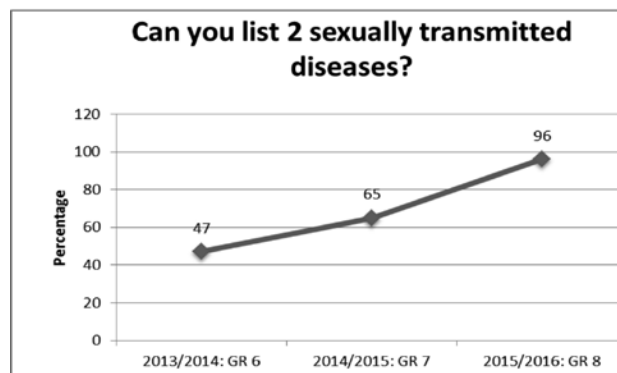
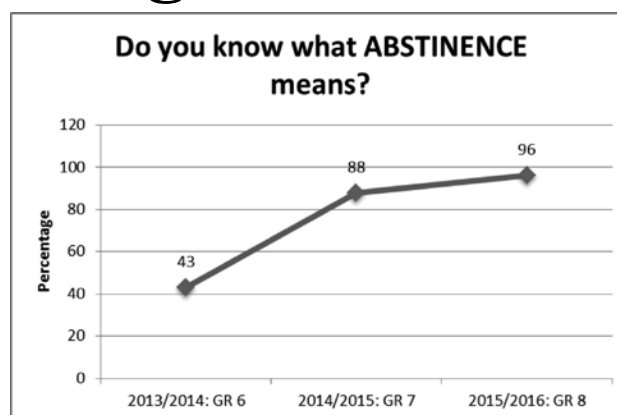
Article by Candi Cornelius, MSN RN & Kala-Kim Cornelius, MSN RN

At the Public Health Nurse Conference on August 3, 2016 in Stevens Point two Oneida Community Health Nurses presented information about how they implemented a new culturally

tailored abstinence centered sex and relationship curriculum, Choosing the Best, in the Oneida Nation School.

The Oneida Community Health Nurses were excited to share their journey of implementing a new curriculum with Public Health Nurses from all over the state.

Detailed information about the curriculum was shared and the participants were able to review samples of the curriculum and ask questions. Data collected over three years was also reviewed to demonstrate the curriculum's effectiveness in increasing student's knowledge about a vari-



ety of topics. The graphs show that each year the student's knowledge increased re: the meaning of abstinence, about sexually transmitted diseases and types of rela-

tionships. This demonstrated the importance of providing constant and consistent information to students.

This fourth school year 2016-2017 is an excit-

ing stage since the curriculum will now be introduced to the Oneida Nation High School grades 9 and 10 along with grades 6 through 8. Data will continue to be collected and the plan is to share with surrounding schools in hopes they will incorporate it in the classrooms or in after school programs for Native American students. If anyone is interested in implementing the curriculum please contact Candi Cornelius (920-869-4940) for upcoming Choosing the Best training opportunities.

Choosing the Best is evidence based that covers abstinence and healthy relationship choices. It is approved by the state and has been used by several other Native American schools with success. It also allows for Native American culture and language to be incorporated into the lessons. Lessons start in 6th grade and continue through 12th grade. By providing information and support about healthy relationships throughout middle school and high school it has been proven to be effective in increasing rates of abstinence and making health relationship choices amongst youth

Interested in implementing the Choosing the Best curriculum?

Call 920-869-4940 for training opportunities

September is National Head Lice Prevention Month

Community Health
Services Department

WHAT IS HEAD LICE?

Lice are small light gray bugs that live on the hair of your head and feed on human blood. They lay very small oval white eggs, called "nits". Nits are not bigger than a grain of sand and are usually found glued to the hair at the back of the neck, above and behind the ears, and under barrettes or ponytails-but they can be found ANYWHERE on the hair.

Lice do not spread disease and should not cause a panic. However, lice are an annoying, frustrating problem that requires immediate attention.

WHAT TO LOOK FOR

Intense itching and scratching of the scalp

can be confirmed by a close visual inspection of the hair and scalp under a good light. Look for whitish oval eggs (nits) adhering to the hair shafts about 1/4 inch from the scalp.

PREVENTION

Head lice can happen to anyone. It is not the result of dirty conditions or lack of personal hygiene. Head lice are transmitted by coming in direct contact with the hair or clothing of an infested person-they do not jump or fly. Don't allow the shared use of hats, combs, ribbons, scarves, coats, and sweaters as it can provide a way of spreading lice.

Parents / guardians should be aware of lice and its manifestations. It is recommended that parents / guardians make

prior to the opening of school, and after vacations. Or simply remember, once a week, take a peek!

NITS....NOW WHAT?

If you suspect your child has head lice and are unsure what to do, you can contact your child's medical provider for treatment options. For additional questions about head lice and suggestions for proper cleaning of furniture, carpet, toys, and other non-washable items, feel free to contact the Community Health Nursing Department at 920-869-4840.

Resources: <http://www.cdc.gov/parasites/lice/head/> <http://www.headlice.org/faq/questions.htm>

Oneida Tribe Behavioral Health

Ka'Ni·Kuhlí·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
September 19	Protecting Our Children	Tor Adkins
October 17 th	Applying The Four Agreements	Becky Krueger
November 21 st	Your Brain & Substance Abuse	Mike Agneessens
December 19 th	Self Care	Kelly Schoen

Lite SNACKS & Beverages will be served

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

Oneida
Community
Health
Center
(920)
869-2711
or
(866)
869-2711

Strengthening Families Program

Is a program for parents/caregivers with youth Ages 9 – 11

Monday Oct 3rd thru Nov 14th 2016



Seven sessions (Mondays), one session per week

4:45 to 7:30 pm

Oneida Social Services Bld.
Green Room

*Free meal will be served

*Free childcare available for the younger children

Enrollment is limited to first 6 families

Call to reserve your spot @
(920) 490-3700

ask for The TRAILS Program
REGISTER TODAY!

Must reserve spot by September 23rd 2016

Parents Learn:

- What to expect from their adolescent children
- Over a dozen tools for effectively parenting teens
- How to set limits and show love during the pre-teen and teen years

Youth Learn:

- How to resist peer pressure
- How to handle angry feelings and manage stress
- How to choose positive friends

Oneida Nation High School

THUNDERHAWK TIMES



Principal Talks Proficiencies

By Kyla Denny
Thunderhawk Times

For ONHS students it's become a familiar theme. New students hear it at admissions meetings and seniors and others are reminded of it most days. It's the three proficiencies that principal Art Skendore says he wants all ONHS students to develop and graduate with.

These three proficiencies are to be able to communicate, to be able to problem solve, and to be able to self-advocate.

In a recent interview Artley, briefly explained these proficiencies that he wants all senior to graduate with. Artley said he, "wants graduating seniors to have confidence when graduate because we need it in our near future as if we were to get a job or go to school, that it would be helpful to us."

Three Proficiencies
Communicate
Problem Solve
Self-Advocate

The first proficiency, to be able to communicate, means being able to write and speak clearly so that people know what you mean.

The second, to be able to problem solve, means being able to think critically, to evaluate information and use it.

The third, to be able to self-advocate, means the courage to ask questions, to ask for help when you need it.

As a senior myself, I think these are good. They will be helpful to us just in general and in school and work.

Remembering Gary Lancelle

By Raina Flores
Thunderhawk Times

As the 2016-2017 school year progresses, there's a big hole in the ONHS learning family. Long-time computer teacher, Gary Lancelle, passed away this summer.

For ONHS staff and students there will always be something missing; Gary left a big impact on them. He worked for ONHS for 16 years.

I interviewed three ONHS students and one ONHS staff member.

Math teacher, Tony Romandine, has moved in to the Gary's old classroom. His thoughts on having this room was, "I was a little apprehensive at first, but relieved when I found out that it was culturally cleaned." When I asked Tony what would he like the staff and students to remember about Gary he replied, "That he had a big heart and his intentions were always good."

Elijah Metoxen, a sophomore at ONHS, said that his favorite memory of Gary was "when he was smoke dancing last year during the Culture Days." He also said that he felt a lot of grief from Gary's passing.



"Thunderhawk Times" photo by Denis Gullickson

The 2016-2017 School Year Starts Off Without long-time computer teacher, Gary Lancelle, who passed on this summer. Gary was always known for a smile and a willingness to help out wherever he could. Here he is with 2016 ONHS graduate Lillian Stands on a Friday last school year when Gary pitched in as a "lunch lady" to help the kitchen staff.

Damiano Cabrera, a junior, had to say that one thing he wanted everyone to know about Gary was that "he was a very understanding person under any circumstance."

Laiyah Lee, current senior at ONHS, had quite a lot to say about Gary. When I asked her what her thoughts were on his sudden death she told me,

"I feel very saddened by his death. He was a genuinely nice person and those are so hard to come across these days."

One thing Laiyah wanted everyone to remember about Gary was that, "if a student was skipping class, [security guard] Mathew would always check his classroom first. Also how he loved every-

one and saw the good in them."

It's pretty clear that staff and students do feel that there is a big hole at ONHS this year, but they're also filling that hole with good memories of a special teacher, Gary Lancelle.

Thunderhawk Times Staff Semester One, 2016-2017

Esperanza Cruz, Kyla Denny, Raina Flores, Cierra Johnson, Ryan King, Dorain LeBeau, Jay-Lynn LeBeau, Lexandria Metoxen, Gilbert Perez Jr., David A. Reed, Damiano Schwartz, Jada Sitting Bear
Denis Gullickson – Advisor

My Scoop

Summer Vacation

By Jay-Lynn LeBeau
Thunderhawk Times

Summer vacation ran a little longer for me as I was in South Dakota visiting my family. When I came back, I felt a little uncomfortable because there are a lot of new people and a lot changes in our schedules at ONHS this year.

At first, I was confused because most of my classes are with seniors and I thought that maybe the teachers made a mistake and put me in the wrong

grade. But I talked to Tom Kenote, ONHS guidance counselor, and he told me that I needed those classes and that some of those seniors might have failed last year.

It made me feel a little better, but I kind of wished I had started when everyone else did. I'm happy I got to spend more time with my family, though.

What Makes a Good Coach?

By Lexandria Metoxen
Thunderhawk Times

This is one of the most important relationships for athletes. It affects team chemistry, overall success, and player development. It is the relationship between a high school student athlete and their coach/coaches.

I asked some students at Oneida Nation High School what they look for in a coach.

Dorian Lebeau, a junior volleyball player, says a good coach is "loud,

emotional, and pushes you to the limit."

Another junior, Cierra Johnson, who plays volleyball and basketball, says that she looks for a coach having good criticism and being nice. She also agrees that a good coach pushes you to the limit. David Reed, a junior, says he looks for a motivational and encouraging coach.

Athletic director, Artley Skenandore is responsible for hiring coaches. He said a coaching re-

Lystra Charnon? No ... "Clausen"

By Esperanza Cruz
Thunderhawk Times

It might seem like a little thing, just the change of a name on the teacher phone list. But there's much more to it than that.

Over the summer, ONHS math teacher, Lystra Charnon became Lystra Clausen. Lystra got married.

Lystra has been a part of our educational family since the fall of 2013. She started out as the secretary for the high school then moved on to being the mathematics teacher. She went to high school at Pulaski and graduated in 2009. For college she went to the University of Northwestern St. Paul, MN and graduated in 2013.

What about the groom? His name is Matthew Clausen. He works as a car mechanic at Huron Automotive which is located on the East side of Green Bay. A unique

hobby that he has is that he has a large collection of hats, 280 to be exact. His goal is to have 365 so he can wear on for every day of the year.

Lystra met her husband at a youth group that they both volunteer at on Wednesday and Saturday nights. He proposed in front of about 50 or 60 of her close friends and family while at a teaching seminar that they both attended.

When I asked her about how she felt about him proposing she replied with, "It was a complete surprise to me, and I was in total shock. He did a great job at making me feel loved and special."

Lystra and Matthew tied the knot on August 13, 2016. The ceremony



Photo by Bridget Flagstad

ONHS math teacher Lystra Clausen got married to Matthew Clausen over the summer.

was held at the Crosspoint Church in De Pere and the reception was at the Marq Banquet Hall in Howard. They had about 250 guests show up.

She and her husband spent their honeymoon in Door County, WI. They stayed at the Ashbrooke Hotel in Egg Harbor.

I've had Lystra as a

teacher and she is a very fun and creative person. So it didn't come as a surprise that they did their wedding a little bit different. They still had a cake but they also had a pudding bar! She states that the pudding bar was "absolutely perfect and one of my favorite parts of the night."

9/11 is History for Today's Teens

By David Reed
Thunderhawk Times

For most adults, September 11, 2001 is a date that they will never forget. They can tell you where they were or what they were doing or who they were with when hijacked planes crashed into the World Trade Center, the Pentagon and a field in Pennsylvania.

For most of today's teens, however, 9/11 is a memory or an incident they read about in history books.

Freshmen, who were not born yet, look at 9/11 and Pearl Harbor as "history" said, Chris Causey, a middle school educator in Robertson County,

Tenn. So, as the personal memories fade, teachers feel "challenged to teach about 9/11 in some way that is relevant to all ages."

Schools cross the U.S. are trying different ways to do this. In New Jersey, 3rd graders learn about K9 rescue teams and 12th graders discuss different methods for prisoner interrogation. Teaching about 9/11 is not mandated there, though there are guidelines.

In Tennessee, 9/11 is included in the state's social studies standards, but how the attacks are taught to students depends on the individual teacher.

ONHS teachers teach

about 9/11, too. Journalism teacher, Denis Gullickson, said, "I try to help students appreciate that we saw the best and the worst of human beings that day, incredible acts of terrorism and heroism."

ONHS students try to understand the day too. Junior Lexie Metoxen said, "When I think of 9/11, I think of September, of buildings, of fire fighters and bombs."

Senior Sandra Torres said, "I think of death. Pretty much because of what happened that day to all of those people and the planes crashing into the buildings and all of that destruction."

ITT Tech closes campuses nationwide

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

In a late-August move that may send warning signs to nationally accredited for-profit schools across the country, the Obama Administration eliminated federal funding for ITT Technical Institute which in essence was a death sentence for the college. And on Tuesday, Sept. 6, the school announced it was closing its doors nationwide effective immediately after a number of its locations, including the Green Bay campus, had already ceased operations. The notice by ITT Tech, which came just days prior to the start of a new quarter, caught tens of thousands of students and more than 8,000 employees at approximately 130 campuses nationwide off guard.

The move came amidst dropping enrollment numbers and mounting pressure by former students and federal agencies to cease funding and loans for people attending ITT Tech and some other private, for-profit schools.

Here in Oneida, the Oneida Nation's Higher Education Department has seen a steady decline in the number of students attending ITT Tech across the past six years. In 2010, seventy Oneida students received funding for various computer-

related programs at ITT Tech compared to just four during the 2015-16 academic year.

The cutting off of federal funding for ITT Tech and subsequent school shutdowns didn't come as a shock to the Oneida Higher Education office. "It didn't surprise me," Mitch Metoxen, Higher Education Assistant Manager said. "We've been monitoring that happening to other schools. It also happened with Corinthian Colleges, which have had Oneida tribal members there, which in the past have been accused of inflating the value of its degrees. Like Corinthians, ITT Tech was no longer given Title IV eligibility which pretty much shuts them down because you can't charge students \$1,000 per class without giving them access to some type of student loans or federal financial aid."

The U.S. Department of Education (DOE) appears to be focusing its efforts on cutting off Title IV federal funding to many nationally accredited for-profit colleges that don't live up to their accreditation standards. Most colleges in the U.S. are either regionally or nationally accredited. Regionally accredited colleges will often carry more weight with employers and graduates than nationally accredited schools because a regionally recognized agency gives its stamp of approval to a school such



Kali photo/Christopher Johnson

ITT Technical Institute abruptly notified thousands of students and staff members that it was ceasing all operations nationwide including its Green Bay campus (above). The notification came just days before the school was scheduled to begin a new academic quarter.

as a University of Wisconsin system college or a tech school like Northeast Wisconsin Technical College. Accrued credits in these schools are much more easily transferred as well. By comparison, a nationally accredited school such as ITT Tech or Globe University carries a less stringent set of academic guidelines with potentially less oversight, Metoxen said. Credits from these schools are often more difficult to transfer to other colleges.

Inflated tuition rates and flooded job markets with nationally accredited school graduates isn't uncommon and these colleges aren't always obligated to keep students apprised of the true nature of the job market they are seeking to enter. In fact, ITT Tech has

been accused by numerous graduates of inflating their true job prospects in order to keep students and their federal financial aid dollars.

Perhaps more disturbing are the numerous reports of grading and attendance fraud purportedly committed by ITT Tech. An investigative report once conducted by WGBA NBC-26 in Green Bay showed evidence of grading fraud when, in one instance, a student received a 100% on a computer forensics assignment by emailing the professor a noodle recipe. NBC-26 believed this to be an effort on the part of ITT Tech to increase federal student aid funding. Still another investigative report conducted by WTMJ NBC-4 in Milwaukee showed teach-

ers lying on attendance records so they could receive cash bonuses paid by ITT Tech. At the time the school also used attendance records as yet another means to secure federal financial aid dollars.

This doesn't mean there haven't been successful Oneida graduates from nationally accredited for-profit colleges and even ITT Tech. "If a person had come to us and said they wanted to go to ITT or Everest or one of these schools we would fund them there," Metoxen said. "They were eligible for federal student aid but we would caution them about the limitations they could experience as they progress through their education. However, despite the rap they are getting right now

ITT Tech has produced some successful graduates. So I can't jump onboard with saying all for-profit nationally accredited schools are bad."

In a statement on its official website, the school announced its nationwide ceasing of operations was due to the DOE imposing a new set of conditions on ITT Tech as well as the DOE's rejection of several proposed alternative options. The statement further reads the school's accreditation agency continued to show standards that ITT Tech was not fully in compliance with.

Compounding the problem of the abrupt shutdown is the possibility that students who have not completed a degree may have difficulty transferring credits. Fortunately a recent report published by the Milwaukee Journal-Sentinel (JOnline) indicates that several Milwaukee area colleges, including UW-Milwaukee and Milwaukee Area Technical College, are working with some of the estimated 500 ITT Tech students stranded in academic limbo in Wisconsin.

ITT Tech is only the latest nationally accredited academic institution to face federal financial-aid elimination amidst a growing backlash by current and former students who claim underemployment and inflated tuition costs at for-profit private institutions. ITT Tech won't be the last.

Dakota Access CEO: Company committed to finishing project

By James MacPherson
Associated Press

BISMARCK, N.D. (AP) — The head of a Texas company building the \$3.8 billion Dakota Access pipeline told employees Tuesday that it is committed to the project despite strong opposition and a federal order to voluntarily halt construction near an American Indian reservation in North Dakota.

The memo to employees, which was also released to some media outlets, is the first time in months the company has provided significant details of the four-state, 1,172-mile (1886-km) project.

It came the same day as a planned “day of action” in cities around the U.S. and in other countries, including a rally that drew hundreds in Washington to hear Sen. Bernie Sanders and others speak. Authorities also arrested 22 people for interfering with construction on the pipeline about 70 miles (113 km) northwest of the main protest site near the Standing Rock Sioux Reservation in North Dakota.

Energy Transfer Partners CEO Kelcy Warren

told employee the pipeline is nearly 60 percent complete and that “concerns about the pipeline’s impact on the local water supply are unfounded.” The Standing Rock Sioux tribe and others argue the project will impact drinking water for thousands of tribal members and millions downstream.

“I am confident that as long as the government ultimately decides the fate of the project based on science and engineering, the Dakota Access Pipeline will become operational. ... So we will continue to obey the rules and trust the process,” he wrote.

Standing Rock Tribal Chairman Dave Archambault II said he and the thousands of others who have gathered at an encampment in southern North Dakota to protest won’t budge.

“People are still coming down here and are committed to stopping the project,” he said.

The tribe is challenging the Army Corps of Engineers’ decision to grant about 200 permits at water crossings for pipeline, which goes through the Dakotas and Iowa to Illinois. The tribe says the

project will disturb sacred sites and impact drinking water. Energy Transfer Partners disputes those claims, saying the pipeline would include safeguards and that workers monitoring the pipeline remotely could close valves within three minutes if a breach is detected.

“We have designed the state-of-the-art Dakota Access pipeline as a safer and more efficient method of transporting crude oil than the alternatives being used today,” his memo said.

The tribe’s effort to temporarily block con-

struction near its reservation was denied by U.S. District Judge James Boasberg on Friday. But minutes later, federal officials ordered a temporary halt to construction on Army Corps land around and underneath Lake Oahe — one of six reservoirs on the Missouri River. Three federal agencies also asked ETP for a “voluntary pause” in work for 20 miles (32 km) on either side of Lake Oahe.

ETP removed about 30 pieces of damaged or vandalized construction equipment from the area near the protest site Tues-

day, according to Morton County Sheriff’s Department spokesman Rob Keller. The company did not immediately respond to a request for comment on whether it has halted construction in that section or is backing down on its plans to build the pipeline, but has said construction continues elsewhere.

About 70 miles (113 km) northwest of the main protest site in southern North Dakota, protesters “swarmed” construction workers and two people chained themselves to equipment, according to

Morton County Sheriff’s Office spokeswoman Donnell Preskey. Twenty people face charges of criminal trespassing, and two who “attached” themselves to equipment also face charges of hindering law enforcement and disorderly conduct, she said.

In Washington, Sanders was joined at the rally by a couple of Standing Rock Sioux members, including a girl who had joined about a dozen people this summer in running a petition signed by 140,000

**• See 27
Dakota Access**



**Purchase Price
\$175,000**

- 2,023 Sq. ft.
- 3 Bedroom
- 2 1/2 bath
- New Flooring
- Freshly painted

APPLICATION DEADLINE:

**Monday, September 26, 2016 at the
Land Management office by 4:30PM**

Contact the Division of Land Management for more information: Local: (920) 869-1690
Toll Free: (800) 684-1697

Address: 470 Airport Dr., 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: 08/08/2016

Division of Land Management Dream Home Open House

**TUESDAY, September 20, 2016 • 11:30AM – 1:30PM
WEDNESDAY, September 21, 2016 • 4:00PM – 6:00PM**



1315 Riverdale Drive • Oneida, WI

Est. Monthly Payment: \$ 835.48
(**\$175,000 @ 4% for 30 years**)

Est. Monthly Tax Payment: \$ 240.42

Total: \$ 1,075.90

Applicants who have a minimum monthly gross income of **\$3,842.50** are encouraged to apply.

Directions to home: From Green Bay head west on Hwy 54 (West Mason) to County FF (Hillcrest) and take a right. Take a right at the first stop sign on Riverdale. Home is on the right.

**Tune
into**

Kalihwiyose

WPNE 89.3

**Skenadore, Warren R.****October 31, 1923 – September 2, 2016**

Warren R. Skenadore, 92, of Oneida found peace surrounded by his loving family on Friday, September 2, 2016. The son of the late Anderson and Electa (Hill) Skenadore was born October 31, 1923 in West De Pere. He married Josefa Ruiz at St. Joseph Church, De Pere, on November 8, 1947. Warren was a WWII Veteran serving as a paratrooper, medic, and scout with the 82nd and 101st Airborne Divisions. He was awarded the French Medal of Knight of the Legion of Honor, the highest award France can bestow on a military member. Warren was awarded the Silver Star for his gallantry in action in Belgium as well as the Medical Badge Victory Medal, American Theater Ribbon, European African Middle Eastern Theater Ribbon, Bronze Battle Stars, Bronze Service Arrowhead, and the Victory Medal. Warren was also a proud member of the Robert Cornelius VFW Post 7784 in Oneida. As with many honored veterans, Warren felt he was just doing what was expected of him. He carried this attitude with him throughout his retirement. Warren served several terms on the Oneida Housing Authority Board working to provide affordable housing for families. He was elected to the Oneida Nation Commission on Aging and served on the steering committee and board for the Anna John Resident Centered Care



Community. He was also appointed to the Green Bay Ad-Hoc Committee for improving working conditions for minorities in the Green Bay area.

Warren was a loving husband, father, grandfather, and great grandfather. He will be sadly missed by all who knew and loved him. Survivors include his wife, Josefa Skenadore, daughters Christine Klimmek, Sandra Skenadore, and Kathe (Randy) Cornelius, grandchildren: Yvette (Mark) Roller, Sidney (Emma) White, Oakley Arnold, Fawn (Louis) Cottrell, and Krysta Klimmek, great-grandchildren, Henry, Louis and Charlotte Roller, Gavin, Elise, and Josalyn White, Ruby, Katlyn, Marcus and Josie Arnold, Deja Vieau, Cade, Chloe and Cameron Cottrell, and Evelyn Dessart. He was preceded in death by his parents, daughter Lisa, brothers Gilbert, Robert, Daniel and Henry, and sisters Florence, Margaret and Helen.

Family and friends gathered at Ryan Funeral Home, 305 North Tenth Street, De Pere from 5:00 – 8:00 pm on Monday, September 5, 2016. Oneida Hymn Singers sing at 6:30PM followed by a Veterans Service. Parish prayer service was held at 7:00PM. Visitation continued after 9:30AM Tuesday at St. Willebrord Catholic Church, 209 South Adams Street, Green Bay until time of service. Mass of Christian Burial was cele-

**McMullen, Adam Michael****April 21, 1980 – August 28, 2016**

Adam Michael McMullen, 36, died unexpectedly Sunday, August 28, 2016. He was born April 21, 1980 in Rome, New York, to Michael Raymond McMullen and Debra Marie (Nee Ver Bruggen) McMullen.

Adam has lived in De Pere area for the last three years before that he has lived in many places. Adam has been a Food Service Supervisor; he loved his family, hunting, and music was his passion.

Adam leaves behind his parents Michael and Debra McMullen; his loving son Noah McMullen, he was his whole world; his brother Christopher McMullen; his seven sisters: Anne McMullen, Mary (Scott) Rattermann (nee McMullen), Sarah (Brandon) White (nee McMullen), Rebecca (Lucas) Christ (nee McMullen), Katie McMullen, Emily Rose McMullen, and Margaret Lynn McMullen; many nieces,

nephews, and loving family. He is further survived by his grandmother Donna Ineguez (nee Metoxen); uncle Wayne Ver Bruggen, and many, many friends.

Adam's family will have a private service at a later date for him and he will be laid to rest in the Summerfield Cemetery in Summerfield, IL. Please visit www.ryanfh.com to send condolences to Adam's family.

The family wishes to thank the Hobart/Lawrence Police Department for attending to Adam; the Oneida Enrollment Office for their support and kindness during this difficult time; Richard Powless, Joey Metoxen and all the firekeepers; and to anyone who the family have had contact with during their difficult time of sorrow. Also, we would like to give a special thanks to Ryan Funeral Home for all their support and understanding at a difficult time.

Skenadore, Warren R. (Continued)

brated at 10:30AM Tuesday at the church with Father Andy Cribben, O. Praem, officiating. Burial follow after the Mass at the Oneida Sacred Burial Grounds with Full Military Rites. Please visit www.ryan.com to send online condolences to the Skenadore family.

The family would like

to express sincere gratitude to all the caregivers at the Anna John Resident Centered Care Community for their kindness and excellent care as well as Dr. Flood of the Oneida Community Health Center, and Kerry Metoxen of the Oneida Nation Veterans Service Department.

**Skenadore, Bette A.****June 3, 1933 – September 8, 2016**

Bette Ann (Valliere) Skenadore, age 83, of Lac du Flambeau, passed peacefully on September 8th, 2016 surrounded by her family. She is preceded in death by her husband, Artley Skenadore, Sr.; parents, Charles and Agnes Valliere; brothers, Bill, Hiram, Carlton, and Leon Valliere; and sister Georgian Kinstedt. She is survived by her children, Ed (Linda), Stan (Lynn), Jacque (Scott), Joe (Mary); stepchildren, Artley (Lisa), Debbie (Bob); brother, Joe Valliere and sister Doris Nielson; 11 grandchildren, Ed Jr., Jake, Stosh, Adam, Chelsea, Connor, Kaela, Sergio, Jay, Joseph, and Cameo; 15 great grandchildren and another on the way; as well as many nieces, nephews, and very close friends.

Bette was an extremely devoted mother and grandmother who enjoyed spending time with her grandchildren, attending sporting events, birthday parties, and other special occasions. She was witty and laughed easily at the smallest things. She always worked or volun-

teered for community service programs which promoted Indian culture or would benefit the Elder Community. She was always an activist for Indian rights. She was chairman of the board under the older Americans Nutritional Program and submitted the first proposal for LDF, was on the Headstart program board of directors, and served on the Indian Advisory Board for the St. Paul Mayor's office of Human Rights.

Bette worked as a cultural teacher for the St. Paul and Minneapolis Survival schools teaching grades 1st through 12th grades. She owned and operated her own business, Injunity, in which she designed, sewed, beaded, and appliqued traditional dance attire. She was an excellent seamstress and shared her love of sewing with all those around her. She lived life to the fullest and her spirit will live on with those that knew her.

Funeral service was held at Community Presbyterian Church 643 Abe Road (Hwy 47), Lac du Flambeau, WI on Monday, September 12, 2016.

Obituaries

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



Visit us at:

www.kalihwiaks.com

In Loving Memory

In Loving Memory of... "Grandpa" Randall Jourdan Sr.

June 13, 1944 – September 19, 2011



Loving memories we will never forget,
Sadly missed along life's way,
With silent thought and deep regret,
We think of you every day,
No longer in our lives to share,
But in our hearts you are always there.

Gone are the days we used to share,
But in our hearts you are always there,
The gates of memory will never close,

We miss you more than anyone knows,
With tender love and deep regret,
We who love you will never forget.

A part of our hearts he took with him,
But his love he left for us to keep,
So we will never really be apart,
The bond between us still runs deep.

Our heart still aches in sadness,
Our silent tears still flow,
For what it meant to lose you... Grandpa, Randy.
No one will ever know.

We have lost our soul's companion,
A life linked with our own,
And day by day we miss you more,
As we walk through life alone.

~ Author Unknown ~

Sadly missed by

Jourdon, Larissa, Aaron, Lee Ann & Shirley Jean

In Loving Memory of...
**Myron 'Chubby'
Skenandore**
September 18, 1934 – March 15, 2013

Love You & Miss You
Your wife "Mare", Children, Grand Kids,
Family and Friends

Welcome to...
Oneida Assembly of God Church
Rev. Lonnie Johnson, Pastor
N7321 Olson Road, Oneida Wisc. 54155

920-869-2217
Sunday School – 9:00AM
Morning Worship – 10:30AM
Wednesday Bible Study – 7:00PM

†† Memorial Policy ††

Payment MUST BE made at time of submission and payable by check, money order, or debit/credit card.
Message w/photo: All 2 column

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

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

Memorial submissions mailed in without payment will **NOT** be published.

Questions?

Call Kalihwisaks Toll Free at:

1.800.752.1764

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

From page 1/Big Apple Fest

the village's Chief of Police and attorney that the event would require a permit from the village or face fines and punishments. The village expressed concerns over increased traffic.

The events were similar to last year's Big Apple Fest where the village also advised event coordinators that they were obliged to obtain a special permit to hold the apple festival. In a letter to the village, Chairwoman Danforth stated the Nation would not be obtaining the permit. The event went on with no interference or fine from the village.

"We are pleased that our Big Apple Fest will

be held without the threat of disruption. The fact that our staff will not be cited or threatened with fines is a relief. We are confident that we will prevail in the lawsuit because the village does not have the authority to regulate the Nation or the Nation's officials on the Reservation nor our lands held in trust," said Oneida Nation Chairwoman Tina Danforth.

Big Apple Fest will be held Saturday, September 17 from 10 a.m. to 4 p.m. at the Oneida Apple Orchard and Oneida Cultural Heritage. It will have an apple pie contest, farmers market, tours of the Oneida log homes and music.

Visit us at: www.kalihwiaks.com

5th Annual Oneida
SOCIAL MEDIA WORKSHOP
Delivering Your Digital Brand

Monday, September 26, 2016
8 a.m. - 4 p.m.
Radisson Hotel and Conference Center
2040 Airport Dr. Green Bay, WI 54303

Since 2012 the Oneida Nation has provided training to our employees on social media best practices in the form of an internal workshop. With approximately 32+ social media channels being operated on behalf of the Oneida Nation, we are positioning ourselves as leaders in a fastpaced industry. What's new? This year we are opening up the training to small business owners, entrepreneurs and/or enrolled Oneida citizens.

Don't miss your opportunity to learn from social media industry leaders in our region.

Breakout Sessions

- Social Media 101
- What Channels are Right for My Business?
- LinkedIn for Business
- Branding Initiative
- Creating Video for Your Social Brand
- Writing Online
- How to Get Found Online
- And More

Registration online:
<https://oneida-nsn.gov/connect/social/#Social-Media-Workshop-2016>

Online registration will hold your seat(s) until payment is received.

ONEIDA

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.

Obituaries

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



Visit us at:
www.kalihwiaks.com

OTIE Chronology: *Strategic Planning and Strong Performance Equals Success*

Introduction

The Oneida Nation has relied upon gaming and cigarettes as primary sources of revenues to support the Oneida economy since the 1980s. Oneida then established tribal corporations in the hospitality, banking and commercial real estate industries that would create new sources of revenues for the Oneida Nation.

Oneida Total Integrated

Enterprises (OTIE) is one part of the Nation's continued economic development activity that expands into the environmental, engineering, science and construction management industries.

OTIE Creation and Mission

In 2005 and 2006, the Oneida Business Committee (OBC) began to analyze federal

procurement and the SBA Section 8(a) business development program as a means to generate more revenues and diversify resources.

In 2007, the OBC authorized the creation of OTIE and the OTIE Board of Managers as part of its long-term vision and economic development strategy to diversify the Tribe's revenue streams, increase tribal assets and generate revenues

nationwide in scope.

Through the Board of Managers, OTIE formed as an environmental, engineering, science and construction management company to meet the Tribe's vision and mission to diversify the revenue stream. The Oneida Nation is 100% owner of OTIE.

In 2008, OTIE acquired TN & Associates, a recognized and reputable federal contractor in the environmental and engineering industry, with nationwide offices including overseas. Through this acquisition, OTIE immediately gained 20 years of industry experience, business reputation, established performance capability and diversification of revenue from nationwide and overseas. These things are what make OTIE a valuable asset to its clients and its owner.

Strategic Planning – Short and Long Term Goals

Planning and strategy is essential to growing and strengthening OTIE so the company remains competitive over time. Using the federal procurement process in the federal markets, OTIE developed short- and long-term strategies to grow and develop nationwide business while remaining sustainable in a highly competitive industry.

OTIE's short-term goal was to become 8(a) certified by the SBA in 2008. While OTIE can

compete in the small and large business categories, the 8(a) certification allows OTIE to compete in a smaller pool of 8(a) competitors, which is a more advantageous and efficient way to obtain work and generate revenue.

OTIE's long term goal is to sustain the company with a competitive edge that results from sufficient capability and capacity that allows the company to compete and leverage business relationships built with clients and stakeholders over the years.

Another long term goal has been the ongoing effort to increase OTIE's line of credit and bonding collateral, which both are essential to OTIE's continued growth over time. Without bonding and bond collateral, OTIE would not be able to continue the construction work.

OTIE Bond Collateral

A banking relationship is critical for business operations in any industry, and it is very common for banks and surety companies to expect business owners to use personal assets as collateral. Collateral is a promise to pay, and does not involve any cash transfer. For construction business, bond collateral is needed to stay in business.

Since OTIE is owned by the Oneida Nation and not any one person,

any collateral for OTIE would have to come from the Nation as owner. However, the Oneida Nation was not able to provide any bond collateral for OTIE back in 2008.

OTIE then turned to other tribal resources for the bond collateral. The Board of Managers began discussions with the Oneida Trust Committee to have the Trust Committee provide \$2 million collateral so that OTIE could continue its construction business.

The Trust Committee approved and pledged the \$2 million bond collateral for OTIE, and did not provide any direct monies to OTIE. By not giving any cash to OTIE, the Trust Committee could continue to invest the \$2 million as it customarily does for the benefit of tribal members.

Additionally, OTIE paid a small and competitive fee to the Trust for the use of the collateral. OTIE has paid the Trust the following amounts: 2012 - \$5,000, 2013 - \$5,000, 2014 - \$5,000, 2015 - \$5,000.

OTIE Line of Credit

A business line of credit is also critical for day-to-day business operations, and banks require guarantees for business lines of credit. Upon the acquisition in 2008, the OBC reduced the financial

• See 23

OTIE Chronology

ANNUAL DIABETES WALK

Together we can stop diabetes

One step at a time

JUST MOVE IT ONEIDA



Date: Saturday, September 24th

Time: 9:00 AM - Registration opens
9:30 AM - Warm Up
10:00 AM - Walk Start
11:00 AM - Lunch

Place: Norbert Hill Center Pavilion
N7210 Seminary Rd
Oneida, WI 54155

CHANCE TO WIN A BICYCLE!
Join us for walking, fun, food,
prizes, music and much more!
For more information Call
Ryan Waterstreet at 490-3730

Sponsored by the Special Diabetes Program for Indians, Just Move it Oneida and assistance from the Oneida Family Fitness Center

From page 22/OTIE Chronology

guarantee for OTIE's line of credit from \$9 million to \$6 million, which could limit or slow down OTIE's growth. The line of credit only requires a financial guarantee; the Tribe does not provide any direct monies to OTIE. Between 2008 and 2015, OTIE was able to reduce the Oneida Nation's guarantee for the line of credit. Currently in 2016, OTIE is able to self-support its own line of credit.

OTIE Strong Financial Performance

In 2014, OTIE was able to convince a surety company to provide bonding without any collateral due to OTIE's strong financial performance the past several years. While collateral would still be required for past bonds, future bonds did not require any collateral.

In September 2016, OTIE sent a letter to request termination of the upholding collateral. Upon approval of the surety company and OTIE's clients, the previously pledged collateral will be released.

In early 2016, OTIE was able to convince its banking institution to completely self-support OTIE's \$9 million line of credit without any guarantee from the Oneida Nation.

Through OTIE's technical and financial performance, OTIE has proven its strength to be independent and self-

supporting its own line of credit and its own bonding program without collateral.

OTIE's Technical and Financial Performance Leads to Success

In the Company's combined 27 year performance record, the company has always completed projects, even with struggles in the beginning years. OTIE has never failed or walked away from a project leaving it incomplete. That's how the company built its long-term reputation, credibility and relationship with its federal clients.

OTIE has achieved its success due to its full understanding of the technical work, the dynamics of the federal market, and the mission and plan of its clients. This includes hiring capable and qualified staff for the right position, and running an effective and efficient operation without excessive staff and overspending.

Most importantly, success depends on the determination to complete any project even under the most difficult and adverse operational conditions, and treating the credibility and reputation of OTIE as the first priority. OTIE has demonstrated its strength and commitment to its clients, industries, and most importantly its shareholders.

By strengthening its competitiveness and

increasing capability and capacity, OTIE has been competing and winning as a large business in the federal procurement arena, resulting in a nationwide footprint and expanding its client base and increasing market share, including the overseas market share.

This approach to business success along with OTIE's technical and financial performance has made OTIE one of today's stable, profitable and growing firms in the federal market. OTIE has more than doubled its revenue and profit, and in the process continues to provide the Oneida Nation with diversified sources of revenues and a stable tribal asset.

OTIE's Community Outreach

OTIE continues to implement its outreach programs with the Oneida community and membership that focuses on the Oneida youth education, elders and veterans. OTIE's support in educational activities and opportunities for Oneida youth to encourage their consideration of careers in engineering and science includes: 1) sponsorship of up to two Oneida high school students to attend a Milwaukee School of Engineering summer camp session to learn more about engineering and a potential career in the engineering field; 2) award up to two \$5000 merit scholarships to an

Oneida-member high school senior and/or a college-level senior for excellent academic performance and the desire to study the sciences for a potential career in engineering or environmental sciences; 3) sponsorship of math and technology activities for Oneida middle school students; 4) exploring the opportunity to provide

internship(s) for Oneida students.

OTIE also continues to sponsor ongoing tai chi and chair yoga exercise classes for the Oneida elders to support their health and well-being. This sponsorship is accomplished with the assistance of Oneida Elder Services and the Oneida Fitness Center. Recently, OTIE was one of the

Elder Expo sponsors.

OTIE has explored and identified available sponsorship options with several Oneida Veterans groups. Sponsorship has been provided for a WWII Recognition Dinner and flags and flag pole installation at the Oneida Nation Veteran Department building.

www.OTIE.com



2016 Social Services Giving Tree Application Dates

Monday October 17th 8:30 a.m. – 12:00 p.m.

Wednesday October 19th 5:00 p.m. – 7:00 p.m.

Applications will be accepted on the following dates only. No walk-in applications will be accepted.

**Location: Oneida Social Services Building via Main Entrance
2640 Westpoint Road, Green Bay WI.**

Applicants must provide the following verification at time of application.

1. Verification of Oneida Enrollment
2. Verification of all children in household
(Birth Certificate or Social Security Card)
3. Verification of Address for Brown or Outagamie County
(Utility Bill, Rent Receipt, or mail within past 30 days)

Applications will not be accepted without ALL required verification.

For more information contact: Michelle Rutues,
Giving Tree Coordinator 920-490-3700 ext. 3769

Employment Law:

At-Will Employees, Corrective Actions, and Grievances

Submitted by: The Legislative Operating Committee

The Legislative Operating Committee (LOC) is made up of the five Oneida Business Committee (OBC) Members that do not hold officer positions (Chair, Vice Chair, Treasurer, or Secretary). The LOC’s primary responsibility is to develop the Nation’s laws.

The LOC and the OBC have made the development and adoption of the Employment Law one of their top priorities for the 2015-2017 legislative term. The purpose of this article is to inform readers about the public outreach the LOC has committed to this law, and demonstrate how the law has changed based on the comments we have received.

Since the LOC began this project, one of our primary goals

has been to keep employees and members of the Nation informed of the process, and ensure that they understand the Employment Law and the Oneida Employee Handbook.

Oneida’s employment procedures, as a whole, have not been considered in over 30 years. Many of them are dated, and do not reflect our market or industry today. The Employment Law updates our procedures and allows us to make full use of the Judiciary as an unbiased hearing body.

Purpose of the Employment Law

The purpose of the law is to provide a fair, consistent, and efficient structure for employment matters, and to streamline current procedures that are costly in terms of time, resources, and money.

During the comment period, and throughout the employee meetings, it became evident that both the employment base and the Personnel Commission were uncomfortable with the Nation’s ability to terminate an employee without cause. The original intent of this provision was to provide the supervisor with a tool to terminate a probationary employee who hadn’t done anything wrong- but was not a good fit for the position because they had not demonstrated their ability to perform the essential job duties.

The LOC has changed the Employment Law in response to those concerns by making the following changes;

1. An At-Will employee may be terminated for committing a single prohibited behavior. This revision means that there will be no policy change for probationary employees and extends this policy to short-term employees hired outside the normal hiring process.
2. Prohibited behaviors are defined in the draft Employee Handbook and include; attendance and punctuality, unacceptable personal actions, misuse of property, and unsatisfactory work performance. They are the same as our current prohibited behaviors, except for “unsatisfactory work performance” has been added. By adding unsatisfactory work performance, we have provided supervisors with a tool to address situations

Public Meeting & Public Comment Period
In addition, a Public Meeting was held on March 31, 2016. Public comments were collected until April 4, 2016. Those comments can be found on the Oneida Register web site.

Community Meetings

Three community meetings were held in August and September to inform community members who may or may not work for the Nation.

Changes Based on Public Comments:

At-Will Employees

In previous drafts of the Employment Law, an At-Will employee could be terminated for any reason during their probationary period.

An At-Will employee means;

1. Any employee working for the Nation on a short term basis that is not hired through the standard hiring procedures including, but not limited to, political appointees, part-time, seasonal, and volunteer workers; and
2. New employees that have not yet completed their probationary period.

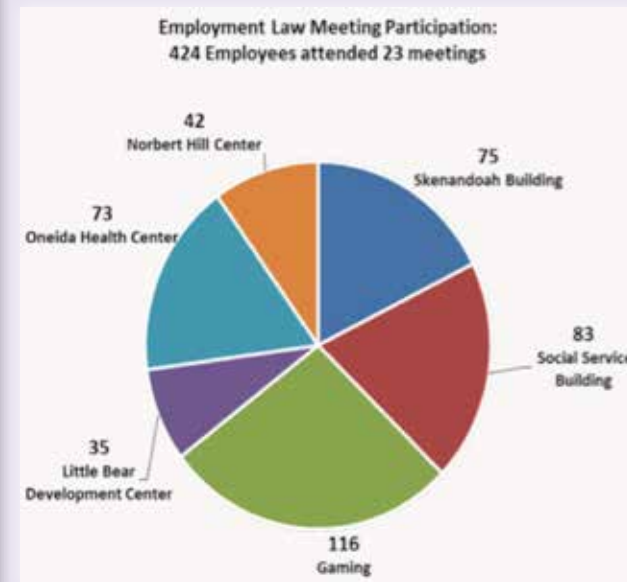
Legislative Operating Committee

UPCOMING
Community Meeting Dates
Monday, September 26
Monday, October 10
Wednesday, October 19
All meetings will be at the
Norbert Hill Center
Business Committee Conference Rm.
5:00 – 6:30PM

Outreach and Communication

Employee Meetings

The LOC held 23 Employment Law Meetings for employees. A total of 424 employees, who work for 52 different departments participated in the meetings. Each meeting included discussion about the goals of the Employment Law, history of our employment procedures, and the project we are currently undertaking. Questions were answered and comments were collected.



when an employee is not able to perform the job- without giving the supervisor the ability to fire an employee without cause.

3. An employee’s probationary period can be extended from 90 days out to a maximum of 6 months. This is a change from the current policy, which caps the probationary period at 180 days. This change allows supervisors in areas with long training periods the opportunity to fully assess the employee in the work environment before lifting the probationary status.

Changes based on Public Comments: ***Corrective Actions & Grievances***

In the earlier drafts of the Employment Law, the Administrative Hearing Court took the Personnel Commission’s place as the first level of formal appeal and employees could not appeal the Administrative Court’s decision regarding a corrective action unless the employee’s claim was related to an equal employment opportunity (EEO) claim.

Corrective Action means;

Any initiative taken by an employee supervisor with the goal of remedying an employee’s undesirable behaviors such as law, handbook, policy and rule infractions, and/or related issues.

Equal Employment Opportunity means;

The Nation’s consideration for hiring, selection, position retention and compensation and benefit distribution that is free from discrimination against any person on the basis of race, color, religion, sex (including pregnancy, sexual orientation and gender identification), national origin, age, disability, economic status or genetic information. Oneida and Indian Preference are allowable and are not considered a deprivation of an EEO.

The LOC’s intent here was to remove subjectivity and maximize efficiency in the appeal process. It was not our intent to reduce regular status employees’ appeal opportunities.

The Personnel Commission (PC), brought to our attention that limiting the second level of appeal to only EEO claims wouldn’t work because there have been very few EEO made against the Nation. Accordingly, because most employees would not be appealing an EEO claim, most employees would not have access to the second level of formal appeal. The LOC has changed the Employment Law in response to the PC’s comments and will maintain the current status for the second level of appeal to the Court of Appeals. So any claim appealable to the Administrative Hearing Court may also be appealed to the Judiciary’s Court of Appeals.

It’s important to note that just as the case is today, if the GTC adopts the Employment Law- employees will not be able to appeal verbal warnings. In addition, the Employment Law does not allow written warnings to be appealed to the Judiciary. Only suspensions and terminations will be appealable to the Judiciary.

However, if an employee receives a suspension or termination that was based on prior written warnings- they may be included in the appeal so long as the employee appeals the written warning with management in a timely manner. The current process does not allow the PC to consider more than one, or accumulative actions in an appeal.

Written warnings do not impact an employee’s earnings. Currently, appeals for written warnings are appealable on their own. If left as is- this would create a situation where the Judiciary would be hearing appeals that have had no wage earning impact to an employee. By changing the process to require employees to wait to appeal a written warning until it amounts to a suspension or termination, we have maintained the employee’s appeal opportunities while reducing the number of appeals to the Judiciary.

An update regarding the Employment Law will be included on the agenda at the Annual GTC Meeting- which will be held in January. We will continue to hold two community meetings each month until January. Our next article will focus on implementation and transition.

If you would like to read the public comments and responses go to:
<https://oneida-nsn.gov/government/register/publicmeetings>

To read the draft Employment Law and the draft Oneida Employee Handbook go to:
<https://oneida-nsn.gov/governmenta/register/employmentlaw/>

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

SEOTS

**One (1) vacancy-finish term until 1/28/18 and
 One (1) of vacancy-finish term until 11/12/17**

Purpose: It shall be the purpose of the Board to provide advice and constructive input to the Southeastern Wisconsin Oneida Tribal Services (SEOTS) Director in order that the SEOTS office can formulate social services programs for the Oneida people residing in Southeastern Wisconsin. Each member of the Board shall act as an ambassador for the SEOTS program by promoting its mission whenever possible; shall review the program's budget; shall guide and advise SEOTS administration and shall to the adhere to the appropriate chain of command in any and all related communication with the Oneida Business Committee.

Qualifications:

- Applicants who wish to be considered for membership shall be enrolled Oneida Nation members who are eighteen (18) years of age or older.
- Board members shall reside within one of the six (6) Southeastern Wisconsin counties of Milwaukee, Racine, Kenosha, Waukesha, Ozaukee and Washington.
- Appointments to the Board shall be made in accordance with the Comprehensive Policy Governing Boards, Committees and Commissions.
- Board members shall agree to firm commitments for attending the Board's meetings and General Tribal Council meetings, as well as, training, functions and other events as established by the Board, SEOTS office or the Tribe.

Deadline: 4:30pm Friday, September 16, 2016 and Friday, October 14, 2016

Oneida Police Commission

One (1) vacancy

Qualifications:

- Must be an enrolled member of the Oneida Nation.
- Must be at least twenty-five (25) years of age.
- Must submit to a complete background investigation and shall not be found to have convicted of the following:
 - Shall not have been convicted of a felony in the state of Wisconsin or convicted of any crime in another state that would be considered a felony had the offense and adjudications occurred in the state of Wisconsin.
 - Shall not have been convicted of a misdemeanor due to a plea arrangement for a felony arrest.
 - Shall not have been convicted of any ordinance violation that could bring discredit to the Oneida Police Commission.
 - Shall not be considered exonerated by a pardon granted by the state of Wisconsin or the Oneida Tribe for any conviction listed above for the purpose of serving on the Oneida Police Commission.
- Shall submit to drug testing prior to appointment and on an annual basis.
- Shall not be an employee of the Oneida Police Department.
- Must be a person of known good standing in the community.
- Shall serve a full term of five (5) years unless appointed to fill a vacancy created by resignation or removal, then shall be remainder of term.

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

Pow Wow Committee

Three (3) vacancies

Purpose: The Committee shall, at a duly called meeting by motion and recorded within the minutes, identify each member, the services he or she shall provide during each Pow-Wow and the specific dates and times during which the member shall perform such services.

Qualifications:

- Committee shall be made up of nine members with voting powers.
- Membership is not restricted to enrolled Oneida Nation members or age.
- Committee may recommend preferred applicants.

Deadline: 4:30pm Friday, October 14, 2016

Oneida Personnel Commission

(4) Four vacancies

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:

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

Deadline: 4:30pm Friday, October 14, 2016



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

From page 19/ Dakota Access

people from North Dakota to Washington. The speakers encouraged President Barack Obama, who visited the reservation in 2014, to back their cause.

"It is vitally important that we show solidarity with the Native American people of this country," Sanders said. "The second issue of global consequence is that we understand that the future of energy in this country is not more oil, it is not more pipelines, it is not more carbon emissions. It is the transformation of our energy system away from oil, away from pipelines and away from carbon."

Warren's memo noted that because of what it called "misinformation" in the news, the company is working to "communi-

cate with the government and media more clearly in the days to come."

Warren said the company had consulted with more than 55 tribes, including the Standing Rock Sioux, and added that ETP values and respects "cultural diversity and the significant role that Native American culture plays in our nation's history and its future and hope to be able to strengthen our relationship with the Native American communities as we move forward with this project."

Archambault said the consultations were one-sided and that "they met with us after their plans were already made."

Associated Press videographer Bill Gorman contributed to this report from Washington, D.C.



Kalihwisaks Photo Contest



A good mind. A good heart. A strong fire.



Fall 2016 Kalihwisaks Photo Contest

Theme: *A good mind, a good heart, a strong fire*

Photo contest rules

1. The contest is open to citizens of the Oneida Nation.
2. **UPDATE:** Photographs must be submitted by **Monday, November 7, 2016** by 4:30PM. No late entries will be accepted.
3. Only digital submissions will be accepted. Photos can be submitted via email at **kalihwisaks@oneidanation.org** **Please DO NOT submit via Facebook.**
4. Photos must be high resolution for enlargement purposes.
5. Employees of the Kalihwisaks and their immediate family members are not eligible for the contest.
6. Submitted photos must be the original work of the photographer and be copyright free.
7. While photos may be lightly edited, we strongly discourage over altering the image submitted. Over edited photos may be reduced in points by judges or declared ineligible.
8. Photos should be in good taste. It is up to the judges' discretion of what is out of bounds.
9. By submitting a photo, you are granting to the Kalihwisaks an irrevocable and non-exclusive, non-sub-licensable and non-transferable license to use, reproduce, republish, modify, reconfigure, adapt and/or repurpose the photo in any manner, including for promotional purposes for this and future contests, and for advertising purposes.
10. Please include your address and telephone number at the time of your submission.

Judging

Photos will be judged for quality of the image and adherence to the theme: A good mind, a good heart, a strong fire.

Prizes

- 4 Rounds of Golf plus cart – Thornberry Creek at Oneida
- 2 night stay for two – Radisson Hotel & Conference Center Green Bay
- 3 \$10 gift cards and mugs – Oneida Retail
- Gift card from Oneida Orchard
- Gift card from Tsyunhehkwa (FREE FY 2017 Seed & Plant Distribution Coupon, Free Tilling Service - On-Reservation Site only)
- Gift cards from Oneida Gaming and Oneida Printing



Tuesday Nights
PURCELL'S LOUNGE

Show Begins at 6:30
Doors open at 5:00pm

Admission
\$15 - All you can eat buffet & soft drinks
\$25 - All you can eat buffet, soft drinks & any domestic beer
6:00pm - 7:00pm

Locker Room

AHMAN GREEN CO-HOST
BURKE GRIFFIN SPORTS DIRECTOR

Radisson GREEN BAY

Vice Chairwoman's Forum



Lisa Summers
Secretary

Health Care

The Oneida Nation, in conjunction with the WI Tribal Nations, have worked very hard with the former WI Department of Health Services Secretary, Kitty Rhodes, to develop a waiver specifically for Tribes that would allow for the Tribes to continue to provide long-term care services for our tribal members, just as we have been doing, while recognizing the sovereignty of the Tribes.

With the unfortunate passing of Ms. Kitty Rhodes, we now will begin discussions with the new Secretary of the Department of Health Services, Linda Seemeyer to ensure that Wisconsin will continue to support this initiative. I, along with members from our Health team, will be attending an upcoming State/Tribal consultation

to meet with the new Secretary and gain an understanding of where the new Secretary stands on the waiver and the work that needs to be done to get this waiver approved through the Center for Medicaid & Medicare Services (CMS).

This has definitely not been an easy process. The Oneida Nation has worked on a number of strategies with the State of WI since the development of WI Family Care. For many years we have had to educate the WI Department of Health Services staff and each time the Administration turns over, we start the process all over again. This will be the third time now that we are close to a solution on this issue, and we are working hard to see this complete.

Community Development Planning Committee (CDPC)

On the home front, I was appointed as Chairperson of the CDPC that is composed of my colleagues Councilman Tehassi Hill, Councilman David Jordan, Councilwoman Jennifer Webster, Councilwoman Fawn Billie, and Tribal Secretary Lisa Summers.

The purpose of the CDPC is to ensure the Oneida Comprehensive Plan, the Vision Oneida, and the Land Use Plan is consistent with our strategic plan to drive community development on

the Oneida reservation. The accomplishments and initiatives supported this year are:

1. Neighborhood Plan approved - The Neighborhood Planning team comprised of Planning, Engineering, Land Management, Environmental Health & Safety, Housing Authority and Elderly Services, proposed their creative ideas for a Comprehensive Housing Plan and a Neighborhood Plan was approved by the OBC and the Oneida Land Commission. This plan is consistent with the Comprehensive Plan and the GTC Directive to provide land and/or affordable housing to Tribal members. Implementation of the plan has already begun.

2. Economic Development Initiative - A comprehensive economic development plan was presented by the Assistant Division Director of the Development Division. The plan was approved and the operations are now focused on improving our economic stability. This will be an issue for the General Tribal Council and we are targeting the January 2017 Annual GTC meeting to begin discussions on how why economic development is important and developing a structure

that is feasible for the Oneida Nation to succeed.

3. Recreation Facility Capital Improvement Project (CIP)

- This project is in the initial phase of being assessed for a CIP project. There is an increasing need for a recreation complex in central Oneida due to the current facilities space not meeting our membership's needs and advancement in the type of programming offered to our children.

June 13th General Tribal Council Meeting - Per Capita

There have been a few questions asked and some opinions shared throughout the community regarding the vote for per capita at the June 13th General Tribal Council meeting. One question I've been asked is whether I agree that the motions at the June 13th meeting regarding Per Capita were improper. I chaired the General Tribal Council meeting wherein the General Tribal Council legally and properly decided on a per capita payment plan that was financially feasible for the Oneida Nation. The meeting went very smoothly with our Assistant Chief Financial Officer explaining the financial status of the Nation and listening to the good debate amongst the

General Tribal Council members on the pros and cons of each of the plans. The motions and amendments that were made in the meeting were consistent with all previous General Tribal Council meetings that I did not chair. It was unfortunate that three weeks later at the July 6th General Tribal Council meeting was the first time the Chairwoman communicated that she believed the actions at the June 13th General Tribal Council meeting were improper. Immediately, I requested a legal opinion from the Nation's Chief Counsel and received that opinion which states "The actions taken regarding the per capita payment at the June 13, 2016 General Tribal Council meeting are consistent with Robert's Rules of Order, the Ten Day Notice Policy and prior actions and procedures of the General Tribal Council." It is unfortunate that this issue has arisen, as we have many other issues at hand that need our attention. However, I realize the importance of this decision has on the budget and look forward to resolving this issue in a timely manner so have a balanced budget for Fiscal Year 17.

Tribal members can review the June 13th GTC meeting audio and/or a copy of the legal opinion can be obtained by contacting Records Manage-

ment at Records_Management@oneidanation.org or by calling (920) 869-2214.

Housing

Oneida Housing Authority is advancing plans to continue to build units in Uskah Village. Recently Councilman David Jordan and I, along with Housing staff, met with USDA officials to learn about housing programming that would be advantageous to the Nation and our plans to continue to build affordable housing. From that meeting, we found that there is legislative work that needs to be done at the national level to ensure that Housing is able to participate in programs whereby we are able to leverage our funds to advance our housing plans more rapidly.

The Nation is required to submit an annual Indian Housing Plan (IHP) to U.S. Housing & Urban Development (HUD). The current plan states we will build more affordable housing units with HUD dollars and acquire homes within the reservations boundaries to be utilized in OHA's income based housing programs.

The Oneida Business Committee was invited to tour one of homes acquired under this annual housing plan and we are

• See 29
M. Danforth

OBC Forum

FY17 Budget

The FY17 Budget will be presented for consideration at the September 9, 2016 GTC meeting. I'd like to thank the Treasurer and her team who worked diligently to collaborate the efforts to bring forth a balanced budget for GTC to consider.

This is a lengthy process which can always be continuously improved. I have heard positive feedback from management

of being more engaged and continued team work meetings. We will continue to strive to improve communication in order to increase their involvement and participation.

As part of the budget process, we had a few work meetings to discuss how to best configure the per capita payments. We did our best with the refinancing of Thornberry Creek to be paid off next year and to pay off the line of credit with

the Bank of America. We were able to allocate half of the monies to per capita and have the rest go back into the emergency contingency fund.

The Nation has many employees who have been with the organization for a significant amount of time. I agree there needs to be a wage adjustment for these employees to acknowledge years of service to the Nation but at the same time feel we need to also find a way to recognize and compensate those employees, regardless of their length of employment, who go above and beyond on a regular basis.

Lincoln Hills/Copper Lake Schools

Last month I had the opportunity to tour the Division of Juvenile Corrections Lincoln Hills and Copper Lake Schools in Irma, WI. During my visit, I was provided an oversight of the services and programs available to our youth. There are currently 160 youth with six being Native American.

A common message heard from other representatives of Wisconsin tribes was the need to ad-



**Fawn Billie
Councilwoman**

vocate for support as youth make their transitions home and that the youth have a main contact in their tribal community to connect with a mentor.

With false negative reports of the facility they have had new staff changes. There is a new Superintendent, new Deputy Assistant and new Security Director with goals of amping up their policy and procedures and more effective communication. The youth at the facility have been fortunate to have Bernie Stevens, an Oneida enrolled employee, at the facility. He has been there to help all students connect or reconnect with their community. Mr. Stevens has proposed a powwow that his colleagues support and is seeking volunteers for this initiative. Also, the school is seeking positive role models that would like to speak to the youth. If you are looking to make the difference and can help in any way please contact the staff at 715-536-8386.

Quality of Life

One of several initiatives the Quality of Life (QOL) has been working on is creating a drug-free

Oneida community. As part of a joint effort to accomplish this, a Drug Identification training was held at the Radisson for employees and community members on September 7-8, 2016.

The training was an eye opener on the new trends of the stimulants, opiates, hallucinogens, cannabis, etc. There we were able to recognize way drugs are being made, how they are being consumed and the negative impacts to self, family and community. The training has been a team effort with the Oneida Quality of Life Committee, Oneida Police Department and the Wellness Council. Thank you for everyone for attending!

Generation Indigenous (GEN-I) Challenge

I still continue to participate in the Tribal leadership Challenge through the Generation Indigenous initiative by President Obama. Our project is to engage with youth, ages 14-24, to improve our community by continuing to keeping Mother Earth clean. In collaboration with the Oneida Conservation Dept and Dept of Transportation, we met on Aug 30th for the Adopt-a-Highway project. Thank you to the youth and adults for sticking it out in the humidity that day! Our next clean-up event will be Oct 4th at 3:30pm, please meet us at the Little Bear Development Center.

Afterwards, we met and discussed ideas the youth could work on together in the future. One of the discussions was about the NB3FIT Day challenge (www.nb3foundation.org) occurring on November 13, 2016. The goal of the challenge is to have 10,000 Native American youth engage in physical activity for a minimum of one hour on one day. If you are interested in accepting the challenge and helping plan activities for the challenge please contact my office at 920-869-4428.

Mine proposal by Michigan

While the Dakota Access Pipeline opposition is taking place, we have our own battle here in WI, particularly the Upper Peninsula. Michigan has been in the process and now has proposed for a mine to be built at the mouth of the Menominee River. Not only are the historic lands sacred to the Menominee people, the water is an important resource to all living people, plants and animals. I support Menominee Chairwoman Delabrea and their nation in their continued fight for historical and environmental rights and safety.

From page 29/M. Danforth

pleased that this property will be available to an Oneida family sometime in October. We hope to continue this trend and that there will be more homes acquired in the very near future.

NO DAPL!

Last but certainly not least, I offer my thoughts and prayers for those warriors at the Sacred Stone Camp. Men, women and children of all ages and races are protecting their sacred waters from the Dakota Access Pipeline development because they know WATER IS LIFE!

The Oneida Nation continues to support the efforts of the Standing Rock Sioux Nation and we continue to receive calls wanting to know what the Nation has done to support. First, the Business Committee passed a resolution to support the peace-

ful demonstration. The resolution along with a monetary donation was hand delivered to the camp by Councilman Brandon Stevens and Councilman Tehassi Hill. Several tribal members and their families have traveled to the camp supporting the peaceful demonstration, while bringing supplies they have collected from the Oneida community. Councilman Stevens is also working with community folk to put together a walk for those that want to show support but cannot make the journey to Standing Rock. As the peaceful demonstration will continue throughout the winter months, monetary donations, supplies and support will continue to be needed.

Yaw^ko to the Oneida Nation community for supporting the efforts of our relatives!

Chairwoman's Forum

STATE OF WISCONSIN-DEPARTMENT OF WORKFORCE DEVELOPMENT

On September 2, 2016, I met with State of Wisconsin-Department of Workforce Development (DWD) group consisting of David G. Anderson, Assistant Deputy Secretary and members of the Wisconsin DWD.

The Department of Workforce Development's responsibilities include providing job services, training and employment assistance to people looking for job placement. It also assists employers to fill current job openings.

This meeting was a request from DWD to build a stronger working relationship between DWD and Oneida Nation. Their goal is to identify ways to assist with Tribal Workforce Development initiatives.

Patrick Kilgore, Director of US Department of Labor, Veteran Employment and Training Service works with the Veterans to get them employed and help protect

their rights. One thing that is really nice is they connect Veterans to their field of expertise which is called "Match Hires".

They also commended Kerry Metoxen for his efforts in assisting veterans seeking job placement. They agreed that Oneida is important to have on board; to help in connecting and the re-entry of dislocated Veterans. Veteran's services include job training/re-training, investigation for discrimination, accommodations and job retention assistance.

James M. Golembeski Executive Director of Green Bay Works with Wisconsin State funding for Youth Apprenticeships and work programs. Kristine Hill, Oneida Administrator for Job Training Program, did a follow up with Mr. Golembeski and is sending a staff member to a daylong event between, youth career specialists and area youth service providers to explore opportunities available for Oneida Nation participants.

They are working with youth apprenticeship programs to keep youth in our State. The skills training in Wisconsin is going up scale already where employers are specializing in new hire training. Bellin and St.

Vincent Hospitals are working with this new hire training called Vocational Rebuilt Program and their 2017 Academic & Career plan. They are willing to provide seminars at our schools and will work with students and staff. A website has been created called "Get Real Math" this shows youth and teachers how math is used in the working world. On 10/4/16 Get Real Math movie premier will be shown at the Meyer Theater at 4:30 PM.

DWD would like to have a tribal network for the frontline employees to get together annually to share best practices at their next meeting on September 22, 2016.

Brian Pelon from the Green Bay Job Center is working with local communities on "Share Services" for Oneida Nation and other tribes. Ann Eggebrecht DVR Director which covers the Bay Area Workforce Development. Section 121 relates to: Vocational Rehabilitation for Native Americans (VRNA) and American Indian Vocational Rehabilitation (AIVR).

The Division of Vocational Rehabilitation (DVR) is currently collaborating with Lac Courte Oreilles (LCO)

providing two consumers (who completed screening) opportunities to engage in a Train to Work model (incorporating soft and hard work skills) at the LCO casino. There are discussions taking place at this time to expand to other parts of the State involving casinos as well as a Dental Clinic offering a multitude of possible positions for the Train to Work model.

The State of WI-DWD provided information pertaining to talent development opportunities and workforce initiatives. It was great to hear about the many services they can provide for not only Oneida but for the tribal nations throughout Wisconsin.

Thank you to Kris Hill, Administrator for the Oneida Job Training Program for her input, and thanks to the State of WI-DWD for reaching out to the Oneida Nation and taking the time to share their vision in helping the Oneida Nation. We look forward to meeting again in the near future.

BIG APPLE FEST

The Oneida 7th Annual Big Apple Fest is a great family event. It is fun, educational, wholesome and admission is free to all. It's all about providing a great opportunity



Chairwoman's Forum

Cristina Danforth
Chairwoman



for everyone in our greater community to share our apple harvest. There are over 7 thousands of visitors for this event every year. The event features a best apple pie contest, horse and wagon rides, live music, food and much more.

The event takes place at the Oneida Cultural Heritage grounds 1 mile west of Green Bay on Hwy 54. For anyone interested; you can pick your own apples at the Oneida Apple Orchard. Each year this event gets bigger and better, so please come out and join us.

I would like to send a big thank you to the Oneida Cultural Heritage Department for sponsoring this awesome event. Also, thank you to all the volunteers for your time and service to the Oneida Community. It is by your

service that makes this event successful!

IROQUOIS BEAD CONFERENCE

Another exciting activity happening this weekend is the Iroquois Bead Conference being held at the Oneida Community Education Center. This is sponsored in part by the Oneida Arts Board and the Oneida Museum. For more information contact Christine Klimmek at 920-490-3831 or Rita Lara at the Oneida Museum at 920-869-2768. The efforts of the Oneida people continue to build upon our vision of positive cultural growth and these are just a few examples.

Thank You!



Archaeologist looks for remains of Green Bay military fort

By Patty Murray
Wisconsin Public Radio

GREEN BAY, Wis. (AP) – An archaeologist at Green Bay's Neville Public Museum has spent the summer looking for evidence of the remains of Fort Howard.

Kevin Cullen, deputy director of the museum, is using ground penetrating radar to locate the outline of the fort on what is now an industrial lot just west of the Fox River.

The radar looks like a push snow blower or lawnmower, but it can see up to 30 feet underground.

"Archaeologists are using this now in the U.S. and around the world to document and try to find foundations, particularly, or any kind of ground disturbance," Cullen said.

The same type of radar was used to discover the remains of King Richard III under a parking lot in Leicester, England in 2015. Cullen said the radar works well in almost any situation, "particularly in parking lots where you're not going to be digging anywhere."

Wisconsin Public Radio reports that the suspected site of the fort isn't paved, but Cullen is using the radar to strategically dig.

So far, he's found shards of crockery and more, including a clasp that might be from a uniform.

"It's a buckle anyway,

it's either from a belt or a shoe. It's hard to say, it's all copper, definitely the 19th century, but it's a matter of _ we'd have to figure out what it came off of," Cullen said.

Fort Howard was established in 1816 and decommissioned in 1852. It never saw much military action, but future President Zachary Taylor was stationed there for a time.

Mary Jane Herber, a historian with the Brown County Library, said the sleepy fort was important because of the threat of another British invasion coming on the heels of the war of 1812.

"The possibility of the British or any other group being able to get into the interior of the continent, this Fox River waterway is a perfect strategic route for movement of troops through Wisconsin down the Mississippi and then to the rivers that run west off the Mississippi," she said.

Fort Crawford in Prairie du Chien also offered protection.

Cullen presented his findings in August to a small group of history buffs. Carrie Jaquet said she wanted to learn more about something she's heard about for years.

"I've lived in Green Bay all my life, and I've heard of Fort Howard all my life and seen the buildings at Heritage Hill and have been intrigued why they didn't do this sooner," she said.

Along with the radar, Cullen is using photographs taken shortly after the fort was shut down and old railroad maps. The museum, which is across the street from the site, also has an exhibit on display, including artifacts thought to be from the fort.

However, there are plans for a row of townhouses to be built on the site, adding urgency to completing the research.

Oneida Nation honored for wetland restoration, care

Madison, WI – In recognition of their outstanding work restoring and caring for wetlands, Wisconsin Wetlands Association is awarding the Oneida Nation a 2016 Wetlands Award at a November 10 event.

The annual Wetlands Awards are given to Wisconsin residents or organizations who have gone above and beyond to promote the protection, enjoyment, and care of wetlands.

"The Oneida Nation Environmental Health and Safety Division is a leader in applying wetland protection and restoration at a landscape level," said Tracy Hames, Executive Director of

Wisconsin Wetlands Association.

The Oneida Nation has prioritized wetland care and restoration as part of achieving the tribe's goals for traditional use, wildlife habitat, water quality, economic development, and more. The Oneida Nation's lands and reservation are located west of Green Bay.

"We know there are many wetland crusaders whose good deeds have not been adequately recognized," said Hames. "Our Wetlands Awards are intended to help us thank a few of them and bring recognition to the wetland resources they promote as well.

The public are invited

to celebrate the Oneida Nation and other award winners' accomplishments at the 2016 Wetlands Awards celebration. The celebration will be held at the University of Wisconsin-Madison Arboretum Visitor Center, November 10, from 6:30pm to 9:30pm. Tickets are available for this event and can be purchased by calling (608) 250-9971. The evening includes a buffet and a cash bar.

Additional winners of the 2016 Wetlands Awards are the Friends of the La Crosse River Marsh and Scuppernong wetlands volunteer Paul Mozina.

Judge asked to restore cancelled energy lease in sacred area

BILLINGS, Mont. (AP) – A Louisiana energy company is asking a federal judge to reverse the cancellation of a 33-year-old oil and gas lease on land considered sacred to the Blackfoot tribes of the U.S. and Canada.

Solenex LLC of Baton Rouge filed court papers Monday seeking a judg-

ment in the case that's before U.S. District Judge Richard Leon in Washington, D.C.

The 6,200-acre lease is in the Badger-Two Medicine area of the Lewis and Clark National Forest. It's just outside Glacier National Park and the Blackfeet Indian Reservation.

U.S. Interior Depart-

ment officials cancelled the lease in March.

They said it was improperly issued in part because environmental studies did not consider the effects of drilling on the tribes.

Government attorneys must respond to the company's request to restore the lease within two weeks.

OLIPP

(Oneida Life Insurance Plan Plus)

is a \$15,000 term life insurance policy available to ALL enrolled tribal members and intended to pay your funeral/final expenses. It is strongly recommended that all enrolled members over the age of 18, who have not completed their "Oneida Beneficiary Designation form" to complete and submit their form to the Oneida Enrollment Department.

For more information, call:

(920) 869-6212

For the best in Native American music, listen to

Kalihwiyo'se

WPNE 89.3 FM

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

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

Oneida's Best Marketplace!

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

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

DO YOU HAVE SOMETHING TO SELL?

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

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 pro-
vides 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: 1:00–4:00 P.M.
Wednesdays: 3:00–
6:00 P.M.**

Thursdays: 4:00–7:00 P.M.
Donations accepted.

FMI contact Dana Letizia,
Coordinator, at
(920) 432-5581, #127

HOME FOR SALE

4-Bedroom Dream Home
for sale. \$165,000. Call 920-
360-9929 for more details.

709 Theode St., Green Bay -
2 BR, 1 bath, 2 stall garage,
big yard. 74k OBO 920-713-
2673 kninham5@gmail.com

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

TRUCK FOR SALE

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

EMPLOYMENT

the following **part-
time positions** avail-
able:

- **Banquet servers/
set up** – minimum
age of 16
- **Servers**
- **Bussers-Expos** – mini-
mum age of 16
- **Cooks** – experience is
preferred
- **Hostess** – minimum
age of 16
- **Refreshment Cart
hostess** (seasonal with
availability into the
fall) – 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

*Thornberry Creek at
Oneida, as an enterprise
of the Oneida Tribe of In-
dians of Wisconsin, sup-
ports the Oneida Tribe's
initiative of Indian Pref-
erence as related to hir-
ing decisions. Any fur-
ther questions, please call
920-434-7501, ext.112.*



*Experience Something More...
Join our Team!*

Thornberry Creek at
Oneida is recruiting! In
addition to reliability,
motivation and loyalty,
we are looking for Team
Members who have char-
isma, are team play-
ers and focused on cus-
tomer service to ensure
our guests "Experience
Something More." If you
are looking for your next
position, we would en-
courage you to apply to
join our team! We have

We encourage you to complete an application. Go to www.golfthornberry.com
Print it off, or stop in at 4470 N. Pine Tree Road, Oneida, WI 54155. Return com-
pleted application via fax 920-434-8845, scan/email to lfuss@golfthornberry.com,
or drop it off.

Oneida Tribe Employment Opportunities

The following positions are open to **ALL Applicants:**

<u>Position Title</u>	<u>Department</u>	<u>Closing Date</u>
Home Chore Worker	Elder Services	Until Filled
Senior Systems Analyst	MIS/Applications Services	Until Filled
Paper Room Clerk (Limited Term Employment)	Gaming Bingo	Until Filled
Security Officer (Pool)	Internal Security	Until Filled
Slot Systems Specialist	Gaming Accounting	Until Filled

***Open to ENROLLED Tribal Members ONLY:**

<u>Position Title</u>	<u>Department</u>	<u>Closing Date</u>
Administrative Assistant III	Oneida Nation School System	Until Filled
Elder Helper (Half-Time)	Elder Services	Until Filled

For a complete listing of positions and job description please visit our website at:
<http://www.oneidanation.org/humanresources/employment.aspx>
Or call: **920-496-7000** or the Job Line at: **1-800-236-7050**



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

Trust Enrollment Department TRIBAL ID'S

**ATTENTION – Effective January 1, 2017 the
cost of Tribal ID's will increase:**

	CURRENT COST	NEW PRICES
Picture ID Card:	\$3.50	\$5.00
Picture ID Card (Age 55 & Older):	\$1.50	\$2.00
Land Use ID Card:	\$5.00	\$10.00

Please Note:

We issue ID's Monday through Friday 9:00 am to 4:00 pm

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: Tribal ID, Driver's License, State ID, School ID

EMPLOYMENT



www.otie.com

EOE—Minorities/Females/Disabled/Veterans

Oneida Total Integrated Enterprises is a civil and environmental engineering and construction firm with offices nationwide. Owned by the Oneida Nation, our mission is to preserve, restore, and enhance the natural and constructed environment for future generations through successful, customer-focused project delivery.

Help Desk Technician

We are seeking a Help Desk Technician to be the primary point of contact in the IT Department. This position will provide assistance to users having problems using computer software, hardware or other telecommunication equipment.

Job Duties:

- Handling technical support issues for

our employees

- Analyzing and resolving desktop and other system-related technical issues
- Coordinating incoming problem reports
- Escalating issues as needed and collaborating with other teams to see issues through to resolution
- Configuring new users, setting up and repairing user workstations and peripheral IT equipment, managing user access control and administering phone systems
- Interacting with users to understand issues
- Maintaining accurate and timely records in issues tracking system
- Minimizing team and individual case

escalation

- Maintaining support documentation
- Participating in professional development and team improvement initiatives

Minimum Requirements:

- Associates degree or higher in a computer-related subject area; technical certifications in PC or network-related areas are a plus
- Experience in a Windows Server environment, Windows desktop, hardware troubleshooting, network security, network administration, phone system administration.
- Ability to be on-call for critical off-hours support

- A minimum of two years of technical support experience and superior customer service supporting desktops, laptops and wireless devices.
- Strong knowledge of Microsoft Office, network tools, multiple Microsoft Exchange and Active Directory.
- Knowledge of network connectivity, protocols and security devices to include VPN troubleshooting.

Preferred Knowledge, Skills and Abilities:

- Strong communications skills

Qualified candidates please submit your resume and salary requirements to: OTIE

www.otie.com

EOE—Minorities/Females/Disabled Veterans

Human Resources Generalist

As a member of the Corporate Human Resources team, the HR Generalist provides support in one or more functional HR discipline areas including but not limited to: recruitment, employee relations, compensation, performance management, training, EEO/AA compliance, and special projects. Initiates, develops and implements HR programs, policies, procedures and practices.

Primary Duties and Responsibilities:

- Develop and administer programs, procedures, and guidelines to help align the workforce with the strategic goals of the company.
- Compiles and implements various modes of employee and manager training for HR programs, systems and processes (HRIS, Recruiting, etc.). Recommend and develop additional training programs based upon needs and assessments.
- Remains current and complies with local, state, federal and industry-specific rules and regulations; reviews and revises policies and procedures to ensure compliance with changes; enforces adherence to requirements and advises management on needed actions.
- Implements and manages HR programs (performance management, length of service, wellness, etc.) designed to in-

crease employee engagement and promote an effective work environment.

- Support recruiting and hiring practices to hire a superior workforce. Maintains the work structure by updating job requirements and developing job descriptions for all positions.
- Ensure company compliance with governmental and labor legal and reporting requirements, including the company's affirmative action plan requirements.
- Develop, document and recommend continuous improvement of HR processes, procedures or programs to deliver innovative solutions to meet client needs; maintain positive working relationships with internal and external customers.
- Facilitate worker's compensation program including reporting claims to insurance carrier, and act as the liaison between the claims adjustor and the senior management team. Coordinates light duty work with the Corporate Health & Safety Manager and supervisors.
- Work with employees and managers to resolve employee relations issues by identifying and clarifying problems, evaluating potential solutions, implementing solutions, and provide day-to-day performance management guidance to supervisors including training, coaching, counseling, and disciplinary

actions.

- Recommends and assists in developing and updating Employee Guidebook policies.
- Enhances department and organization reputation by accepting ownership for accomplishing new and different requests; exploring opportunities to add value to job accomplishments.
- Completes special projects by clarifying project objective; setting timetables and schedules; conducting research; developing and organizing information; fulfilling transactions.
- Updates job knowledge and remains current on HR trends by participating in educational opportunities; reading professional publications; maintaining personal networks; participating in professional organizations.
- Performs other related duties and assignments as required

Education and Experience:

Basic Qualifications:

- Bachelor's degree in Human Resources, or related field, with 5-10 years of steady progression in HR
- Experience in recruitment, workers' compensation, employment law, compensation and employee relations required
- Exceptional communication skills (written and verbal), strong analytical

skills, solid project management skills and sound judgment are a must

- Critical and creative thinking, multitasking and problem solving skills
- Ability to be comfortable with high volume workload and be a hands on team member
- Strong organization and time management/project management skills necessary to prioritize and manage multiple, complex projects, potentially with conflicting priorities; ability to react quickly in a fast-paced, changing environment
- Demonstrated skills in employee relations w/ good analytical and problem-solving skills; ability to work independently and use sound judgment in decision making
- Solid computer skills with proficiency in Microsoft Office

Preferred Qualifications:

- PHR or SPHR certification strongly preferred
- Experience working with a multi-state company
- Human Resources experience in a professional services company supporting professional and technical personnel

Send your cover letter and resume with salary requirements to: OTIE

www.otie.com

EOE—Minorities/Females/Disabled Veterans

Father and son build memories

By Jeanette Brickner
Pekin Daily Times

PEKIN, Ill. (AP) – A handcrafted canoe may have been what saved David Hupke's life.

Hupke, 53, of Pekin, was heavily involved in Boy Scouts as a youth. In the early '80s he was a wilderness instructor in Minnesota. While there, a wooden canoe caught his attention. It was one that he wanted to build with his dad, Horst Hupke, someday.

"He came home and said, 'Dad, we have to build one,'" Horst said.

Life got in the way and plans to build the canoe were delayed for decades. Then David got gravely ill.

In 1993 David was diagnosed with an intestine disorder. In 2009, he became very ill and was hospitalized for a month, receiving eight surgeries, including muscle reconstruction.

"My intestinal walls were so thin that the fluid was seeping into my system and I was being poisoned from the inside out," David said. "My knees and ankles were swollen and I could barely walk."

Doctors had to cut the bad section of intestines out and David got a medical pouch put on the outside of his body.

"They thought I was going to be 6 feet under within days that I got in," David said.

During the critical time in the hospital, doctors

told Horst to do whatever he could to give his son, who was not conscious, a will to live.

"On the seventh day the doctor came to me and said, 'This is all we can do for him. The doctor said, 'Do whatever you can think of to make him think that he has to fight.' The thing that I had always remembered was that canoe. ... I went back to the room and talked with him. I said, 'David, you have to get with it. We have to build that canoe,'" Horst said.

David did pull through and building the canoe provided him with physical therapy he needed.

It took nine months to build the canoe between 2014-15. David ordered some plans for the canoe online so he and his father had a template to work with. Cedar, cypress and birch were purchased at a cost of \$600 as well as fiberglass cloth, epoxy and imitation whicker.

"Imitation whicker is better for canoe seats. It won't stretch, absorb water like natural whicker does," David said.

David learned how to weave the whicker himself from watching videos on You Tube and spent five days putting the chairs together.

"I figured it would be fairly simple but I was wrong," he said.

The duo worked on the canoe for about eight hours a day. They painstakingly cut strips of wood and formed them to build the canoe

without using any nails. They used duct tape and clamps to hold the glued wood together. Fiberglass resin was placed on the inside and outside.

"Every 2 feet, the canoe takes a different shape. Every 2 feet you have a template (piece of cedar wood to adhere the wooden strips to)," Horst said.

Using the thin strips of wood – 78 pieces in all – allowed the Hupke's to bend it without steaming, adding strength to the construction of the 16-foot canoe.

Spending extra time and effort to cut the strips to fit together allowed the Hupke's to avoid using filler and glue in cracks on their canoe.

The fact that David's father is a pattern maker definitely helped in the way the canoe turned out.

Horst, 84, worked as an apprentice at a pattern shop in Germany at the age of 16. After moving to the U.S. after World War II, he worked at Pekin Patterns for 18 years until it closed. He then worked at Caterpillar Inc. for eight years before opening Performance Patterns in Peoria with two friends. He is now retired.

All of their hard work paid off. The canoe has been featured in a magazine and was used in two canoe races in which a first-place award was earned.

"It was a 13-mile race, the Lincoln Heritage, Abe's River Race down

in Petersburg," David said.

David and a friend, Andy Look of Bartonville, participated in the wooden boat category and won first place both years.

The canoe, which features a Native American design, appeared in two magazines: Adventure Sports Outdoors and a small national boat magazine. It was also featured at the Galesburg Civic Art Center.

The Hupkes are not sure if they want to take on another project of their canoe's magnitude anytime soon.

"We'll see," David said.

"It's so much cheaper to buy a fiberglass canoe and it lasts forever," Horst said with a laugh.

One Fish, Two Fish Hike in Baird Creek

(Green Bay) Join Charlie Frisk, Baird Creek Preservation Foundation (BCPF) Board President, on Saturday, September 17, 2016, at 1 p.m. at Christa McAuliffe Park (3100 Sitka Street) for the One Fish, Two Fish Hike. Charlie will lead us to some of the best locations to find the largest number of fish in Baird Creek. He will use a large seine to temporarily capture some of the fish (and other aquatic creatures) to take a look at the biodiversity of the creek.

This hike is a "kid focused" event, so bring the whole family! Remember to dress for the weather, and be prepared to encounter a few hills and unpaved trails. The Baird

Creek Preservation Foundation hosts free guided hikes through the Baird Creek Greenway that are open to the public. The hikes are led by experts in the related area and are a great way to learn, have a little fun and enjoy the outdoors. For parties of 6 or more, please call ahead.

The Baird Creek Preservation Foundation is a non-profit organization whose mission is to facilitate the preservation and restoration of the Baird Creek Watershed in order to enhance its value as an ecological, recreational, and educational resource for generations to come. If you have questions about the hikes or about the Baird Creek Preservation Foundation please contact Maureen Meinhardt at 920.328.3505 or execdirector@bairdcreek.org. Check out www.bairdcreek.org or www.facebook.com/BairdCreek for more information.

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) 496-5631 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?

Good News
Call 920.496.5631
Put a smile on someone's face!

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

**LEGAL NOTICE:
ONEIDA FAMILY
COURT
NOTICE OF
HEARING**

RE: Case #15-PA-146
David G. Alavez-Verdejo
and Chantelle LeBeau

A diligent attempt was made to notify the above Respondent, Chantelle LeBeau, of a Motion to Modify Custody and Physical Placement filed by Petitioner. A hearing shall take place on Monday, September 19, 2016 at 9:00 am in the above captioned case at the Oneida Family Court office located at 2630 West Mason Street, Green Bay, WI 54303.

Inquiries for additional information may be directed to:

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

**LEGAL NOTICE:
ONEIDA JUDICIARY
NOTICE OF
HEARING**

RE: Case #16-TC-043,
Oneida Before & After
Program vs. Tamar
Ramirez

A diligent attempt was made to notify the above Respondent of a Tribal Debt Complaint and Summons filed by the Petitioner, Oneida Before & After Program. A hearing shall take place on Tuesday, October 18, 2016 at 9:00 a.m. in the above captioned case at the Oneida Judiciary Court located at 2630 W. Mason St. Green Bay, WI 54303.

Inquiries for additional information may be directed to:

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

**LEGAL NOTICE:
ONEIDA JUDICIARY
NOTICE OF
HEARING**

RE: Case #16-TC-042,
Oneida Before & After
Program vs. Diana Brabbs

A diligent attempt was made to notify the above Respondent of a Tribal Debt Complaint and Summons filed by the Petitioner, Oneida Before & After Program. A hearing shall take place on Tuesday, October 18, 2016 at 9:00 a.m. in the above captioned case at the Oneida Judiciary Court located at 2630 W. Mason St. Green Bay, WI 54303.

Inquiries for additional information may be directed to:

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

**Email us
at kalih-
wisaks.
org**

**LEGAL NOTICE:
ONEIDA JUDICIARY
NOTICE OF
HEARING**

RE: Case #16-TC-027,
Oneida Before and After
Program vs. Tabitha Dan-
forth

A diligent attempt was made to notify the above Respondent of a Tribal Debt Complaint and Summons filed by the Petitioner, Oneida Before and After Program. A hearing shall take place on **Tuesday, September 27, 2016 at 9:00 a.m.** in the above captioned case at the Oneida Judiciary Court located at 2630 W. Mason St. Green Bay, WI 54303.

Inquiries for additional information may be directed to:

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

**LEGAL NOTICE:
ONEIDA FAMILY
COURT
NOTICE OF
HEARING**

RE: CASE #15-PA-
090 Carissa K. Metoxen v
Franklin G. Shemayne

A diligent attempt was made to notify the above Petitioner of a Motion to Modify Custody and/or Physical Placement filed by Respondent. A hearing shall take place on **Monday, September 19, 2016 at 9:30 am** in the above captioned case at the Oneida Family Court office located at 2630 West Mason Street, Green Bay, WI 54303.

Inquiries for additional information may be directed to:

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

**LEGAL NOTICE:
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.

All creditor claims must be filed on or before October 6, 2016 for:

Phyllis Bashell DOB
01/25/1952 – DOD
05/31/2016

Pearl Peters DOB
04/23/1957 – 04/10/2010

Robert DeMarr DOB
08/05/1961 – DOD

04/03/2016

Simon Stevens DOB
06/26/1942 – DOD
06/19/2016

Send all creditor 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 Thursday, July 28, 2016

**LEGAL NOTICE:
ONEIDA JUDICIARY
NOTICE OF
PER CAPITA
ATTACHMENT
CLAIMS FILED**

Re: Oneida Utilities vs Various Individuals .

A diligent attempt was made to notify the following individuals of claim(s) filed by the Oneida Tribe for interception and attachment of per capita payments to satisfy outstanding orders for tribal debt.

Georgia & Henry Delagorza, Nikki Dickenson, Drew Metoxen, Stacey Moore, Dale Peters, Johnny Skendore, Roland Vandehei.

For specific questions about this claim, settlement or payment arrangements, please contact the Oneida Utilities at (920) 496-5291. If you have questions on the process, feel free to contact the Oneida Judiciary at (920) 496-7200.

<https://oneida-nsn.gov>

Records Management Changes:

Starting June 19th, 2016 the Records Management Department will no longer be accepting cash for payments of copy fees. We will only be accepting money orders and checks.

Starting June 19th 2016 The Records Management Departments visitor hours will be the following:

RECORDS MANAGEMENT VISITOR HOURS

MONDAY	7:30A-11:30A	1:00P-3:00PM
TUESDAY	7:30A-11:30A	1:00P-3:00PM
WEDNESDAY	7:30A-11:30A	1:00P-3:00PM
THURSDAY	7:30A-11:30A	1:00P-3:00PM
FRIDAY	7:30A-11:30A	1:00P-3:00PM
SATURDAY	CLOSED	CLOSED
SUNDAY	CLOSED	CLOSED

Michigan Department of Environmental Quality

Issues decision Granting Aquila

Resources, Inc. "Back 40" Mine Permit

(Keshena, WI) — On September 2, 2016, the Michigan Department of Environmental Quality ("MDEQ") announced its decision to grant the mine permit for Aquila Resources, Inc. "Back 40" Mine. The "Back 40" project as proposed is an open-pit gold, zinc, and copper mine and processing facility in Lake Township, MI next to the Menominee River. The Menominee Tribe is appalled with this decision due to the potential catastrophic impacts to the Menominee River, local community and our Tribe's place of Origin at the Mouth of the Menominee River.

Tribal Chairwoman, Joan Delabreau, stated the following in response to this decision,

"The Menominee Indian Tribe of Wisconsin is sickened by MDEQ's decision to approve the application to grant Aquila Resources, Inc. authorization to move forward

with their Back 40 mining project. The Tribe has and will continue to fight to protect any land within our ancestral territory that contains the remains of our Ancestors and our cultural resources. The federal governments' failure to uphold their trust responsibility by delegating their responsibilities to the State of Michigan under the Clean Water Act is flawed. I feel that the Federal government can delegate authority under the Act to the State, but can never delegate their trust responsibility."

Tribal Historic Preservation Officer, David "Nahwahquaw" Grignon, stated the following in response to this decision,

"The Menominee Nation's sacred sites and other cultural resources are contained within the footprint of the mine; an area that will be excavated, if final approval is granted. Our place of origin at the mouth of the Menominee River may be destroyed

by any adverse impacts on the land, environment and water from mining disasters. The federal agencies, charged with upholding trust responsibility to Tribes, are not living up to their responsibilities through their inaction to protect our sacred and cultural resources on the Menominee River and the site of the Back 40 Mine."

There will be a public hearing for comments on the proposed decision to grant Aquila Resources, Inc. Back 40 Mine Permit on October 6, 2016 at the Stephenson High School, Stephenson MI from 6:00 p.m. to 10:00 p.m. CST. If you cannot attend, you can also submit written comments to the Michigan Department of Environmental Quality until November 3, 2016.

More information will be available at the "Remembering our Ancestors" gathering being held on September 22, 2016 in Lake Township, Michigan. For information on this event, please contact Guy Reiter at (715)853-2776 or via electronic mail at anahkwet@hotmail.com.

Card skimmers found in fuel dispensers at Wisconsin

MADISON (AP) — It only takes seconds for a criminal to install a credit/debit card skimming device on a fuel dispenser, giving them instant access to future customers' financial information. Inspectors from the Wisconsin Department of Agriculture, Trade and Consumer Protection's Weights and Measures Bureau have recently become aware of skimmers in gas dispensers at stations throughout Wisconsin. DATCP advises consumers to keep a close eye on their card statements and on the pumps they use to fill their vehicles.

Skimmers take one of two forms at gas dispensers:

- external devices — false card readers that fit over actual card reader on the pump

- internal devices — typically a communications cable with an in-line recording device that is run between the card reader and main board

"A consumer may likely have no indication that they used an altered dispenser until they find a discrepancy on their bank statements," said Frank Frassetto, Division Administrator of Trade and Consumer Protection.

"The best defense against card skimmer theft is a strong offense, so we strongly encourage shoppers to pay close attention to their monthly statements and to regularly check their credit reports," said Frassetto. "Report any potential skimmer-related fraudulent activity to the financial institution and to the station where the transaction occurred."

While at the pump, consumers can protect themselves by:

- lightly wiggling the card reader on the pump. External skimmers may feel loose and come off.
- looking to see if any security seals have been broken on the dispenser cabinet. If you see any signs of tampering, tool marks or loose card readers, tell the store manager and do not use that pump.

For more information or to report possible skimmers, contact DATCP's Weights and Measures team at 608-224-4942 or via email: datcpweightsandmeasures@wi.gov. A fact sheet on card skimmers is available on the DATCP website.

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

Oneida Business Committee

2016 Pardon and Forgiveness Hearing Schedule

Application Deadline: Friday, Oct. 21, 2016 at 4:30 P.M.

Hearing Date: Thurs., Nov. 17, 2016 at 10 A.M.

Return completed application with \$50 filing fee to:

Norbert Hill Center, Attn: Kathleen M. Metoxen,

N7210 Seminary Rd., Oneida, WI 54155

Any questions, call Kathy Metoxen at (920) 869-4451

or email kmetox1@oneidanation.org

kalihwisaks@oneidanation.org

Family of woman who died in Whiteclay hopes for answers

LINCOLN, Neb. (AP) ~ The family of woman who died this summer in Whiteclay hopes an investigation will yield answers about the circumstances of her death.

Authorities have said Sherry Wounded Foot of Porcupine, South Dakota, died from head trauma, but they haven't released many details of the investigation and no arrests have been made.

The Lincoln Journal Star reports that relatives say another family member died in 2012 in the Nebraska town that sells millions of cans of beer annually near South Dakota's Pine Ridge Indian Reservation.

Sherry Wounded Foot was found Aug. 5 behind the Lakota HOPE Ministry building and was taken by ambulance to the Pine Ridge Hospital. Authorities didn't initially think she had been assaulted until family members reported it the next day.

She spent nearly two weeks at a Rapid City hospital before dying on Aug. 17 after family members decided to remove her from life support.

Family members say they never learned what happened to Sanford Wounded Foot after his death in 2012. He was found beaten on Whiteclay's main street. Whiteclay is known for having intoxicated people passed out in the streets.

Sherry Wounded Foot's oldest son, Logan Laferty, said he fears no one will ever be charged in his mother's death either.

"Each death in Whiteclay seems like nobody could care less, like us Natives aren't human," he said.

Sheridan County Attorney Jamian Simmons said the investigation into Sherry Wounded Foot's death is active and ongoing.

Activists urged the Nebraska Liquor Con-

trol Commission again last week to shut down Whiteclay's four beer stores because the town lacks a permanent law enforcement presence.

"Whiteclay has claimed another life," said John Maisch, a former Oklahoma alcohol regulator who made a documentary about the town of 12. "Whiteclay is a lawless place."

Whiteclay sold the equivalent of 3.5 million cans of beer last year. The northwest Nebraska village sits on the border of South Dakota's Pine Ridge Indian Reservation, where alcohol is banned but alcohol-related problems run rampant. An estimated one in four children on the reservation is born with fetal alcohol syndrome.

State alcohol regulators have said they can't revoke a beer-seller's license without proof the business is violating liquor laws.

Road closures expected for Big Applefest

Highway 54 from Pine Tree Road and Hwy 172 will be closed on Saturday, Sept. 17 from 9 a.m. until 5 p.m. due to the Oneida Big Applefest. Access to Hwy 54 from North Overland Road will also be closed. Traffic will be routed to Pine Tree Road to Hwy 172 back to Hwy 54 during the closure.

Permits for this closure were obtained by Applefest organizers from the Wisconsin Department of Transportation with approval from the Brown County Highway Commissioner.

COME ENJOY SOME GOOD, FREE, FAMILY FUN! • FREE ADMISSION



BIG APPLE FEST

**SATURDAY
SEPTEMBER 17
10 am – 4 pm**

Oneida Apple Orchard & Oneida Cultural Heritage

1 mile west of Green Bay on Hwy. 54

FREE ADMISSION

\$250

Best Apple Pie Contest



Horse and Wagon Rides



Convenient Trolley Rides To All Locations

LIKE us on Facebook

ONEIDA TOURISM



Apple Orchard 920-869-2468
(limited parking)
• \$1.00/lb. Honey Crisp • 75¢/lb. other varieties
Pre-Picked
• \$1.50/lb. Honey Crisp • \$1.00/lb. other varieties

Oneida Cultural Heritage
(parking)
• Live Music • Farmer's Market
• Wagon Rides • Log Homes
• Longhouse • Food
• Archery • Apple Pie Contest

INFORMATION:
920.496.5020 or
www.exploreoneida.com

Featuring

Pick Your Own Apples • Horse and Wagon Rides • Oneida Longhouse • Historical Log Home Tours • Best Apple Pie Contest • Live Music • Petting Zoo • Oneida Community Library Kids Zone • Variety of Food Vendors • Oneida Farmer's Market • Chewy Rope Tricks • Nick's Kids Show • Caramel Apple • Apple Cider Press • Cider Tasting & More...

Pie Contest

Grand Champion \$250
2nd Place \$150 • 3rd Place \$100
Best In Show \$200
Best Apple Dessert \$200

For more details call 496-5020 All entries must register by 1 PM day of the event.



Dakota flute-maker, player earns nation's highest folk honor

By Regina Garcia
Cano

Associated Press

SIOUX FALLS, S.D. (AP) – There was a time when Bryan Akipa knew nothing of flutes. But that was long ago, before the budding artist stumbled across a wooden mallard-head flute in the studio of his mentor, sparking a fascination that led to a career in both making and playing the distinctive Dakota flutes.

Now Akipa, a member of the Sisseton Wahpeton Oyate Tribe, is a recipient of the nation's highest honor in the folk and traditional arts, the National Heritage Fellowship, which is awarded by the National Endowment for the Arts. Akipa, who will be recognized later this month during a ceremony in Washington, told The Associated Press that he had to read up about the award when he got the surprise call notifying him he had earned it.

"On Facebook, my daughter put it on her page, and I think she got the most likes. I put it on mine, but I got a few likes," Akipa said. "Everyone congratulating me is really special, especially since it's for the tradi-

tional flute."

Akipa, 59, carved his first flute in 1975 from red cedar using a pocketknife, without knowing that it would lead to a career in music. After taking a break to serve in the Army and to finish college, Akipa became a teacher and began playing the flute for his students, as well as in different venues during the summer as a way to supplement his income. He produced his first CD in 1993, and he has since earned a Grammy nomination and won several Native American Music Awards.

Akipa stressed that every flute he sells is made entirely by hand. He said he sometimes even travels from his northeastern South Dakota community of Sisseton to northern Minnesota in search of wood.

"I've never mass-produced them," said Akipa, who doesn't track the number of flutes he has carved. "There are flute-makers that could make 2,000 flutes a year. They have laser technology (and) computers; they don't even touch the wood."

Russell Eagle Bear, a historic preservation officer for the Rosebud Sioux Tribe, said the flutes were

traditionally used in court- ing and social gatherings. He said the art of flute-making was kept alive by only a few people for several years, but that it has had a comeback over the past three decades.

Akipa has taught flute-making classes in an effort to keep the tradition alive. He said he plans to use the \$25,000 that comes with the fellowship to boost his career, which he had to pause to care for relatives. He wants to buy recording software and a new microphone to release a couple more albums.

South Dakota's U.S. Sen. John Thune, who broke the good news to Akipa, said the artist's talent and dedication to his work, as well as the historical and cultural significance it represents, "gives South Dakotans, especially members of the Sisseton Wahpeton Oyate, a lot for which we can be proud."

"With this honor, which has only been given to 404 individuals or groups since it was created more than 30 years ago, he'll receive the national recognition he deserves and join the ranks of past recipients like B.B. King and Bill Monroe, just to name a few," Thune said.

**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.

For the best in Native American music, listen to

Kalihwiyo'se

WPNE 89.3 FM

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

Navajo officials move toward tribal Amber Alert System

FARMINGTON, N.M. (AP) ~ Navajo Nation leaders are in talks with the U.S. government to establish an emergency alert system across the 27,000-square-mile reservation.

Coordinator Harlan Cleveland said tribal government officials and the U.S. Department of Justice are considering establishing the Integrated Public Alert & Warning System on tribal land. The Farmington Daily Times reported.

The program is a federal alert system created in 2006 in response to Hurricane Katrina.

Cleveland said the Navajo Nation would have to sign an agreement with the DOJ before the federal system could be implemented. The tribe would

also need to purchase software for the alerts, which could cost between \$50,000 and \$100,000.

The talks come after residents raised concerns about the Amber Alert system after the May 2 disappearance of 11-year-old Ashlynn Mike and her 9-year-old brother. The girl was found dead the next day. The boy returned to his family.

Navajo officials said they followed protocol in getting the word out on the disappearance but also that they failed her in not having an alert issued until early the next day in New Mexico. It was broadcast briefly in Arizona.

Tom Begaye Jr., 27, has been charged in the girl's death.

Currently the reserva-

tion uses separate systems in Arizona, New Mexico and Utah, all part of the Navajo Nation.

The systems from the states that encompass the Navajo Nation are similar but can have small differences that keep alerts on child abductions from being sent simultaneously and across the entire reservation. They won't automatically take up another state's alert, so the tribe has to contact each one and make sure an alert meets its criteria.

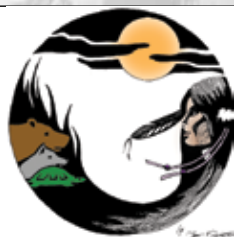
Cleveland said that until the Public Alert system is established, tribal governments have worked with New Mexico, Utah and Arizona law enforcement officials to more effectively issue Amber Alerts.

For the best in Native American music, listen to

Kalihwiyo'se

WPNE 89.3 FM

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



WWW.

Kalihwisaks
.com

Countdown: 3 Weeks Until...

Church of the Holy Apostles
hosts

**Annual Fall
Harvest Dinner**

Saturday, October 8, 2016

Parish Hall - 2936 Freedom Rd., Onondaga



Serving from 11:30a to 5p or until gone



Sat., Sep. 24 • AM Session
Tickets \$30

PhD™ Reserves \$40

Early Birds Pay \$1,199

Blackout Pays \$5,000

Random Cash Drawings \$\$\$\$

Details in bingo hall.



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

Family Fitness Highlights



2640 West Point Rd. • Green Bay, WI 54304

For more information call 920-490-3730

or visit www.oneidanation.org/fitness

www.kalihwisaks.com

40 Kayé Niwálsa • September 15, 2016

7 Amazing Reasons why Boys and Girls should do Martial Arts

1. **Build Self Confidence:** as you train and see yourself improve, you will gain confidence. You will also feel better about yourself as you get in shape.

2. **Learn Self Defense:** Somewhere or sometime you may find

yourself in danger, training in martial arts will help you acquire the skills necessary to protect yourself.

3. **Get in great shape:** you will get stronger both physically and mentally which helps you in your daily life.

4. **Develop Mental**

Toughness: persistence is one of the greatest qualities you'll cultivate when you train martial arts. When life knocks you down you will get back up on your feet and keep trying.

5. **Learn to like yourself:** You will live a

healthier lifestyle and this teaches you to respect yourself and others.

6. **Become a happier person:** Martial art classes boost your endorphins so you will leave your worries behind. You feel great

while getting in shape
7. **Make awesome friends:** You will meet others with similar goals and having things in common, it is easy to make friends. As the training sessions get tougher you and your friends can

encourage each other to push each other to the next level.



O.F.F. FITBALL CHALLENGE

October 4, 2016– November 19, 2016

\$20 / team

Prizes will be awarded to the 1st, 2nd, and 3rd place Winners!

- Each team can have up to 4 players.
- How to Score (a minimum of 20 minutes of exercise per check-in to qualify the points, Only one check-in per day is scored, see rules for more info):

- 1-4 Days = 1 point each day
- 5 Days/ week = 6 pts. (touchdown)
- Saturday = 3 pts. (field goal)
- Successful Conversion = 2 pts.
- Successful Extra Point = 1 pt.



****Weekly raffle prize drawing as well****

Contact O.F.F. for more info: 490-3730

ONEIDA FAMILY FITNESS

2640 West Point Rd, Green Bay, WI 54304

(920) 490-3730



FACILITY HOURS

(Effective September 6, 2016)

Monday.....5:30 am - 9:00 pm
Tuesday.....5:30 am - 9:00 pm
Wednesday.....5:30 am - 9:00 pm
Thursday.....5:30 am - 9:00 pm
Friday.....5:30 am - 7:00 pm
Saturday.....8:00 am– 12:00 pm
Sunday.....CLOSED



Contact Oneida Family Fitness at 490-3730 or visit our website at <https://oneida-nsn.gov/fitness>



Like us on Facebook!

Oneida Family Fitness Swim Lesson Schedule

Class	Day	Time
Parent Tot	Wednesday	4:15pm-4:45pm
Pre School all levels	Monday	4:00pm-4:30pm
Pre School all levels	Tuesday	4:15pm-4:45pm
Youth Level II	Monday	4:30pm-5:00pm
Youth Level I	Monday	5:30pm-6:00pm
Youth Level I	Tuesday	5:15pm-5:45pm
Youth Level II	Tuesday	5:15pm-5:45pm
Youth Level III	Monday	5:30pm-6:00pm
Youth Level III	Tuesday	4:45pm-5:15pm
Youth Level IV & V	Tuesday	4:45pm-5:15pm
Adult all levels	Monday	5:00pm-5:30pm

Swim lessons will be available at a cost of \$20.00 for Oneida Family Fitness Members, \$30.00 for non-members.

Payment is due at the time of registration, limited spaces available.

Sign your child up today!



Aquatic Schedule

Effective: Sept. 6, 2016 thru Dec. 31, 2016

2640 West Point Rd. Green Bay, WI 54304 Phone 490-3730

TIMES	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
5:30-6:15 AM	L/A SWIM	L/A SWIM	L/A SWIM	L/A SWIM	L/A SWIM	CLOSED
6:15-7:00 AM	WATER EXERCISE	ADULT SWIM	WATER EXERCISE	ADULT SWIM	DEEP WATER	CLOSED
7:00-8:00 AM	LAP SWIM	LAP SWIM	LAP SWIM	LAP SWIM	LAP SWIM	
8:00-9:00 AM	FAMILY SWIM	FAMILY SWIM	FAMILY SWIM	FAMILY SWIM	FAMILY SWIM	ADULT/LAP 8:15a-9:45a
9:00-10:15 AM	WATER EXERCISE 9:15-10:00AM	ADULT SWIM	WATER EXERCISE 9:15-10:00AM	ADULT SWIM	ADULT SWIM	
10:15-11:00AM	EASE THOSE ACHES	WATER EX	EASE THOSE ACHES	WATER EX	DEEP WATER	FAMILY SWIM 10:00a-11:30a
11:00-11:30AM	ADULT SWIM	ADULT SWIM	ADULT SWIM	ADULT SWIM	ADULT SWIM	
11:30AM-1:00PM	LAP SWIM	LAP SWIM	LAP SWIM	LAP SWIM	LAP SWIM	CLOSED
1:00-4:00 PM	POOL MAINTENANCE	POOL CLOSED 1:00p-2:00p L/A SWIM 2:00p-4:05p	FAMILY/LAP 1:00p-4:00p	FAMILY/LAP 1:00p-4:45p	POOL MAINTENANCE	
4:00-8:00PM	SWIM LESSONS 4:00p-5:00p SWIM LESSONS 5:00p-6:00p DEEP WATER CLASS 6:15p-7:00p L/A SWIM 7:00p-8:00p	SWIM LESSONS 4:15p-5:45p WATER EX 6:00p-6:45p FAMILY SWIM 7:00p-8:00p	SWIM LESSONS 4:15-4:45p AQUA CHALLENGE 5:00p-5:45p FAMILY/LAP SWIM 6:00p-8:00p	WATER EX 5:00p-5:45p FAMILY SWIM 6:00p-8:00p	FAMILY/LAP SWIM 4:00PM-6:45PM	

****This program is subject to change. Changes will be posted inside the facility. See Aquatic Board.****

Program Descriptions:

ADULT SWIM:	Ages 14 years and older. Set aside for adults with leisure activities. No lap swimming allowed.
FAMILY SWIM:	Ages 6 months and older. Families are encouraged to swim together. Children under 10 years must be accompanied by an adult (18 years or older) in the water within arm's length.
FAMILY/LAP SWIM:	This is a Combo swim time set aside for both family swim time and Limited Lap Swimming. We will have one lane available for lap swimming. A lane line will be put up when needed/requested. Circle swimming will be initiated when there are two or more Lappers.
LAP SWIM:	Ages 10 years and older. Lap swimming only! When more than 4 people are swimming laps, circle swimming will be initiated. For more information, contact the lifeguard on duty.
L/A SWIM	Ages 14 and older. Combo swim time set aside for both lap swimmers and adult individual water walking or exercise.

**Due to the overwhelming response of lap swimmers in the pool and in regards to the size of our pool, we will need to limit lap swim to lap swimmers ONLY!

***Scheduled class times are observed for class participants only.

Class Descriptions: Classes may

Class quick guide: (For ages 10 years and older)

- 1- Beginner, injured, arthritic exerciser**
 - 2- Medium Exercise Class**
 - 3- Advanced Class**
- 1 EASE THOSE ACHES:** A special class for individuals who suffer from arthritis or are just starting to exercise and need to ease back into an exercise program.
- 1&2 DEEP WATER:** A flotation belt is used to suspend your body in the deeper area of the pool for a non-impact workout. An Aerobic workout that works the core muscles. Participants must feel comfortable in the water.
- 1&2 WATER EX:** Designed for individuals of all fitness levels. This class may include strength training, stretching, range of motion, balance, or cardio.
- 2&3 AQUA CHALLENGE:** This class consists of strength training and movements that will *challenge* your cardiovascular system. Participants must feel comfortable in the water.

Swimming Lessons Sept. 19, Thru Nov. 9, 2016

Class	Day	Time
Parent Tot	Wednesday	4:15pm-4:45pm
Pre School all levels	Monday	4:00pm-4:30pm
Pre School all levels	Tuesday	4:15pm-4:45pm
Youth Level II	Monday	4:30pm-5:00pm
Youth Level I	Monday	5:30pm-6:00pm
Youth Level I	Tuesday	5:15pm-5:45pm
Youth Level II	Tuesday	5:15pm-5:45pm
Youth Level III	Monday	5:30pm-6:00pm
Youth Level III	Tuesday	4:45pm-5:15pm
Youth Level IV & V	Tuesday	4:45pm-5:15pm
Adult all levels	Monday	5:00pm-5:30pm

- Classes are 30 minutes/once a week for 8 weeks.
- Classes with less than 3 participants may be canceled.
- Payment is due at the time of registration. Cost is \$20.00 for OFF Members, \$30.00 for Non-Members.
- Private Lessons may be available at a rate of \$15.00/half hour per individual/Non-member price is \$20.00.
- Private Lessons for Groups of (3-8) are \$35.00 per half hour for OFF Members/Non-member price is \$40.00.

SWIMMING LESSONS: All O.F.F. swim lessons are offered by certified American Red Cross Water Safety Instructors.

Things For You To Know

- ♦ All swimmers must wear a Swimsuit. Men's and boy's suits must have a lining. Shorts and T-shirts are not allowed in the pool.
- ♦ Long hair (shoulder length) needs to be tied back or you may wear a swim cap.
- ♦ We encourage you to wear shower shoes, water shoes, flip flops etc. on your feet in the pool area, showers, and locker rooms.
- ♦ Showers are required before entering the pool.
- ♦ Lifeguards may ask individuals to leave due to unsafe swimming skills/practices.

***THIS SCHEDULE IS SUBJECT TO CHANGE.

Changes will be posted inside our facility and/or new schedules will be put out. For questions please phone 490-3730.



What's Happening at Osnúhsa? Lake?

By Melis Arik

Water Resources Specialist

There's something about the sight of lily pads scattered along the edges of a clear lake that conveys serenity and calm. Osnúhsa? Lake is just that kind of place – right now.

But this certainly was not the case back in June and July, which is the time of year that the aquatic invasive plant known as Curly-leaf Pondweed goes gangbusters. If you've been out at

Osnúhsa? lately, you may be wondering what happened to all those weeds that were getting caught up in your fishing line. I'd like to report that they are gone for good, but the story is more complicated than that.

While people are quick to lump most aquatic plants into the category of "weeds," curly-leaf pondweed (CLP) is a non-native aquatic plant that truly does deserve to be called a weed. Unlike

other aquatic plants which provide multiple benefits to a pond or lake ecosystem, CLP is a huge nuisance, as we saw earlier this summer.

One reason that non-native plants can become so invasive is that they have a competitive edge over the native plants. For CLP, that advantage is related to its life cycle – it begins growing as soon as ice goes out. By early summer, when other plants would just begin taking off, CLP is at the height of its growth cycle, choking out all other plant life. In mid- to late-July, it dies back, as it we can see now... it's gone but not forgotten. As all of that biomass decomposes, it creates a double whammy: decomposition depletes the lake of oxygen and releases nutrients (nitrogen and phosphorus) from the plant material into the water, which then paves the way for a potential algae explosion. Fortunately, we have seen only a moderate amount of algae in Osnúhsa? this year.

The Water Resources Team is exploring various options for breaking this cycle. Raking it out is not a realistic option; for example, it took four staff a whole morning last May to rake out approximately 1500 pounds (wet weight) - and we didn't even make a dent. Another option would be to treat



the lake with an approved aquatic herbicide, which has been successful in many lakes across the Midwest, as long as it's one done according to very specific guidelines.

Finding a way to eliminate curly-leaf pondweed at Osnúhsa? Lake will enhance everyone's enjoyment of the lake, and will be an important step toward supporting a healthier lake. Stay tuned!



EHSD photos

Top: Osnúhsa Lake on May 31. Curly-leaf Pondweed reaches its peak in June before native vegetation has a chance – a nuisance on every level! Bottom: Hand-raking Curly-Leaf Pondweed is not an effective method of control, though it was worth a try. Pictured here: Water Resources Specialist Melis Arik.

Contact Information

• Patrick Pelky

Division Director, 920-869-4549
PPELKY1@oneidanation.org

• Amy Spears

Environmental Specialist-Pollution Prevention,
920-869-4549, aspears@oneidanation.org

• Melis Arik

Water Resource Specialist, 920-869-4566
marik@oneidanation.org

• Michael Arce

Field Technician, 920-869-4552
marce@oneidanation.org

• Janelle Miller, Intern, 920-869-4584

jmiller1@oneidanation.org

• Michael Troge, Environmental

Division, 920-869-4572
mtroge@oneidanation.org

• Victoria Flowers, Environmental

Specialist, 920-869-4548
vflowers@oneidanation.org

• Steve Linskens, Project Manager,

920-869-4571
slinskin@oneidanation.org



Household Clean Sweep Rescheduled for Oct. 12

The rescheduled Household Clean Sweep will be held on Wednesday October 12th from 2 p.m. to 7 p.m. This clean sweep will not include an elder pick-up, we were able to pick up from 136 elders homes in July. The next elder pick-up will be scheduled for the next clean sweep in 2017.

Changes for this clean sweep include a limit placed on the number of TV's and Monitors accepted. There will only be two TV's or monitors accepted per vehicle. Another change is no guar-

anteed entrance to the sweep. You must be in line by 6:45 p.m. to enter into the clean sweep site. If you are not in line by 6:45 p.m. you may be turned away depending on line length.

Please remember to come prepared for waiting in line. Bring beverages or snacks if needed for health reasons and based on weather conditions. Make sure you have sufficient gas in your tank and charge in your battery. At the last clean sweep the wait once a vehicle entered

the gated portion of the site was 40 minutes, this does not include the line outside of the facility on the road. When waiting on the road, please make sure to not block roads or driveways. Pull off to the side as far as you can and if you are last in line please put on your hazard lights. If you are using Ranch Rd. on clean sweep day but are not in line, please drive slowly past the facility. We have staff in the roadway helping direct traffic, please take care when driving near them. If you do

not want to wait in line, the waste transfer station is located on Hwy 54 and charges a small fee for any size trash drop off, but does not accept electronics or household hazardous waste. Their hours are Mon.-Fri 7-4 p.m. and Sat. 7:30-2 p.m. Donations can be made year round to St. Vincent de Paul with no charge.

To ensure a shorter wait time, please make sure to load your vehicle according to the diagram on below. Also, make sure to have your smaller items bagged or boxed for each

station.

If there are hazardous weather conditions, or if the safety or health of our workers or customers is at risk, we will have to shut down this event early or cancel. The event will not be rescheduled again in 2016. The next clean sweep will be held in 2017 and you can anticipate more changes to this program at that time.

Please remember, the Household Clean Sweep is only for enrolled Oneida Tribal Members. While we encourage you to bring items in for other

tribal members who are not able to do so, you should not bring in items from non-tribal members. This event is very expensive to hold and if there is continued abuse of these intentions, we will not be able to continue it. The clean sweep is meant to be a recycling event to keep as much useful or recyclable material out of the landfill. There are a number of local facilities to dispose of your unneeded items all year-round.

For questions please contact Amy Spears at 920-869-4549 or aspears@oneidanation.org.

Oneida Household Clean Sweep

Round 2

Wednesday,
October 12, 2016
2:00pm-7:00pm
Old Transit
Building
1138 Ranch Road
Near DPW
Building
Must Show Tribal ID
Residential waste
only!
No elder pick-up



Learn more about WPA and Oneida history

Many Oneida members do not know of the WPA program on the Oneida Reservation. This writing will explain what it is, how important it is to the Oneida Nation and what the History Department is doing to bring it to the attention of each and every Oneida member.

WPA is one of the many acronyms of the Franklin D. Roosevelt first term as President of the United States. It stands for "Works Prog-

ress Administration" and was created during the throes of the Great Depression to give meaningful work to the unemployed. About 25 Oneida men and women were employed to interview their peers and the older generations and write the stories they were hearing. All of them were educated in Indian Boarding Schools and could speak and write English very well. But, moreover, they could all speak the

Oneida language fluently. So, Professor Floyd Lounsbury, educated at Yale University, taught this select group to write many of their interviews in the Oneida language. Those writings are mostly translated now.

The persons working in the History Department—Reginald Doxtater, Josh Gerzetch, Loretta Metoxen, and soon on board: Ernest Stevens, III—have decided to read all the renderings

(over 11,000 pages) of the WPA writers and report on them in a regular weekly format. We will report to the Oneida Community every Wednesday and Friday morning for about two hours, rotating to various buildings and departments. This procedure will begin October 1 with the start of the new fiscal year. We will start

at 9:00 A.M. Attendees will need approval of their supervisors to attend. The schedule will be presented soon through the Communications Department.

The importance of this present generation knowing the stories comes from learning the hardships the past generations endured and how

we can appreciate their efforts and endurance. They can still teach us much even though they have walked on and they are with us now in spirit. They are still speaking to us through the words they left. We have the opportunity to study those words and apply them in today's world.



Cultural Heritage photo

Professor Floyd Lounsbury worked with Oneidas as part of the Works Progress Administration during the Great Depression in the 1930's.



This book begins with the Oneida Creation Story and quickly moves forward through time. Other topics include the Oneida Thanksgiving Address, Clan System, Iroquois Confederacy and Great Law, European Colonization, the American Revolution and the Oneida migration to Wisconsin and more. Wrapping up with reservation life in Wisconsin and a snap shot into the present, this book offers a great introduction to anyone who wishes to read and learn about the Oneida Nation of Wisconsin. (8.5 x 11 inches, 32 pages black and white, © 2013, Oneida Nation of Wisconsin).



This short book is a reproduction of a booklet that was originally printed 110 years ago. Tribal Historian Loretta Metoxen researched and wrote summaries to accompany the 38 black and white photographs depicting the Oneida Reservation and its inhabitants at the beginning of the 20th century. Topics include Churches on the Reservation, Oneida Families, Boarding Schools, Industries on the Reservation and more. (5.5 x 8.5 inches, 32 pages, black and white print, © 2001, Oneida Nation of Wisconsin).

CULTURAL HERITAGE BOOK ORDER FORM

To order a copy of *A General History of the Oneida Nation of Wisconsin*, or *Sagole*, complete the order form below and mail with a *check or *money order to: Oneida History Department: Cottage II, P.O. Box 365, Oneida, WI. 54155.

*All checks and money orders must be made payable to: *Oneida Nation History Program*. Be sure your name, current address and phone number are included. For bulk orders, or to obtain a teacher/student discount, call (920) 496-5395 or 1-800-236-2214, x5395 for details. Books are also available for purchase at Social Service's Cottage II and the Oneida Nation Museum.

	Price	Quantity	Total
General History Book	\$5.00 each	_____	_____
Sagole Book	\$3.00 each	_____	_____
Shipping:	\$1.00 /book	_____	_____
Total:		_____	_____

(Example: 3 Sagole books would be \$9.00 plus \$3.00 shipping for a total cost of \$12.00).

In order to help us ensure that your order is processed quickly and sent to you, please make sure your name, current mailing address and phone number are listed below.

Full name: _____
 Organization: _____
 Mailing Address: _____

 City: _____ State: _____
 Zip Code: _____
 Phone # (____) _____

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

Onikolha “Of the Mind” - wampum as a document

By Sara Summers

According to Lotinuhshu·ní· tradition, wampum is used as a memory aid and is known as onikolha, meaning “of the mind.” Wampum beads are made from the quahog shell which is found only along the Atlantic coast of North America. This shell is primarily white with purple edges. The Lotinuhshu·ní· traded with the Algonquin Indians for beads and shells.

Wampum beads are strung or woven in a particular design or pattern to depict events in history. They are used during certain ceremonies and as

documentation in treaty negotiations. Strings or woven belts are also used to convey messages in diplomatic relations. The men who recite the information contained within the belts are appointed by the Confederacy Chiefs. The chosen man is a well-spoken individual with knowledge of the law and the belts.

In the 17th century, the Dutch encouraged the use of wampum as a medium of exchange in the fur trade and they set the value of the purple beads at two times that of the white beads. Although wampum is highly valued, it is not

considered money by the Lotinuhshu·ní·.

Making wampum beads takes a lot of skill. The shell is first broken into small blocks. A stone or reed drill was used to create a hole in the block before the use of metal tools. Now, iron drills can be used. The block is drilled half way through and then turned over to drill through the other side. The blocks are then ground into tubular shapes by rolling or rubbing them against a stone. Finished beads are strung on plant fibers or sinew.



Oneida History

Department

1240 Packerland Drive

Cottage II, Side B

920-490-3914

2016 Presentation Series

Pregnancy, Childbirth, Midwifery - Eliza Skenandore

Jul. 20, 2:30 PM – 3:30 PM (Cottage II)

Jul. 27, 10 A.M. – 11:00 A.M. (S.E.O.T.S)

General Lafayette - Loretta Metoxen

Oct. 19, 2:30 PM – 4:00 PM (Cottage II)

Oct. 26, 10 A.M. – 12 P.M. (S.E.O.T.S)

Canandaigua Treaty - Josh Gerzetic

Nov. 16, 2:30 PM – 4:00 PM (Cottage II)

Nov. 23, 10 A.M. – 12 P.M. (S.E.O.T.S)

Hoyan - Loretta's Donuts

Dec. 30, 9:00 AM – 12:00 PM (Cottage II)

Upcoming Events for September 2016 and Beyond

September 17

Raised Beadwork Exhibit

When: Friday, September 16

Time: 4:00 pm - 6:30 pm

Where: Oneida Nation Museum, W892 Cty Hwy EE, DePere

Meet the artists themselves while viewing the new raised beadwork exhibit. Refreshments provided during the meet and greet. FMI: 920-869-2768

September 17

Oneida Sobriety Gathering

When: Saturday, September 17th

Time: Starts with Breakfast at 9 AM

Where: Parish Hall, 2936 Freedom Road, (Count Road E) Oneida, WI

Event is FREE to the Public. Donations and RSVP Appreciated. Agenda (Tentative) Includes:

Breakfast at 9AM

• Panels • Talking Circle

Lunch

• Panels
• Meetings: AA, Alanon, Alateen

Feast

• Dance with band/DJ
• Open Mic
• Speaker: AA, Alanon, Alateen
• Sobriety Countdown
• Closing prayer
• Cleanup

Contact information:

Wes M (920) 544-9709

Gary (920) 362-0206

Janet M (920) 869-2278

Marilyn K (920) 228-2773

Email: westmartin@new.rr.com

Mail to: Wes Martin

1219 Chief Hill Drive
Green Bay, WI 54313

One Fish, Two Fish Hike in Baird Creek

When: Saturday, September 17

Time: 1:00 pm

Where: Christa McAuliffe Park, 3100 Sitka Street

Join Charlie Frisk, Baird Creek Preservation Foundation (BCPF) Board Presi-

dent, for the One Fish, Two Fish Hike. Charlie will lead us to some of the best locations to find the largest number of fish in Baird Creek. He will use a large seine to temporarily capture some of the fish (and other aquatic creatures) to take a look at the biodiversity of the creek. This hike is a "kid focused" event, so bring the whole family!

If you have questions about the hikes or about the Baird Creek Preservation Foundation please contact Maureen Meinhardt at 920.328.3505 or exec-director@bairdcreek.org. Check out www.bairdcreek.org or www.facebook.com/BairdCreek for more information.

September 18

Annual Church Picnic

When: Sunday, September 18

Time: 10:30 – 11:30 Service, 11:45 Picnic starts

Where: Zion Lutheran Church, 453 Rose Hill Dr., Oneida, Near the corner of Overland and J
Everyone is welcome, Please join us!

September 24

Annual Diabetes Walk

When: Saturday, September 24

Time: 9:00 AM - Registration opens
9:30 AM - Warm Up
10:00 AM - Walk Start
11:00 AM - Lunch

Where: Norbert Hill Center Pavilion, N7210 Seminary Rd, Oneida, WI 54155

CHANCE TO WIN A BICYCLE!

Join us for walking, fun, food, prizes, music and much more! For more information Call Ryan Waterstreet at 920-490-3730. Sponsored by the Special Diabetes Program for Indians, Just Move it Oneida and assistance from the Oneida Family Fitness Center.

Ongoing

Community Swap Meet

When: Sundays (weather permitting)

Time: 11:00AM – 3:00PM

Where: Turtle Island Gifts, off Hwy 29 and County Road U

Set up fee is \$10. Must bring own tables/canopies. Clean out your garage, basement or attic and bring your treasures, crafts or edible goodies to Turtle Island Gifts to sell. (920) 785-4318.

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.

Wise Women Group

When: Every Tuesday

Time: 5:30 pm to 7:30 pm

Where: Wise Women Gathering Place, 2483 Babcock Rd.

Come and join us as we share topics about a healthy lifestyle. We explore a holistic way of looking at women's issues in regard to our roles, overall wellness, relationships and children. Enjoy activities, talking circles, speakers, crafts, pot-lucks and community outings. Come and share a cup of hot herbal tea, bring a friend, meet new people and have a healthy night out with women of all ages. 1st week: Talking Circle, 2nd Week: Speaker or Group Activity, 3rd Week: Creative arts, 4th Week: Pot Luck & games. Please call ahead for childcare. Call (920) 490-0627—ASK for Julia or Sam or email Jmclester@wisewomengp.org. Visit www.wisewomengp.org or www.facebook.com/Wise-WomenGPs.

Alcoholics Anonymous

When: Wednesdays

Time: 6:00PM

Where: Three Sisters Comm. Center
The meeting will be open unless topic

calls for a closed meeting. For more information call 920-869-9014.

Wise Men's Support Group

When: Thursdays

Time: 5:30 pm to 7:30 pm

Where: Wise Women Gathering Place, 2483 Babcock Rd.

Wise Men is a support group for men of all ages, Native and non-Native. The Wise Men group is comprised of mostly elders who want to share their life-long learning experiences. Our experiences are a tool for guidance for other men. Wise Men is dedicated to helping men manage or change addictive habits or thoughts. Destructive behavior comes in many forms and does no one good. Life is too short to deceive oneself and face struggling through it. The past is gone, the future yet written.

Experience has proven that a Talking Circle is one of the best ways to help achieve a healthier outlook on life.

FMI, contact: Rick Laes at 920 4610340 or Gary Keshena at 920 3620206 Open to all men. Come join us.

Women's Support Group

When: Every Friday

Time: Noon–2:30PM

Where: Three Sisters Community Center

For more information Isabel Parker at (920) 412-0396 or Georgia Burr at (920) 362-2490.

VFW Brat Fry

When: Every Wednesday

Time: 10 a.m. - 2 p.m.

Where: Robert Cornelius Veterans of Foreign Wars (VFW) Post 7784, 2980 Service Rd, Oneida, WI.

Come support the local VFW as they hold their weekly brat and burger fries at the local VFW located across from the baseball diamonds in Site I. Proceeds assist in the upkeep of building maintenance as well as the various VFW's community outreach programs.

Note: Any requests to include local events in this section will require individuals to list a phone # and contact person for the event.

New project to tackle rising lawn care costs with prairie plantings

This project emanates from the Oneida Nation Planning Department and was initiated in response to complying with community concerns, budget issues, environmental factors and sustainability directives.

The project is a collective collaboration of efforts involving the Environmental Services, Grounds Maintenance, Forestry and Trails, Oneida Health Center, ONCOA, Land Commission, and Planning Department.

The project was initiated in April of 2016 and has received favorable acceptance from all parties. Environmental Services will be following up with grant monies for a fall implementation of the first phase.

The Need

Budget concerns have been an ongoing issue as a result of a downturn in revenues. Measures to reduce spending and trim budgets were mandated by Business Council. An observation of extensive lawns, which no one uses, can be seen at several key places throughout the community. Why there are large lawns is without a good answer other than lawn mowing is society's attempt to manage their immediate environment when it comes to maintaining the image of property. The cost to maintain mowed lawns on a regional comparison is approximately \$500 per acre per year. An alternative to mowed lawns is the establishment of no mow or prairies. The cost to maintain natural areas on the same

premise is \$100 per acre per year. For example a lawn area of 15 acres will cost the Oneida Nation \$7,500 per year to mow. This same area established in a naturalized manner would cost \$1,500 per year to maintain. This is a \$6,000 per year savings.

Benefits

The goals of this project are as follows:

- Reduce carbon footprint of the Oneida Nation propagating our belief in sustainable development.
- Reduce cost of expenditures for maintenance as a measure of cost savings.
- Present Oneida properties through a lens that reflect a green image through thoughtful and sustainable

design elements.

- Reduce storm water runoff through the creation of water absorbing and cleansing landscapes.
- Provide natural plant materials that attract natural pollinators, cultural medicines and esthetic eye appeal.
- Provides habitat for wildlife.
- Preserves the rural character of the Oneida Nation Com-

munity.

Implementation

The first such project will be first implemented at the location of the south lawn of the Oneida Health Center. The intent will be to establish a free formed prairie area rich with flowering native species. The maintenance of prairies requires either an annual burning to eliminate unwanted weed species or a medium height mowing twice

the first year to accomplish this. There after the area should receive a once a year mowing. An articulated mowed lawn area perimeter will be maintained to give the organic naturalized form an intended appearance.

Additional areas will be researched and identified for future implementation and further financial and environmental benefits.



**ONEIDA
HEALTH CENTER
CRAFT/BAKE SALE**

Date: SATURDAY, December 3, 2016
Where: Oneida Community Health Center
Time: 9:00 A.M. till 3:00 P.M.
 Great Assortment of Crafts and Baked Goods

Including a "Grannie's Attic" (A space with gently used items for sale)

VENDOR INFORMATION:

- Fee: \$20.00 per table space (no larger than 6'x2'). Additional space must be purchased for longer or more tables and/or racks if needed.
- Craft Sale Team will be assigning the vendor space.
- Vendors selling baked goods/candy are required to have a current Food Safety Certification.
- Contact Environmental Health and Safety (920-869-4553) for more information on Food Safety Classes

Questions or vendor sign-up contact:

Mercie Danforth (920)869-4810 or Terry VanWychen (920)496-7388

**Must reserve a spot and pay fee no later than
Monday, November 21, 2016, 4:30 pm (No Refunds)**



*Fees go toward the OCHD
Booster Club for future events.*



EXCLUSIVE OPPORTUNITY!

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

Preferred Partner Program

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

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

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

Broadway
AUTOMOTIVE
Better!

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

www.BroadwayAutomotive.com

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



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