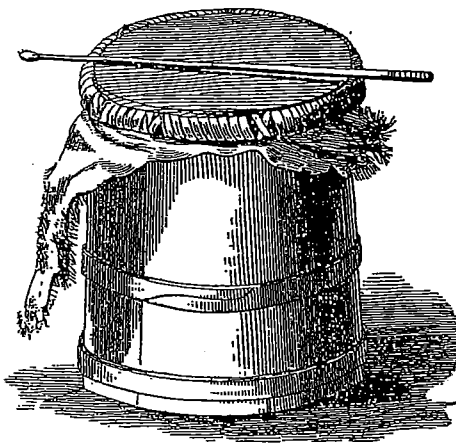


DRUMS ACROSS ONEIDA

ELDERLY SERVICES
2907 S. Overland Rd.



P.O. Box 365



SENIOR CENTER
134 Riverdale Dr.



Oneida, WI 54155

Elderly Services: 1-920-869-2448

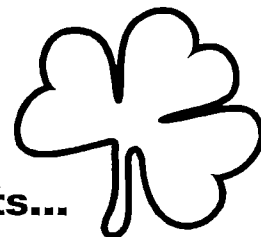
Senior Center: 1-920-869-1551

Toll Free: 1-800-867-1551

Wa?ta?otsi?ke?ta Maple Sap Moon

March 2004

Oneida Nation Elderly Services presents...



"ELDER LAW AND SELF ADVOCACY"

COME AND LISTEN TO AN INFORMATIONAL PRESENTATION. LEARN HOW TO
ADVOCATE FOR YOURSELF AND GET USEFUL CURRENT INFORMATION ON ELDER
LAW ISSUES THAT COULD AFFECT YOU!

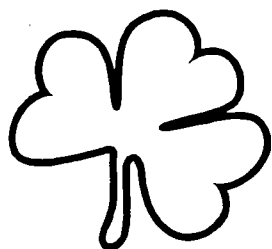
DATE: THURSDAY, MARCH 18, 2004

TIME: 11:00 A.M. - 1:00 P.M.

LOCATION: SENIOR CENTER 134 RIVERDALE DRIVE

PRESENTATION STARTS AT 11:00 A.M.

WITH TIME FOR QUESTIONS AND ANSWERS FROM 12:00 UNTIL 1:00 P.M.



ELDERLY SERVICES COMPLEX:

**2907 S. Overland Rd. (P.O. Box 365)
Oneida WI 54155 1-920-869-2448**

**Program Director
Assistant Program Director
Benefits Specialist Supervisor
Benefits Specialist
Elder Abuse Coordinator
Elderly Services Coordinator
Administrative Assistant
Office Manager
Transportation Coordinator
Transportation Driver
Transportation Aide
Activity Coordinator
Outreach Worker
Outreach Worker
In-Home Chore Worker
In-Home Chore Worker
Respite Care Worker
Respite Care Worker
Elderly Helper
Elderly Helper
Title V**

**Florence Petri
Jan Frion
Lori Metoxen
Julia Hill
C.J. Doxtator
Cheryl Ault
Marty Braeger
Noreen Powless
Lorna Christjohn
Connie Van Gheem
Dale Webster
Margaret King-Francour
Cindy Brabbs
Amy Sumner
Joanne Close
Loraleen John
Regina Vande Hei
Debbie Ninham
Marie Scott
Barbara Skenandore
Arleen Elm**

ONEIDA SENIOR CENTER:

**134 Riverdale Drive (P.O. Box 365)
Oneida WI 54155 1-920-869-1551**

**Head Cook Supervisor
Assistant Cook
Relief Cook
Relief Cook
Home-Delivered Meals Driver
Maintenance Supervisor
Home Repairs Coordinator
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Elderly Helper
Elderly Helper
Elderly Helper
Title V
Title V**

**Brenda Jorgenson
Loretta Mencheski
Betty Jorgenson
Althea Schuyler
Catherine Granquist
Robert LaGest
Richard Summers
Lee Domencich
Lloyd Davis
Lisa Huff
Don Bogda
Jared Skenadore
Harold Dostalek
Richard Dodge
Cornelius Hill
Grover Smith
Marena Pamanet
Janeen LaRo ck**

UP CLOSE AND PERSONAL

With Richard Summers,
Home Repair Coordinator

Richard Summers was born in Oneida to Margaret And Frank Summers. He has seven brothers and one sister. He has three sons and nine grandchildren.

Richard graduated from Green bay West in 1966.

He worked on construction for seven years as a cement finisher , form setter & a laborer. Richard worked seven years as an auto body technician and fifteen years as a dye maker for Green Bay Packaging.

In 1997 he started working for Elderly Services as a Home Repair Coordinator. It is satisfying to go into the homes of the elderly and work for them. He enjoys chatting with them, listening to their stories and to find out who we are related to. I am thankful for Elderly Services for hiring me.

When you were a child, what did you think you'd like to be when you grew up?

Auto body technician.

Who or what has had the biggest influence in your life?

My mother & brother.

What do you consider to be your greatest accomplishment ?

Winning the Nationals in the Bench Press Competition in Chicago in 1999.

Is there something you've always wished you were great at doing?
Playing in a band.

What is the best advice anyone ever gave you?
Be yourself.

What advice would you give to someone who is about to retire?
Get out and travel, be active.

What is your ideal vacation?
Spending time in Hawaii.

Favorite Meal: Old fashioned cooked meal with warm bread.

Favorite Music: Blues and Rock a Billy

Favorite Books: Sports

Favorite Movies: Comedy and Mystery

Favorite Hobbies: Like to work on old cars , play golf & working out a couple times a week.



HAPPY BIRTHDAY TO ALL MARCH BABIES

Lorraine Antone	3-16
Warren Baird	3-11
Donald Braeger	3-06
Martha Braeger	3-29
Joe Cannon	3-10
Erwin J. Christjohn	3-26
Rose Copper	3-16
Gerald Cornelius	3-15
Frank Cornelius	3-15
Evelyn Danforth	3-01
Gerald Denny	3-02
Frank Doxtator	3-16
Miriam Doxtator	3-13
Art Elm	3-13
Clayton Elm	3-29
Luella Elm	3-13
Robin Emmerton	3-07
Arlyn Erickson	3-22
Kenneth Franco	3-23
Marge Funmaker	3-11
Catherine Gatza	3-02
Inez Grignon	3-05

Kenneth Hill	3-15
Leland Hill	3-06
Rose Hopkins	3-22
Walter House	3-06
Helen P. Johnson	3-07
Robert King	3-24
Rebecca MacPherson	3-10
Gerald Madison	3-09
Rebecca Nicholas	3-07
Delbert W. Powless	3-08
Charolte Quistore	3-31
Lorraine Redtail	3-13
Emmerson Reed	3-02
William Schuyler	3-08
Cecil J. Skenandore	3-09
Frank Skenandore	3-18
Ruth Skenandore	3-28
Lena Swamp	3-28
Diane Thiesen	3-28
Ellsworth Webster	3-21
Robert Webster	3-2

Elders, if you have a birthday in March please join us at the Senior Center, 134 Riverdale Dr.(Hwy J.) on February 26. Have lunch with us and sign the birthday book.

Birthdays for our Elders are celebrated on the last Thursday of the month.



Happy Belated Birthday to Mildred M. Elm, (our valentine girl) on February 14.



Happy Belated to Hanna Price 2-15.



Oneida United Methodist Church

Wednesday Fish Fry

Dates: Every Wednesday
3-3, 3-10, 3-17, 3-24, 3-31
Time: 11:00 am- 1:30 pm
Cost: \$7.00
Place: Oneida United Methodist
Church Fellowship Hall
Delivery Available for additional
charge.

Lenten Bible Study

Title: "The Cross And Resurrection
Dates: Monday's 3-1, 3-8, 3-15, 3-22,
3-29
Time: 10:00am-11:30am
Cost: Christ paid for you.
Place: Parsonage Rummage Sale

Time for spring cleaning, clean out
your basements & closets. Bring your
donations to the Methodist Church
parsonage,

April 2 & 3, 9 am - 5 pm.

What's one mans trash is
another mans treasure!

Wednesday Soup & Sandwich Supper

Date: Every Wed. 5:30 - 6:00pm
Cost: Free will offering
Place: Oneida UMC Fellowship
Hall

If you miss the Fish Fry at noon
come to the Soup and Sandwich
Supper. You are welcome.

Lenten Services following the supper.
Time 6:00pm-6:30 pm

One Step More

A hill is not to hard to climb,
Taken one step at a time.
One step is not to much to take
One try is not to much to make.
One step, one try, one song, one
smile
Will shortly stretch into a mile.
And everything worthwhile was
done.
By small steps taken one by one ,
To reach the goal you started for,
Take one step more....Take one step
more.

Author: James Dillet Freedmon

A Life of Passion

Joe Antrim

Passion!

It's what separates the men from the boys..the great from the mediocre.. and .. the elite from the average! Passion is the fuel of greatness. No one has ever achieved anything without passion. It is the inferno of intense desire to succeed that drives one to action.

Lance Armstrong, cancer survivor and five time winner of the Tour de France, is "passion personified". It was reported that one day in December, after his third Tour de France win, he received a call on his cell phone from a friend and competitor, David Millar. "Tell me your not on your bike," to which Armstrong replied , "I'm on my bike." Millar yelled back, "It's December-bloody-first! How long have you been on it?" Armstrong replied, "three and a half hours." Millar screamed!

That's Passion! Lance Armstrong is the best at what he does because passion is what drives him. He trains harder, longer and smarter than any other cyclist. Passion gives us power to persuade- perform- and persevere.□



Type 2 diabetes affects the way that the body handles Cholesterol

People with type 2 diabetes tend to be overweight. And, they tend to have abnormal levels of blood lipids (cholesterol and other fats) that put them at high risk for heart disease and stroke. Scientist have questioned whether the diabetes or the extra weight influences the cholesterol problem more. Now a small study of obese (severely overweight) has revealed that diabetes itself affects the body's handling of cholesterol. Among the people in the study, 16 had diabetes and 16 had not. One major difference noted was that the body's cholesterol production was a lot higher in the people with diabetes. This was probably tied to their lower -than-normal- intestinal absorption of cholesterol. The researchers aren't sure whether the changes they found were due to high glucose levels, insulin resistance, both or neither. More research is expected. □

Children Science Exam Answers.

Q. What happens to your body as you age?

A. When you get old so do your bowels and you get intercontinental.

Q. What does "varicose" mean?

A. Nearby.

Q. What is the fibula?

A. A small lie.

Elder Humor

When I first started working with the elders, the friends I knew said, "You are not going to last or like it." I said, "I'll bet you, why not? They said, "Because they are smelly, they are grouchy, they whine. you are not going to last there." That was eight years ago and I'm still working for the elders and never smelled a bad one yet. A few grouches, but not all the time, and for the whining, I've seen the staff whine more than the elders. (just kidding) The elders I got to know and work with really had a sense of humor. I was told by others that as they met us on the road I always had a smile on my face or was laughing about something. So, as I get to reminisce more I'll put their stories in Drums, and this is the first one.

One elder I always picked up was always on time, I never had to wait for her. As she took her seat on the Do-Do bus she said, "I'm so old , I was thinking, I'm no good for cleaning house anymore, no good for washing my own clothes, no good at cooking either. So, I guess that makes me just plain no good. I thought she was putting herself down so, I decided to cheer her up. But she laughed at the joke of herself, that it caught me off guard , then we both had a good laugh together. Yes, Elder Humor, Get To Know Them.

Source: Lorna

Wellness

Gentleness has amazing strength. Where some would dominate, others are sweet and compassionate and this gives us hope. A gentle person is cool, clear water on a hot day-a refreshing change from hostile attitudes.

How many times we have met someone we wanted to admire but couldn't. They would not trust us beyond their protective walls. Caring and friendship were sorely needed but bitterly ignored. To understand these things makes us gentle. It gives us the touch we need with every age.

Young and old yearn to hear a voice that tells them they are so important, so loved, that nothing could make us turn from them.

A gentle word is warm sunshine to every heart, a touch that is never forgotten.

Wellness is a balance lifestyle that honors:

our minds, our bodies, our emotions;
our spirituality, our environment;
our relations with others, and
our culture and history.

Source: Joyce Sequichie Hifler





Rural Development at the Elderly Mealsite

First Thursday of Every Month

504 Home Repair Loans and Loan/Grant Combinations.
502 Home Purchase to build or buy.

Programs available to low and very-low income households.

Stop in for details or call the mealsite at 1-920-869-1551.
Shawano Rural Development Office 1-715-524-2148.



Have You Heard This One?

While walking along the sidewalk in front of his church, our minister heard the intoning of a prayer that nearly made his collar wilt. Apparently his 5 year old son and his playmate found a dead robin. Feeling that proper burial should be preformed, they had secured a small box and cotton batting, then dug a hole and made ready for the disposal of the deceased. The minister's son was chosen to say the appropriate prayers and with sonorous dignity intoned his version of what he thought his father often said: "Glory be unto the Faaaather, and unto the Sonnn....and into the hole he gooooes.

Aging

*Ever get the feeling your stuff strutted off without you?

*I'm getting into swing dancing -non-purpose. Some parts of my body are just prone to swing.

*Don't think of getting hot flashes. Think of it as your inner child playing with matches.

It's scary when you start making the same noises as your coffeemaker.

*These days about half of the stuff in my shopping cart says,"For fast relief."

HOW TO PICK GOOD SUNGLASSES

There is more to choosing shades than how good they look on you. Your sunglasses should keep damaging sun rays away from your eyes. If you really want to be comfortable in the glare and protect your eyes-and your children's eyes-from future cataracts, there is more to selecting sunglasses than mere "coolness" (desirable as that is).

Although the human body is adept at replacing some damaged cells, the cells in the lens of the eye are never replaced. Damage from ultraviolet and (to a lesser degree) infrared rays can build up over a lifetime or gradually create cloudy areas on your cornea. It's hard to see through cataracts and they often must be removed surgically. Macular degeneration, another eye condition resulting from damage to the retina, also may be accelerated by too much unfiltered sun blasting onto the retinas.

The thing you want to guard against mainly ultraviolet rays. Most sunglasses, coated with UV blockers, block the ultraviolet B rays, but the cheaper ones may cheat a little on ultraviolet A. Examine the label (Some contact lenses also block UVB-ask your eye doctor.)

Besides UV, brightness is a issue. What people don't realize is that going from inside to outside involves confronting light thousands of times

brighter than that going into the eye the moment before. Brightness is a comfort issue -it's uncomfortable to go into the sun from the shade and to have undimmed light flowing into your eyes.

So the darker the sunglasses the better? Clear glass transmits 90% of light. As the glasses get darker, less and less light goes through. Lightly tinted lenses let in 75% to 80% of light. The best recommendation is to get glasses in the 20% range.

What color? The overall best color to get is gray because it absorbs light across the spectrum equally.



TRAVELING WITH MEDICATIONS

*Keep your medicine with you-not in checked luggage.

*Bring more than enough medicine for your trip.

*Review your dosage schedule with your doctor or pharmacist before you leave, and discuss whether you should make allowances for changes in time zones.

*Keep a list of all your medicines and dietary supplements.

Wild Rice & Hamburger Casserole

2 C boiling water
2/3 c. uncooked, washed rice
1 can chicken rice soup (10oz)
1/2 c. water
1 S. can sliced mushrooms, undrained
1 tsp Salt
1/4 tsp. celery salt, garlic salt, paprika
1 small onion chopped
1 lb, hamburger

Pour boiling water over rice. Cover and let stand for 15 min. Drain, place rice into 2qt. casserole, add soup, mushroom with liquid, water and seasonings. Brown hamburger together then add rice mixture in casserole. Bake in a 325° oven for 2 hours.

From the kitchen of Sue Daniels



The other night I ate at a
real family restaurant ...
every table had an argu-
ment going!

Six Hour Spaghetti

Sauce

2-12oz cans of tomato paste
6 c water
1/2 onion chopped fine
1 garlic clove (chopped) or garlic salt
2 T. sweet Basil
2 T fennel seed
1/2 c. sugar
1 can whole tomatoes
1 can mushrooms

Meaatballs

1 garlic clove pressed or garlic salt
2 1/2 lbs ground beef
1/2 onion (chopped fine)
2 t. salt
1 c. bread crumbs
1/2 c. parsley flakes
1 egg

Mix together and make into meatballs. Brown and add to sauce. Add all ingredients and simmer for six hours. Serve over cooked pasta.

From the kitchen of Sharon Alvarez

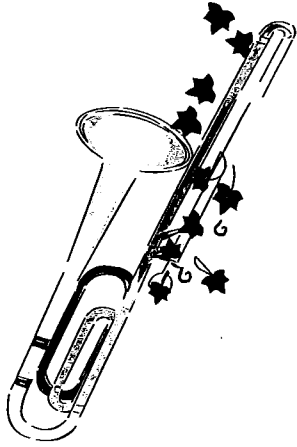
Menu

March

2004

Monday	Tuesday	Wednesday	Thursday	Friday
1 Beef Stew Biscuits Applesauce	2 Chicken Soup Fresh Bread Peaches	3 Cube Steak Mac & Tomatoes Peas W/W Bread Sherbert	4 Roast Beef Potatoes Carrots W/W Bread Jello	5 SOS Toast Eggs Juice Bananas
8 Brats Mac & Cheese Green Beans W/W Bread Orange Slices	9 Bean Soup Fresh Bread Berries	10 Meat Loaf Potatoes Mixed veggies W/W Bread Ice cream	11 Fish Red Potatoes Cole Slaw W/W Bread Melons	12 Ham & Eggs Cheese Mittins Fruit Juice
15 Tuna Salad Cottage Cheese Tomatoes Croissants Mandarin Oranges	16 Beef Veg. Soup Fresh Bread Jell	17 Creamed Chicken over noodles Calif. Blend Bread Pears	18 Veg. Lasagna Salad Garlic Bread Ice Cream	19 Bacon & Eggs Corn Meal Toast Juice Peaches
22 Goulash W/W Bread Pudding	23 Tomato Soup Ground Bologna & Egg Sandwiches Pears	24 Chop Suey & Rice W/W Bread Applesauce	25 Birthday Day Chicken Potatoes Corn W/W Bread Lemon Cake	26 Sausage Pancakes Juice Mandarin Oranges
29 Spagetti Salad Garlic Bread Pineapple Tidbits	30 Split Pea Soup Fresh Bread Melons	31 Spanish Rice Green Beans W/W Bread Jello	Bus leaves from Oneida Senior Center for all trips. Birthstone-Aquamarine	All meals are served with coffee, tea or milk. Flower-Jonquil

Don't Miss the...



***'Ol Time
Music
Group***

***Tues Feb 24 and
Tues March 30
at the Mealsite***

Music starts at 11:30a.m.

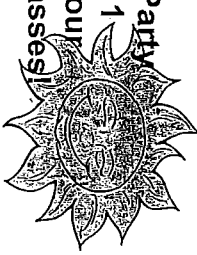
Nothin' special, just fun

Free Performance

ACTIVITIES

MARCH

2004

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
<p>1 Bethesda Thrift Shop 10am Pottery @ Hwy H 1:30pm</p>	<p>2 Crafts @ Epworth Hall 9:30-11:30am Gentle Stretch Hwy H 1:30pm</p>	<p>3 Grocery Store 10am Bingo Hwy H @ 1:30-3pm</p>	<p>4 Cooking Hwy H 9:30 am Visit Good Shepard 1:30pm</p>	<p>5 Shopping Banks Lunch Out 10-3 pm</p>
<p>8 Cards, Games at Eld Svs Bldg 10 am Bingo @Site 2 1pm</p>	<p>9 Crafts @ Epworth Hall 9:30-11:30am Gentle Stretch Hwy H 1:30pm</p>	<p>10 Grocery Store 10am Bingo Hwy H @ 1:30-3pm</p>	<p>11 Cooking Hwy H 9:30 am Beach Party 1:30pm @ Eld Svs Bldg</p>	<p>12 Shopping Banks Lunch Out 10-3 pm</p>
<p>15 Spring Craft 10 am @ Eld Svs Bldg Pottery @ Hwy H 1:30pm</p>	<p>16 Crafts @ Epworth Hall 9:30-11:30am Gentle Stretch Hwy H 1:30pm</p>	<p>17 Grocery Store 10am Bingo Hwy H @ 1:30-3pm</p>	<p>18 Cooking Hwy H 9:30 am Movie and Popcorn 1:30pm @ Eld Svs Bldg</p>	<p>19 Shopping Banks Lunch Out 10-3 pm</p>
<p>22 Bible Study 10 am at AJNH Bingo @Site 2 1pm</p>	<p>23 Crafts @ Epworth Hall 9:30-11:30am Gentle Stretch</p>	<p>24 Grocery Store 10am Bingo Hwy H @ 1:30-3pm</p>	<p>25 Visit AJNH 10 am Birthday Gifts & Music 12:15pm @ Senior Center</p>	<p>26 Shopping Banks Lunch Out 10-3 pm</p>
<p>29 Spring Craft cont'd 10 am @ Eld Svs Bldg Pottery @ Hwy H 1:30pm</p>	<p>30 Bingo @ Epworth Hall 9:30-11:30am Ol time Music 11:30 am @ Sr. Ctr, Gentle Stretch Hwy H 1:30pm</p>	<p>31 Grocery Store 10am Bingo Hwy H @ 1:30-3pm</p>	<p>Beach Party March 11 Bring Your Sun Glasses!</p> 	<p>All trips leave from Sr. Ctr All activities subject to change.</p>

A DAY AT THE CIRCUS

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

ACROBATS
BAILEY
BARNUM
BEAR
BROTHERS
CAGE
CIRCUS
CLOWNS
COTTON
CANDY
DAD

DOGS
EAT
ELEPHANT
ENTERTAINING
FOOD
HAPPY
HIGHWIRE
HOOP
HOT DOGS
JUGGLER

LAUGH
LEMONADE
LIONS
MOTHER
PEANUTS
PONY
POPCORN
RAIL CAR
RAILROAD
RINGLING

RINGMASTER
RINGS
ROPE
SAWDUST
SEALS
SIDESHOW
TATTOO
TENTS
TIGERS
VARIETY

ONEIDA NATION COMMISSION ON AGING
January 20, 2003 - Regular Meeting
Elderly Services Complex Conference Room

MINUTES

I. CALL TO ORDER: The meeting was called to order at 1:06 p.m. by Chairwoman Cornelius.

II. WELCOME AND PRAYER: Dellora welcomed all who came. Dorothy J. delivered the opening prayer.

III. ROLL CALL: Commissioners present: Dellora Cornelius, Alfreda Green, Dorothy J. Skenandore, Mary Edna Greendeer, Lois Strong, Josephine Oudenhoven. Late: Arlie Doxtator. Excused: Valder John, Charlene Cornelius.

IV. APPROVAL OF AGENDA: Motion by Dorothy J. to approve agenda with additions, 2nd by Lois Strong, motion carried. Under Reports, add Item F. Frank Schersing, Director of Bay Area Agency on Aging. Under Tabled Business correct Items D, E and F. Should read, F, G and H. There is a duplication. Item E. We have received an update on Time Warner Cable via an email from Pat Foss. Item F. Pat Pelky Concerns - Received an e-mail from Pat stating he can't make the meeting. Would be available Friday morning. Under Old Business, Item E. Report on OBC Planning Caucus meeting Tuesday, January 13, 2003 re: Assisted Living and Travel Policy. Plan of Action? Under New Business add Item A. GLNAEA Meeting in February. Who's going? Conflict with CWAG meeting in June - carry message. Item B. How to Handle People with Tact and Skill Workshop - January 28, 2004 - reserve your spot. Item C. Senior Statesmanship Training in March - Who's going? Item D. Quarterly Report to OBC - Need approval. Under Announcements, Item A. GTC Meeting - Annual. Feedback regarding ONCOA's report in the book, has there been any?

V. APPROVAL OF MINUTES

A. December 9, 2003 - Regular ONCOA Meeting. Motion by Josephine to approve minutes, 2nd by Dorothy J., motion carried.

VI. REPORTS

A. OBC Liaison - Brian Doxtator

1. Facilitator for one-day meeting re:

Assisted Living Facility. Brian thought that because a Steering Committee has been formed and because ONCOA had representatives on this committee there was no longer a need to have this one-day meeting. He also indicated he had assigned this task to the AGM, Janice Hirth and assumed it had been taken care of. ONCOA felt that until they attend the meeting of the Steering Committee on January 22, it was too soon to tell how the information will flow, where it will come from, or if the Steering Committee has all the information necessary. Until that determination is made, the request for a one-day meeting will stand. Motion by Lois Strong to table until after Thursday, January 22 to decide if we need a special meeting, 2nd by Josephine, motion carried.

2. Update on ONCOA concerns 2, 4, 5, 7 and 8. Brian stated he felt he has answered all of these concerns at various ONCOA meetings. Although he had not submitted anything in writing, he had addressed them. Motion by Lois Strong to have Sue provide a summary of responses from the minutes regarding these concerns, 2nd by Dorothy J., motion carried.

3. ONCOA Report in GTC Book for Annual Meeting. Brian indicated there was indeed only one page of ONCOA's report in the GTC book. He is trying to find out why. Was only one page sent? Was it a mechanical error? Motion by Lois Strong to accept Brian's report, 2nd by Arlie, motion carried.

B. Elderly Services Program/December - Florence Petri. Dellora introduced a position paper from Lorna Christjohn regarding the Emergency Plan and the need to continue to develop one for the elderly. Florence indicated she will meet with enrollments to get the names of elderly and addressed. Brian stated that Eric

Kraczak is the head of the CCR Emergency Planning Team. This was initiated by the state as a result of Homeland Security. At one point, when the tribal emergency plan was established, IMAC was identified as the "safe place." That plan needs to be redone. Lois Strong indicated a request had come to the tribal school identifying the school as the "safe place." Motion by Mary Edna that our liaison bring back to ONCOA a full picture of the CCR Emergency Plan, 2nd by Josephine, motion carried. It was suggested that we contact Lorna that ONCOA is following up on this. QUESTION: (Mary Edna) Is Title VI money also care giver money? FLORENCE: Title VI is now divided between DHHS and AoA. Motion by Lois Strong to accept report, 2nd by Dorothy J., motion carried.

C. Dave Larson Report/December. Motion by Arlie Doxtator to table, 2nd by Lois Strong, motion carried.

D. Financial Report/November. Motion by Lois Strong to accept, 2nd by Arlie, motion carried.

E. ONCOA Reports

1. Working Session Re: SOP's for travel for OBC (December 16, 2003). Attached was a copy of the memo that was sent to OBC as a result of the Working Session. Other commissioners gave verbal reports on the OBC Planning Caucus meeting held on Tuesday, January 13, 2004. Arlie indicated the reason this whole thing came about was because there was an item on the OBC agenda that concerned the elderly and the OBC Wednesday meeting was cancelled. Mary Edna did not attend the caucus was stated that ONCOA is the voice for the elders to the OBC. When OBC travels, they seldom come back to tell others what they did or learned. The OBC does not report back. Brian could not remember a deadline date for submission of comments. He said the Wednesday

OBC meetings was not the only place where tribal business was conducted. The Planning Caucus and the Joint GM meetings are a good place to go into discussion on issues. If ONCOA does not comment on the travel policy, OBC will probably approve on February 10, 2004. Motion by Arlie Doxtator to accept the report on the SOP's for travel for OBC, 2nd by Alfred Green, motion carried.

FYI: Brian stated there is going to be a proposed reporting format for boards, committees and commissions to report bi-annually to OBC which will be in the forum of a community meeting. There will also be a change in the Policy Governing Boards, Committees and Commissions that reflect this reporting process in addition to a new SOP.

F. BAAA - Frank Schersing. Senior Statesmanship is coming up in March. There will be some scholarships available in the amount of about \$250. The BAAA board will meet on January 30, 2004 to announce the chairs of the various committees, discuss policies and procedures and evaluate the director's performance. There will be an Advisory meeting on March 8, 2004. BAAA is applying for a Robert Wood Johnson grant. Funds are available for one grant per state. The purpose of BAAA's grant will to teach elderly and disabled good financial management skills. This would be a \$250,000 grant over 3 years to be used for educational programs and materials.

Frank also emphasized the importance of advocacy. Dave Hansen will be introducing a bill that will allow Seniors to deduct property taxes before determining eligibility for Senior Care. The new Medicare Proposal has language that would probably eliminate Senior Care by 2006. People need to write to their representatives in Wisconsin. The feds may instead put that money into their own programs, leaving no money for Wisconsin. We also need people to advocate at the state level to find

different money to put into Senior Care. Senior Care is more beneficial than Medicare.

President Bush also wants to invest Social Security Funds into the stock market. He will be emphasizing this especially if he gets re-elected. Watch for articles in the BAAA newsletter, Press Gazette, meeting announcements in the planning and service areas.

Motion by Mary Edna to accept Frank's report, 2nd by Dorothy J., motion carried.

VII. TABLED BUSINESS

A. Dave Larson Report/November - Leave tabled.

B. GLNAEA for December Meeting - Dellora Cornelius, Arlie Doxtator, Valder John. Motion by Lois to take from table, 2nd by Arlie, motion carried. Motion by Dorothy J. to accept the reports, 2nd by Josephine, motion carried.

C. Senior Statesmanship Graduate Training Program-Lois Strong. Leave tabled.

D. Board Training - Volunteer Center of Brown County - October 8, 2003 - Dellora Cornelius, Dorothy J. Skenandore, Josephine Oudenhoven. Motion by Lois to take from table, 2nd by Arlie, motion carried. Motion by Lois to accept Josephine and Dellora's report and to table Dorothy J.'s report, 2nd by Arlie, motion carried.

E. Separate meeting re: Monthly reports from Director of Long Term Care, results of Time Warner Cable attorney review; Update on Testing Sprinkler System by Certified Company; Tenant's concerns for Elderly Apartments; Fire Security in Elderly Apartments - Pat Pelky. Leave tabled.

F. Update on ONCOA concerns #3, 9, 10 and 11 - Pat Pelky. Motion by Lois to take from table, 2nd by Arlie, motion carried. Sue reported that Pat Pelky could not make the meeting today but would be happy to meet with ONCOA on Friday morning from 9 until noon. Any commissioners wanting to attend is encouraged to do so. Motion by Arlie to table, 2nd by Lois, motion carried.

G. Update on ONCOA concerns #1, 6 and 9 -

Fred Muscavitch. Leave tabled.

H. Administration on Aging Listening Session - Sue Daniels. Motion by Lois to take from table, 2nd by Arlie, motion carried. As a result of a request made by ONCOA at last month's meeting, Sue presented a report on the Listening Sessions. Motion by Lois that three people be allowed to go to the session in Phoenix, Arizona, 2nd by Alfreda Green. Discussion: Who wants to go? Mary Edna, Dellora Cornelius, Josephine Oudenhoven and Arlie Doxtator. Names were put in a hat and drawn. The top three were Mary Edna, Dellora and Josephine. Arlie was named as an alternate if one of the three cannot attend. Motion carried.

VIII. OLD BUSINESS

A. Community Meeting with Tom Nelson re: Lake Project - Sue Daniels. There has been communication with Tom to identify a date in February for this meeting. The date of February 3 was suggested, however, Tom could not commit to that date or any other for February. Sue will continue to follow up. Motion by Dorothy J. to accept report, 2nd by Arlie, motion carried.

B. Meeting between ONCOA and OHA Board. Date to be determined for sometime in January. Sue presented the dates, however, all of them had passed by the time of this meeting. She is to find dates for February. Motion by Arlie to accept report, 2nd by Lois, motion carried.

C. NCAI Elderly Advisory Committee recommendations to NCAI - Follow up - Sue Daniels. As a result of action taken at the last meeting, Sue did research on NCAI and suggested funding for Title VI. The report was presented. Motion by Arlie to accept report, 2nd by Dorothy J. Discussion: maybe we need to learn how to lobby. Oftentimes supporters go right to Washington. There is strength in numbers. The process we had identified for advocating was the Senior Statesmanship training. Once commissioners go through that process, they receive updates via Florence regarding important issues. Does anyone follow through with phone calls or letters?

D. Elder of the Year - ONCOA Submissions. Sue reported the following names were submitted based on criteria established by ONCOA. The oldest male veteran: Woody Webster; the oldest female veteran: Rose Kerstetter; the oldest male: Lewis Earl Webster; the oldest female: Alice Cornelius. None of these names were chosen by AmVets. Elder of the year will be Arlie Doxtator. Congratulations to Arlie!!!

E. Report on OBC Planning Caucus meeting Tuesday, January 13, 2003 re: Assisted Living and Travel Policy. Plan of Action? Previously addressed under VI. Reports, Item E.

IX. NEW BUSINESS

A. GLNAEA - Bad River - February 5 and 6. Who will go? Arlie, Mary Edna and Dellora will attend. Sue will make arrangements.

B. How to Handle People with Tact and Skill - January 28, 2004 - DeCaster Garage - 9:00 - 4:00. Those interested must RSVP with Noreen Powless.

C. Senior Statesmanship Training. Who will go? Dorothy J. wants to attend the March 8 - 11, 2004 training. Sue will also attend with Dorothy.

D. Quarterly Report to OBC - Motion by Lois Strong to accept report, 2nd by Dorothy J., motion carried.

X. ANNOUNCEMENTS

A. Anna John Nursing Home and Assisted Living Project Steering Committee Work Session - January 22, 2004 - 1:30 p.m. - OCHC Conference Room. Representatives for ONCOA are Dorothy J and Dellora Cornelius. Sue will attend to take notes. All other commissioners were encouraged to also attend this first meeting.

B. GTC Meeting - Annual Report. Has anyone gotten feedback about ONCOA's report in the GTC book? All in attendance indicated no they had not.

XI. ADJOURNMENT: Motion by Dorothy J to adjourn, 2nd by Arlie Doxtator, motion carried. Meeting adjourned at 3:30 p.m.

HOW TO HANDLE PEOPLE
WITH TACT AND SKILL
JANUARY 28, 2004

What is Skill? It's ability, expertise and proficiency.

What is Tact? It's the skill of handling difficult or delicate situations. Tact is diplomacy. Dealing with difficult people is a fact of life. Many conflicts arise from what you consider to be another person's difficult behavior. Conflict occurs because of individual differences. It is destructive when it: 1. Interferes with other important activities; 2. Undermines moral; 3. Hinders productive output; 4. Obstructs the goals and objectives of an organization.

There is no best way to deal with conflict. How you respond depends on the current situation. Communicating with co-workers can be one of the most challenging parts of your workday. At one time or another, we've had to maintain a conversation with someone who is defensive, a poor listener or a discussion dominator.

Essential communication skills:

1. Assertiveness
2. Listening
3. Body Language
4. Conflict management and resolution

Our effectiveness in dealing with conflict is largely based on how we choose to react to it. Active listening is critical for effective conflict management. Remedies: Every conflict is unique, be flexible. Fine-tune your ear for listening. Good listening is essential for both personal and business success. Listening occurs when you receive information orally.

Factors that impact how well a person does listen:

1. Capacity to listen
2. Willingness to listen
3. Listening habits: all listen differently; eyes, eye contact, cultural differences.

Way to improve your listening

1. Develop a desire to listen (value each individual).
2. Increase capacity to listen (such as hearing problems, get help on why you can't hear.
3. Develop ability to evaluate what you hear.

Tune into body language

Body positions to use when dealing with specific kinds of difficult people. Diffuse anger in others by:

1. Modeling behavior you want them to exhibit
2. Sitting down
3. Leaning forward
4. Maintaining open stance to show interest
5. Speak softly and slowly.
6. Make eye contact, but avoid staring.

Difficult behavior can be intentional, aggressive, sustained and extreme. If your efforts do not work, it makes sense to seek help. Your body language speaks volumes.

Utilize assertive communication.

Assertive communication is sometimes confused with aggressive communication. It also means appropriately and honestly expressing our views or feelings with another person while respecting the other.

Advantages of assertive behavior.

1. Equalizes the balance of power.
2. Establishes honest relationships with others.
3. Makes message more clear and has more impact.

Primary goal of assertive communication is receive and give respect. To deal with difficult people, you must analyze how you behave with other people and how they behave with others.

Behavior characteristics for Get It Right People.

1. Focus on tasks
2. Intent to “get it right”
3. Pay attention to details, think systematically.
4. Need to be correct.
5. Communicate indirectly and detailed when these “get it right” people are under pressure they tend to become silent, leave or withdraw, get in their face or exhibit negative behavior.

Behavior characteristics for Get It Done People.

1. Focus on tasks
 2. Intent to “get it done”
 3. Focused, direct, blunt
 4. Need to be in control
 5. Communication direct and to the point
- “get it done” people when under pressure tend to:
1. Raise their voice
 2. Bully, take pot shots at others
 3. Behave arrogantly
 4. Take the project over completely
 5. Manipulate

Get appreciated people

The characteristics of these people are:

1. Focus on people
2. Intent to “get appreciated”
3. Display creativity, warmth, charisma and energy
4. Need to be recognized and applauded
5. Communicate directly and elaborately.

When under pressure these people talk more loudly and quickly, throw tantrums and exaggerate.

Get Along People

The characteristics of these people are:

1. Focus on people
2. Intent to “get along”
3. Behave in an agreeable, personable, friendly and behavior manner.
4. Need to be liked
5. Communicate indirectly and considerately.

Their strengths are they are caring, easy going, loyal team player, organized and patient.

Their weaknesses are that they are gullible, over emotional, wastes time and indecisive. When they are under pressure they:

1. Submit
2. Accommodate
3. Exhibit passive/aggressive behavior.

Ineffective behaviors for dealing with “get along” people are:

1. Demanding
2. Threatening
3. Ignoring their feelings
4. Being too intense (getting to close to them)

Effective behaviors for dealing with “get along” people:

1. Be sincere
2. Be calm
3. Listen
4. Slow the pace down

(See attachments)

Submitted by:
Dellora Cornelius

ONEIDA NATION COMMISSION ON AGING
Regular Meeting - February 10, 2004
Elderly Services Complex Conference Room
1:00 P.M.

MINUTES

MISSION STATEMENT: We support and "speak out" for all services, including legislation, that places priority on our Elders. We work with national, tribal, state, county and local agencies focusing on all services that address the physical, mental, spiritual and emotional well-being of our elders. (Approved 9/12/00).

I. CALL TO ORDER: The meeting was called to order at 1:03 p.m. by Chairwoman Dellora Cornelius.

II. WELCOME AND PRAYER: Arlie Doxtator delivered the opening prayer.

III. ROLL CALL: Commissioners present: Dellora Cornelius, Arlie Doxtator, Lois Strong, Valder John, Josephine Oudenhoven, Mary Edna Greendeer, Dorothy J. Skenandore, Alfreda Green. Excused: Charlene Cornelius. Others signed in: Frank A. Schersing, Bay Area Agency on Aging, Sue Daniels. Others noted present: Dave Heugel, Florence Petri, Lori Lynn Metoxen, Tom Nelson, Jeff Mears, Lou Williams.

IV. APPROVAL OF AGENDA: Addition of Rick Cornelius, OPD, under VI Reports. Addition of Jeff Mears, Land Commission-DOLM, under VI Reports. Motion by Dorothy J. to approve agenda with additions, 2nd by Arlie, motion carried.

V. APPROVAL OF MINUTES

A. January 20, 2004 - Regular Meeting. Motion by Josephine to approve minutes, 2nd by Mary Edna Greendeer, motion carried.

VI. REPORTS

A. Rick Cornelius, OPD - Rick is looking for ideas from the elders. He will be assigning Bobby Jo Delabreau as a liaison officer to the elderly services. Rick would like to encourage activities between his officers and the elders. He would like to know where they congregate in order to have his officers interact with them.

Alfreda suggested his officers go to the multipurpose center during the lunch hour. Another suggestion was to visit the Epworth Hall on Tuesdays. Arlie wanted to know if OPD could help the elderly better understand the newly proposed driving law. Everyone thanked Rick for coming to the meeting.

B. Jeff Mears, Land Commission - Jeff passed out information about Naming a Building. Jeff indicated they had put several advertisements in the KaliWisaks to have people help name the new recreation building. They received only one response, therefore, he was asking if ONCOA would be willing to help in forwarding a name. He would like their input by March 1. The next Land Commission meeting is March 8. Motion by Josephine to allow ONCOA to think about a name for the building and bring the information back during orientation next week, 2nd by Arlie, motion carried.

C. OBC Liaison - Brian Doxtator

1. Facilitator for one-day meeting re: Assisted Living Facility
2. Update on ONCOA concerns 2, 4, 5, 7 and 8.

Brian's office was not represented at the meeting today.

D. Elderly Services Program/January - Florence Petri - Motion by Dorothy J. to approve the report, 2nd by Josephine. Discussion: The question was asked that when staff attends various meetings how that information gets back to ONCOA or into the community. The meeting in particular was the recent Steering Committee Meeting. Lori Metoxen attended this meeting and the minutes were published in the KaliWisaks. Motion carried.

E. Dave Larson Report/January - Motion by Arlie to table, 2nd by Lois Strong, motion carried.

F. Financial Report/December - Motion by Lois Strong to approve, 2nd by Arlie. Discussion: Lois would like to see the spending

pattern of our budget. Motion carried.

G. ONCOA Reports

1. Steering Committee Meeting - Mary Edna Greendeer, Lois Strong, Arlie Doxtator. Dave Heugel was present to represent Deanna Bauman. Mary Edna wanted to know if the steering committee replaced the need for David Larson to report to ONCOA. Wants clarification of Dave's role, wants to know if OHA can be included in the steering committee. Motion by Mary Edna that Sue organize the one-day meeting with Brian to facilitate regarding the assisted living; 2nd by Dorothy J., motion carried.

2. GLNAEA - Dellora Cornelius, Arlie Doxtator. Motion by Dorothy J. to table, 2nd by Lois Strong, motion carried.

3. Meeting with Pat Pelky - January 23, 2004 - Dellora Cornelius. Pat Pelky did not attend last month's ONCOA meeting. He met with commissioners and staff that same week on Friday, January 23. Pat wanted to give an update on the concerns he was to address. To date, all of the issues have not been addressed, however, Pat was to report at today's meeting. Pat will not be attending today's meeting due to illness, but will have a complete report by March's ONCOA meeting. Motion by Lois Strong to meeting with Pat Pelky and Deanna Bauman on Wednesday 2/18/04 at noon after ONCOA's orientation to discuss concerns and the Comprehensive Health Area, 2nd by Josephine, motion carried.

4. How to Handle People with Tact and Skill - Motion by Arlie to approve Dellora's report, 2nd by Lois Strong. Discussion: Several commissioners signed up for the training and did not attend. This training is a shared cost

between Elderly Services, the Nutrition Board and ONCOA. ONCOA's share will be about \$800. Two people from ONCOA attended the training, Dellora and Arlie. They are also on the Nutrition Board. Had they not attended, there would have been no representation from ONCOA. If people commit to attending an event, they need to carry through. Motion carried.

F. Bay Area Agency on Aging - Frank Schersing - Frank indicated there are eight scholarships available through BAAA for \$300.00. There is also a need to expand advocacy. Dave Hansen, Senate Bill 418 regarding Senior Care is proposing to deduct elderly property taxes before calculating eligibility for Senior Care. That may allow 44,000 more people to be eligible for this benefit. The Senior Driving Testing was passed 15 to 1. The testing age will be 75. The Medicare Prescription, Part D, which will go into effect 2006 does not benefit seniors. The state Senior Care program is much better than the proposed federal program. Through this proposal, people will pay prescription drug costs out of their pockets. We need state senators, assembly people to find alternative funding sources. The federal monies will not replace state dollars. Frank encouraged all to go on line to www.firstadvocate.org/baaa which is a state wide web site to contact senators. There are form letters, etc. to send in regarding various issues. Frank also announced that he will be here on February 16, 2004 to conduct the first day of orientation for ONCOA. He will cover the topics of the Older Americans Act, history, Wisconsin Elders Act, the role of Bay Area Agency on Aging and the role and importance of advocacy.

VII. TABLED BUSINESS

A. Dave Larson Reports/November, December - leave tabled.

B. Senior Statesmanship Graduate Training - Lois Strong - leave tabled.

C. Board Training - Volunteer Center of Brown County - Dorothy J. Skenandore - leave tabled.

D. Separate meeting re: Monthly Reports from Director of Long Term Care, results of Time Warner Cable attorney review; Update on testing sprinkler system by Certified Company; tenant's concerns for elderly apartments; fire security in elderly apartments - Pat Pelky - leave tabled.

E. Update on ONCOA concerns 3, 9, 10 and 11 - Pat Pelky - leave tabled.

F. Update on concerns 1, 6 and 9 - Fred Muscavitch - leave tabled.

VIII. OLD BUSINESS

A. Community Meeting with Tom Nelson re: Lake Project - Tom was available to explain the delay in scheduling this meeting. There was a "bureaucratic glitch", but now the information is flowing. Tom gave background history as to how this project came about. ONCOA suggested the date of March 25, 2004 at 11:00 a.m. at the multi-purpose center to hold the public meeting regarding the lake. Tom Nelson will provide posters and publicity at least two weeks prior to the meeting. Tom also asked for the January 2003 minutes from the last community meeting to make sure comments were incorporated into the plan.

B. Meeting between ONCOA and OHA Board - Sue Daniels. Sue read email correspondence between herself and Linda Torres trying to establish a date for this meeting and ultimately determining that someone from OHA should be attending the Steering Committee meetings. ONCOA will discuss this issue with Deanna Bauman next week Wednesday at their meeting.

IX. NEW BUSINESS

A. Travel Concerns - Dellora Cornelius. When commissioners make a commitment to attend training, conference, meetings, etc., they need to follow through. If ONCOA is going to spend money out of their budget, people need to follow through in a timely manner.

X. ANNOUNCEMENTS

A. Steering Committee Meeting - February 19, 2004 - 1:30 p.m. - OCHC

B. ONCOA Orientation - February 16, 17 and 18, 2004 - Lunch to be provided all three days.

XI. ADJOURNMENT: Motion by Dorothy J. to adjourn the meeting at 2:55 p.m., 2nd by Arlie, motion carried.

FOR AGENDA PLANNING, PLEASE SUBMIT THIS FORM TO: **ONCOA Chairperson and ONCOA Secretary at the Elder Services Complex Ten (10) Days before the ONCOA Regular Meeting - Second Tuesday of the Month**

ONCOA AGENDA REQUEST FORM

_____ REGULAR MONTHLY ONCOA AGENDA

_____ (SCHEDULED DATE)

_____ SPECIAL MEETING AGENDA

(By Request and Notice - ONLY)

_____ (SCHEDULED DATE)

EXECUTIVE SESSION REQUIRED FOR DISCUSSION?

(Must comply with State Statutes 19.85 and Open Meetings Law)

☐ YES

☐ NO

PURPOSE OR ITEM FOR DISCUSSION: ☐ Information Only ☐ Action Requested

APPROX. TIME REQUESTED TO DISCUSS ITEM: _____ MINUTES

***NOTE:** There is a fifteen (15) minute time limit for presentations, unless otherwise approved. Please be prompt, prepared and respect the time limits.

LIST ATTACHMENTS AND PROVIDE ONCOA WITH COPIES:

1) _____

2) _____

REQUESTED BY: _____ DATE: _____

Name

Title

Phone

This box is for ONCOA Officers to complete. Please do not write in this box.

APPROVED FOR:

☐ Next Regular ONCOA Meeting

☐ Special ONCOA Meeting

☐ Executive Session

☐ Not ONCOA Business

☐ Referred to: _____

RECEIVED BY: _____ DATE: _____

DATE: / /

Name			Phone Number ()		
Address			Social Security Number / /		
City	State	Zip Code	County	DOB	/ /

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