



kalihwisaks

"She Looks for News"

November 29, 2012

Official Newspaper of the Oneida Tribe of Indians of Wisconsin

www.kalihwisaks.com

General Tribal Council meets to hear petitions

By Nate Wisneski
Kalihwisaks

Over 2000 General Tribal Council (GTC) members worked through a petition packed agenda during a special GTC meeting on Monday, November 19 at the Radisson Hotel and Conference Center.

After receiving a brief update on a planned trip to meet with leaders of the New York Oneida to repair a strained relation-

ship between the New York Oneida and Wisconsin Oneida the GTC moved towards six petitions.

Petition 1 – Dismiss Fines Levied by the Oneida Appeals Commission

Petitioner Yvonne Metivier asked the GTC to dismiss fines in the amount of \$2,300 and reimburse \$1,200 already garnished from her per capita by the Oneida Appeals Commission.

Metivier claims the Appeals Commission broke their own code of conduct by allowing a

commissioner who had a conflict with Metivier to sit on her case within the Appeals Commission. By her claim the Appeals Commission ruling should be overturned.

The GTC disagreed by voting down her request.

Petition 2 – Off Reservation GTC Meeting Sites

During a February Oneida Business Committee (OBC) meeting action was taken to hold a GTC meeting outside of the tribe's reservation boundaries at Shopko Hall in Ashwaubenon. After a

petition was filed looking to hold all future GTC meetings within the reservation the OBC rescinded their decision.

The GTC moved to hold all future meetings within the reservation boundaries and also directed the OBC to hold community meetings over the next 90 days to address GTC meeting overcrowding.

Petition 3 – Revised GTC Meeting Stipend Program

A plan that would eliminate per capita for some tribal members and pay larger amounts for GTC

meeting attendance was voted down. The plan called for six bi-monthly meetings with GTC members 21 – 61 receiving \$400 for each meeting attended. Elders and minors would still receive their annual per capita while elders would also receive the increased meeting stipend.

The petitioner claimed the tribe would save over \$6 million by adopting his plan.

The GTC, citing fairness to all tribal members who are unable to attend GTC meetings, voted down the plan.

Petition 4 - Improve Effectiveness of Grievance Process at Childcare Centers

After an incident at the Oneida Childcare Center lead to an investigation by the OBC, GTC members asked to review, amend, and implement a new parent communications and grievance process for the Oneida Childcare Department.

The updated process will require responses in writing regarding incidents, the formation of the Oneida Childcare

• See 2A, Special GTC Meeting

What's Inside...



Ho-Chunk Ribbon Cutting – 2A

Oneida parks get new playground equipment



Titeltown Flooring – 5A

Business takes pride in hiring Native American workers



Sports – 12B

ONHS Boys and Girls Basketball teams took on Twin City Baptist

Section A

2-6A/Local
7-8A/Government
9A/Local
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12A/National

Section B

1B/Lifestyles
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4B/Classifieds
5B/Good News
6-7B/LOC
8B/THT
9B/Health
10B/Letters
11B/Drums
12B/Sports



Community gathers to feast



Kali photos/Nate Wisneski

Turkey, stuffing, and mashed potatoes were on the menu for the 13th annual Thanksgiving Day Feast at the Parish Hall in Oneida. The gathering offers a free Thanksgiving meal to community members. Volunteers served about 250 people. Food was donated by community members and organizations.

Oneida Nation Farm welcomes new buffalo to herd

By Nate Wisneski
Kalihwisaks

After the death of 28 buffalo at the Oneida Nation Farm spirits were lifted by the arrival of 28 buffalo that joined the herd on November 16 and 17.

The buffalo died after the water supply to the herd was turned off over the Labor Day weekend and farm employees did not check on the animals.

According to the Retail Area Manager, Michele Doxtator, the animals were insured.

"We did not receive a specific amount for each, we received \$59,690 for the total. The replacement cost



Kali photo/Nate Wisneski

New buffalo were added to the pasture on Cooper Road on Friday, November 16 and Saturday, November 17. The herd is now at 110.

• See 2A, New buffalo

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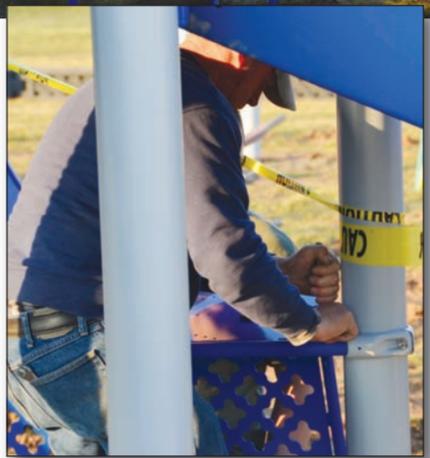
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Community parks get new playground equipment



Kali photos/Travis Cottrell

Oneida community parks at Site II, Tall Feather (behind the Cty H Recreation building), and Path of the Wolf (located behind the Oneida Turtle School) received new playground equipment. A crew from Recreation Services, INC out of Minnetonka, Minnesota was contracted by the Little Tikes company to carry out the construction.



Single lane closure on WIS 29 in Brown County scheduled for Nov. 29 – Dec. 2

Green Bay, WI – The Wisconsin Department of Transportation (WisDOT) Northeast Region office in Green Bay announced that a single lane closure of eastbound WIS 29, between County FF and Packerland Drive, is scheduled for **8:00A.M. Thursday, November 29 to 6:00A.M. Sunday, December 2.** Drivers should expect significant travel delays during peak traffic times and consider seeking alternate routes. This lane closure is due to ongoing work on the Duck Creek Bridge. The lane closure was originally scheduled for Nov. 27, but was cancelled due to weather. All lane restrictions are weather dependent and subject to change.

Visit us on Facebook <https://www.facebook.com/WisconsinUS41> and/or Follow us on Twitter <https://twitter.com/wisconsinus41> for additional details on US 41 traffic impacts and lane closures in Brown and Winnebago counties.



NEW YEAR'S EVE BUFFET

Radisson 3 Clans Ballroom, 5pm - 10pm - \$19.50 per person
Cheese Fondue, Roasted Sirloin, Lemon Herb Chicken, Cod Florentine, Crab Cakes and MORE!

JAZZ IN THE MAIN CASINO LOUNGE

5pm - 7:30pm - Pianist Greg Pagel
8pm - 10:30pm - KC Jazz Quartet
11pm - 1:30am - Mr. Big Note

BINGO PARTY

Tickets \$55. Includes Dinner, \$1,199 Special Games, \$5,000 Blackout, Party Favors and Drawings. Details available in Bingo Hall.

FREE PARTY FAVORS (10:30PM) FREE CHAMPAGNE (11:30PM)

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From 1A/New Buffalo

was \$62,190, there was a \$2,500 deductible," she said.

The buffalo, which died of dehydration, were not salvageable.

"All of the buffalo that died over Labor Day weekend were cremated, the first 18 discovered were in different stages of decomposition and were not usable. The 10 that died over the next several days were not edible according to the vet and their hide was not usable because of the way they died,"

Doxtator said.

According to Doxtator, policies and procedures are in place that calls for frequent check ups on the animals but were loosely followed. Two staff at the farm received disciplinary actions.

"Today I am confident that the buffalo are checked on daily by the farm employees. We have also placed a lock on the water source and are looking at our options to secure the water in the spring," she added.

It is still not known if the water supply was turned off intentionally or on accident.

Doxtator felt many emotions as she watched the new buffalo join the herd.

"I felt mostly sad for the animals that died. At the same time the experience was pretty awesome to see the buffalo come out of the trailer and then run over to the others, like they were meant to be together," she said.

From 1A/Special GTC meeting

Parent Advisory Group, quarterly reporting of incidents to the Division Director, all unethical behavior documented immediately and reported to the parent, and the implementation of a level severity matrix to determine the best course for action towards childcare staff.

The GTC passed the request.

Petition 5 – Decrease rent for Oneida Housing Authority (OHA) Tenants

A petition was brought forward to reduce rent for

tenants of the OHA by reducing 30 percent rates to 20 percent and 20 percent to 13 percent.

The GTC voted down the request with a simple hand vote.

Petition 6 – Return Control of Poplar Lane to the Town of Oneida

Petitioner Nancy Dallas requested the control and maintenance of Poplar Lane in the Town of Oneida be returned to the town. Dallas started the complaint process in September of 2010.

"The road should be returned to the Township

of Oneida because the tribe has demonstrated that it is not capable of maintaining this road and has place(d) the safety of elders and children at risk for the past few years," said Dallas in a letter to the GTC.

Chairman Ed Delgado disagreed with petitioner's request.

"This tribe has 65,000 acres. I would hope we never return one inch of it to a non-Oneida," said Chairman Ed Delgado

The GTC agreed with Delgado and rejected the petition.

Kalihwisaks located in:

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To Subscribe...

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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>

- 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)



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To change subscription or delivery

Call the Enrollment Department Toll Free:

- Brooke Doxtator
- 1.800.571.9902 or local: 1.920.869.6200

Free to enrolled Oneida members (age 18 years & older)

Non-Tribal members & Organizations: \$50
Annually: \$38 Academic Yr: \$25 Half Year

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

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Passing On...



Cuney-Farrell, Mary Pat November 10, 1947 – November 14, 2012

Mary Pat Cuney-Farrell, 65, of Green Bay, passed away on November 14, 2012. She was born on November 10, 1947 in Rapid City, SD to the late Charles and Hazel (McGaa) Cuney. On March 19, 1994 she married Joe Farrell in Oneida, WI. Mary Pat spent her whole life in education working at UW-Stevens Point, UW-Oshkosh, and St. Norbert College. Her most fulfilling job was establishing the Oneida Career Center. Survivors include her husband, Joe; son, Michael (special friend Stacy) Provost; four grandchildren, Marques, Tamarra, Elijah, and Jonathon.

She was preceded in death by her parents, and twin brother, William.

A private memorial service will be held at a later date.

The creator called one of her most precious children back into her arms. Mary Pat spent her whole life helping people realize their potential through fostering personal development mainly through education, but also by the care she showed for them. Even when in positions of leadership what motivated her was helping others grow and not any desire for power or acclaim. The world is a better place for her having been among us.

Special thank you to the nurses and aides of Green Bay Oncology and Unity Hospice, as well as Dr. Groteluschen and Dr. Leenstra.

Denny, Alice L. May 9, 1931 – November 20, 2012

Alice L. Denny, age 81 of Oneida died peacefully on Tuesday November 20, 2012. She was born May 9, 1931



to Julius "Joe" and Alice (King) Cornelius. On November 17, 1951 she married Raymond Denny. Alice was a crafter and loved to travel. She also was very social and enjoyed visiting with people. She liked to sing the Oneida Hymns, and was fluent in the Oneida Language. Alice was also a successful sales rep for many different companies.

She is survived by her children, Ronald (Debbie) Denny, Sheboygan, Karen Schultz, Brillion, Kolleen Denny, Green Bay, Randall (Lila) Denny, Oneida, Rick Denny, Oneida, Roger Denny, Oneida, Roy (Patty) Denny, Green Bay, Kelly (Sam) Spruce, as well as 12 grandchildren, and numerous great grand-

children. She is further survived by her siblings, Thelma (Wendell) McLester, Merlin (Pat) Cornelius, Rose (Fred) Laitinen, Shirley LaFleur, Paul Cornelius, Eugene Cornelius, Emily (Steven) Johnson, Edna (Scott) Grosskopf, her sister in law June Cornelius, and special cousin Harrison Cornelius.

She was preceded in death by her parents, her husband Raymond, a grandson and her brother Isaac Cornelius.

Friends may have called the RYAN FUNERAL HOME 305 N. Tenth Street in De Pere after 9am Monday, November 26th until time of service at 11am with Fr. Robert Clarke officiating burial in Holy Apostles Cemetery. The Oneida Hymn Singers sang at 10:30am. Please go to www.ryanfh.com to send online condolences to the family.

Denny, Jr., Martin (Ducky) Kenwood July 19, 1936 – November 17, 2012

Martin (Ducky) Kenwood Denny, Jr., 76, Oneida, passed away on Saturday, November 17, 2012, at home with family by his side. He fought a long but courageous battle with pancreatic cancer.



Ducky was born on July 19, 1936 in Oneida to the late Marin Kenwood Denny Sr. and Alma Katherine (Webster) Jordan. Married for 46 years to Erma Lois (Wheelock) Denny. Returned to Oneida after retiring from North Western Mutual of Milwaukee. He enjoyed family & friends, traveling, gambling, working out, cracking jokes, Green Bay Packers, WWE Wrestling, hi Wii games, beading, making jewelry, cooking, movies & music. Ducky had a unique sense of humor, loved to play poker and royal rummy.

He will be sadly missed by daughters Michelle (Jake) Sawyer, Green Bay; Natalie Denny, Oneida; Dina Gazdik, Milwaukee; one son Daynan Denny, Oneida, seven grandchildren; 11 great grandchildren; and all his nieces and nephews.

13 children: Jerry (Betty Denny, Bruce (Penny) Jordan, Roxanne Counard, Greg (Rose) Jordan, Mike Jordan, Owallah (Sam) Sobiesczyk, Mickey (Eddie) Pettijean, Cecil Jordan, Sammy (Bonnie) Jordan, Colin (Ann) Jordan and Crystal Biller. He was preceded in death by his mother and father; sister Paulette Jordan; son Martin Derek Denny, and granddaughter Chancey Rose Metoxen.

Burial was in Highland Memorial Park, 14875 W. Greenfield Ave. New Berlin, WI on Saturday, November 24, 2012.

Ducky's family would like to extend a heartfelt thank you to: Unity Hospice, Oneida Elderly Services, the staff of St. Mary's Hospital and Green Bay Oncology and Radiation. They would also like to offer a special thanks to Dr. Mike Flood, Dr. Ruth Warren, Pastor Meyer of Beautiful Savior and Pastor Gurgel of St. Lucas of Milwaukee, his nieces Lisa Vaga and Vanny Wheelock, and all those who helped keeping with the fire and providing food.

Doxtator, Crystal Anne passed on November 25, 2012

Entered into God's care on November 25, 2012 at the age of 47. Loving daughter of Roberta and the late Jake Jacobs. Dear sister of Lorene (Tom) Patnode-Doxtator, the late Michael Doxtator, Lisa (Jose) Ramirez, Brian Doxtator, Karin Doxtator, Dora Jacobs and Lyman

Jacobs. Further survived by many aunts, uncles, nieces, nephews, cousins and friends.

Visitation will be held at the Funeral Home Thursday November 29th from 3:00-7:00 PM. Funeral services at 7:00 PM. Private interment.

Denny, Jr., Curtis 'Chief' July 6, 1931 – November 25, 2012

Curtis L. "Chief" Denny, Jr., 81, of Menasha, died peacefully on Sunday morning November 25, 2012 at home, surrounded



by love. The son of the late Curtis and Clema (Webster) Denny, Sr. was born July 6, 1931. He married the former Beverly Klevene on October 31, 1952 and she preceded him in death on April 11, 1998. Curtis served in the U.S. Army.

Curtis was an avid Bingo player and loved his slot machines. He retired from his welding career with Mueller Pipelines to spend time with his wife, Beverly before she passed. They both shared a love for rummage sales.

Curtis is survived by his children, Debra (Don) Pitsch, Sara Danielson, Brenda Skenandore, Chantay Denny, Curtis (Peggy) Denny III, Bill (Cindy) Denny, grandchildren, Danelle (Matt) Wilson, Jill McIntosh, Sunrise Pitsch, Lucas Pitsch, Shawn (Tori) Pitsch, Eric Pitsch, Joey (Sarah) Pitsch, Lisa (Eric) Rauschenbach, Shane Skenandore, Heather Danielson, Nicholas

Carey, Craig (Tara) Pingel, Chad (Toni) Pingel, Ryan Pingel, Cassie Pingel, Tiana Denny, Kyle Denny, Brittany Denny, Crystal Denny, Leotis Matson, Ronnie Denny, Brittany White, Alyssa White, Chris Miller, as well as twenty-four great-grandchildren. He was preceded in death by his wife, their children, Lauren and Beverly Denny, two brothers and two sisters.

Friends may call at RYAN FUNERAL HOME AND CREMATORY, 305 North Tenth Street, De Pere from 11:00 am to 1:00 pm on Friday, November 30, 2012. Oneida Hymn Singers will sing at 12:30. Service of Remembrance will be held at 1:00 pm Friday at the funeral home. Please visit www.ryanfh.com to send online condolences to the Denny family.

The Denny family extends a special thanks to Amy and Holly at Calumet County Homecare and Hospice for their loving care and comfort and his granddaughter, Cassie Pingel who held his hand as he began his journey home.

Powless Sr., Robert D. April 23, 1928 – November 16, 2012

Robert D. Powless Sr., age 84, of Odanah, passed away Friday, November 16, 2012 at his residence. He was born April 23, 1928, in Milwaukee, the son of Henry and Carrie (Connors) Powless.



He did his high school equivalency degree and later received his General B.A. with a major in Anthropology. From 1950 to 1952, he was in the US Army and served in the Korean Conflict, in Germany. On May 9, 1971, he married Adeline C. Chingway, in Milwaukee. For many years, Robert worked as the Bad River Language Facilitator and then continued working for the Bad River Tribe up until his death. He was a member of the Bad River VFW, Bad River United Methodist Church and the Wisconsin State Burial Sites Review Board. He was an avid Green Bay Packer fan and loved going to the "Dixie" (Casino).

He is survived by six children, Robert (Carolyn) Powless Jr., Daniel (Penny) Powless, Robin (Siaki) Powless, Samuel Powless, Peter (Lori) Powless and Theresa (Gregors) Powless, all of

Odanah; two stepchildren, Ava DeFord, Bemidji, MN and Jeff (Lisa) Toman, Odanah; numerous grandchildren and great-grandchildren; a brother, Milton "Mike" (Karen) Powless, Reno, NV; four sisters, Ardis "Tiny" Cloud, Odanah, Winifred "Honey" Rosalez, Green Bay, Sharon "Babins" Miller, Odanah and Nancy "Tootsie" Powless, Odanah; and numerous nieces and nephews.

He was preceded in death by his parents; wife, Adeline on October 22, 2002; two grandchildren, Myna Stone and Tony DeFord; two brothers, Theodore and George Powless; and three sisters, Josephine Corbine, Eleanore Ellis and Shirley Powless.

Traditional services were held 10:00 AM Tuesday, November 20, 2012 at the Bad River Community Center, in Odanah. Interment took place in the Odanah Cemetery. Visitation was held after 5:00 PM, at the Bad River Community Center.

Arrangements are by Frost Home for Funerals, in Ashland.

Wheelock, Woodward "Woody" December 14, 1923 – November 24, 2012

Woodward "Woody" Wheelock, 88, of Kaukauna, passed away on Saturday, November 24, 2012. He was born on December



14, 1923 to the late Foster and Phoebe (Green) Wheelock. Woody served in the Army during WWII. He enjoyed playing the guitar, harmonica, singing, riding bikes, walking, duck hunting, fishing, camping, and playing horseshoes.

Woody is survived by his children; Rick Wheelock, Little Chute, Steve (Arlene) Wheelock, Kaukauna, Jean (Matthew) Braden, Brillion; six grandchildren, Jason Wheelock, Joshua Wheelock, Jonny Wheelock, Greg Hietpas, Shayla Braden, Kali Braden; three great-grandchildren, Larissa Hietpas, Ethan Hietpas, Jamison Wheelock. He is further

survived by nieces, nephews, other relatives, and friends.

He was preceded in death by his parents; his wife, Helen; three brothers, and two sisters.

Funeral services were held at 11am on Tuesday, November 27, 2012 at Oneida Assembly of God Church, N731 Olson Road, Oneida with Rev. Lonnie Johnson officiating.

Ryan Funeral Home & Crematory, 305 North Tenth Street, De Pere, assisted the family with arrangements.

Please visit www.ryanfh.com to send online condolences to the family. A memorial fund has been established in Woody's name.

Special thank you to the nurses at Parkside Care Center and ThedaCare for all of their care and compassion.

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Matt Cornelius

Matt Cornelius recently became a partner and an owner of Lyndahl Funeral Home and Cremation Services, Green Bay.

In addition...

Matt serves as both Funeral Director and Funeral Celebrant for Lyndahl Home and Cremation Services.

If you are looking for a caring professional who will take time to assist in creating a plan suited to your needs, contact Matt at Lyndahl Funeral Home and Cremation Services, (920) 499-1223.

www.lyndahl.com

A Continued Commitment to the Oneida Community

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To view updated obituaries go to the *kalihwisaks* website



Caretakers' Corner

Department of Land Management Report

Overview: In coordination with the goals and objectives of the "Seven Generations philosophy," it is the intent of the Division of Land Management to re-establish tribal jurisdiction of the lands within the 1838 Oneida Indian Reservation boundaries of Wisconsin and to preserve, maintain and distribute such land according to the needs of our General Tribal Council. The Division is designed to be self-supporting by generating revenues through leases, with any extra funds going directly to the Land Acquisition fund.

Land Management Department

The Property Management Department (PMD) oversees and provides services to over 693 Oneida Community families. PMD currently maintains 73 rental units, 599 residential leases which include cancellations, new leases, 2 NEW families into HBO sties, trailer court lots, standard assignments and 155 commercial and acquiring new and amending agriculture leases. Property Management staff members: Diane Wilson, Property Manager; Michelle Hill, Residential Leasing Specialist; and Sheila Huff, Commercial Leasing Specialist.

PMD works hard at keeping 95% occupancy at all times.

We are currently advertising vacant trailer court lots, HBO sites and taking rental applications. See our website for up to date information. <http://www.oneidation.org/land/> or send email requests to Land_Mgmt@oneidation.org.

Maintenance Department:

The Maintenance Department maintains and provides a safe and healthy environment to 73 rentals on a daily basis. They also work diligently to address all work orders which arise concerning units and lands of the tribe, and works closely with other divisions of the tribe to coordinate information regarding demo sites and other projects concerning our lands.

We are proud to say that we have completed maintenance for the FY 2012, including 5 demolitions projects including: 5 DREAM homes, which were prepared for re-sale and processed over 400 daily work orders. They also received Builder's Opportunity Certification and lead based paint training. Maintenance Department Staff includes: Kurt Jordan, Maintenance Supervisor, David Danforth, Plumber (restricted), Alvin Summers and Marvin Jordan, Maintenance Tech's.

Land Title & Trust Department:

Land Title & Trust

Department is devoted to promoting self-governance through documenting, recording and maintaining official transactions relating to land. This includes research, title reports, corrections, recordation, and submission of documents to the Bureau of Indian Affairs.

LT&T has met with over 52 tribal members this year. They assist with the following process: trust to trust transfers, Register of Deeds, preparing wills and filing them, Title Reports, recording documents in Brown and Outagamie County, verifying gas tax applications and utility addresses, entering data into AS/400 and rescanning and indexing information when needed. They also work consistently on requests and working with the BIA for accurate title status reports, and legal description and keep the Individual Trust spreadsheet and files updated manually and electronically. They also assist with probates and the process.

Land Title & Trust Department Staff Includes: Carla Clark, Land Title & Trust Manager, Tina Figueroa, LTT Specialist (Probates), Sandra Wondra, LTT Specialist (Title Examiner) and Faith Metoxen, LTT Specialist (Tribal Register of Deeds).

Several Land Management Department staff members were certified in TAAMS (Trust Asset and Accounting Management System) an electronic program this past year created by the BIA to assist with questions and concerns regarding trust title ownership, encumbrance, and other land record updates through a centralized bureau-wide system.

By the way, my name is Eleanora Smith, Land Management Area Manager. I have worked with the Oneida Tribe for quite some time. I find it a privilege to again be involved working with such a group of unique people that have special skills, abilities and knowledge. But most of all have the community and use of the land in their heart for future generations. The above information is the accomplishments for last year; let's make the next one even better.

Realty Specialist Coordinator (Fee to Trust):

The Realty Specialist Coordinator (fee to trust), is responsible for the submission and completion of the Oneida Tribe of Indians of Wisconsin's fee to trust applications. In the beginning of the Fee to Trust Consortium in 2005, there were 250 applications submitted to the Bureau of Indian Affairs in 2006. Since then, the Oneida Tribe of Indians of Wisconsin has successfully completed 102 applications equaling more than 4,700 acres. Along the way there have been challenges in completing applications due to polit-

ical concerns and changes to the Bureau's department manual. With those challenges our Tribe has found ways to continue to put land into trust to expand jurisdictional control within the original 1838 Reservation Boundaries.

Finance and Records Area Prepares and monitors monthly and yearly budgets and reviews the annual property tax statements and process payments. They also develop departmental goals and objectives and ensure compliance throughout the department. The Finance Accounts and Records Manager oversee and supervise Administrative Support, File Room and the Finance Departments. Part of their daily duties is to analyze financial data in operations, capital, property taxes, loans, and lease revenues. As well as, advise division personnel on current fiscal procedures.

The Finance area is happy to announce that Land Management has expanded our loan programs and lowered the fixed interest rate. As always, we take applications for our loan programs on a first come, first served basis, based on available funding. Home and land must be located within the boundaries of the Oneida Indian Reservation of Wisconsin. Here is a list of our programs:

DREAM Home Program in the following situations:

- Loans for purchasing an existing DREAM home
- Loans to address the death/divorce of a current DREAM home owner
- Fixed Interest Rate of 4%, 3.5% for elders over 55

TLC Program Terms:

- Purchase existing home or build new home on Tribal leased land
- Maximum loan amount of \$150,000
- Fixed Interest Rate of 4%, 3.5% for elders over 55

TLC Down Payment Terms:

- To be used in coordination with the Section 184 Loan Program offered through Bay Bank
- Loan amount of 2.25%

of purchase price up to \$5,000.00

- Fixed Interest Rate of 4%, 3.5% for elders over 55

THRIL Program Terms:

- Loan funds used toward home repairs
- Certified contractors must be used for all work completed
- Maximum loan amount of \$25,000.00
- Fixed Interest Rate of 4%, 3.5% for elders over 55

VET-TLC Purchase Program Terms:

- Applicant must be an Oneida Certified Veteran
- Purchase DREAM home, existing home or build new home
- Maximum loan amount of \$175,000
- Fixed Interest Rate of 3.5%

VET-THRIL Program Terms:

- Applicant must be an Oneida Certified Veteran
- Loan funds used toward home repairs
- Certified contractors must be used for all work completed
- Maximum loan amount of \$40,000
- Fixed Interest Rate of 3.5%

VET-TLC Refinancing Program Terms:

- Applicant must be an Oneida Certified Veteran
- Refinancing will be for the current balance of the outside financial institution loan, not to exceed \$175,000.00. No cash-out will be included in the Oneida Veteran loan.
- Fixed Interest Rate of 3.5%
- Applicants applying for the Oneida Veteran Refinance loan must be receiving a lower interest rate and the monthly payments must be lower than what they have with the outside financial institution mortgage.

All applicants must meet all eligibility and qualification requirements. All loans are approved by the Oneida Land Commission. Please contact the Land Management Loan Department at **920-869-1690** for more information or send an e-mail to Land_Mgmt@oneidation.org.



Thank You...

The family of Judy Torres would like to send out a thank you to all who assisted us in the recent illness and death of our beloved sister. We would like to thank, among others, Dr. Al Shouri who cared for her during her illness, the nurses who took turns with her; and upon her passing, the fire-keepers, especially Dana, Greg, Jesse, and others who took turns; the numerous people who brought food to the house, to the funeral home, to the parish hall and to the 10-day feast; those who donated cash to assist us with things we didn't think of to begin with; Leander Danforth, Deacon Bobby Doxtator; the people who prepared and laid out the food, especially Roz, Sunrise, Deacon Debbie Heckel, Sandy, Rosalie, and anyone else we may have forgotten. Finally, we would like to thank Ryan Funeral home for assisting us through the entire process.

The Torres Family



Calendar

2012

December 7

Oneida Appreciation Presentation

WHEN: Friday, December 7
TIME: 5:30PM
PLACE: Boys and Girls Club of the Fox Valley, 117 S. Locust St., Appleton
This event will be free and open to the public. There will be smoke dancers performing and a oral history of Oneida people. Currently looking for a Powwow Drum and some dancers who would like to participate. All ages are welcomed.

December 7

Oneida Health Center AJNH Craft/Bake Sale

WHEN: Friday, December 7, 2012
TIME: 10:00AM – 3:00PM
PLACE: Oneida Health Center Main Conference Room
Great assortment of Crafts and Bake Goods. Any questions please contact either **Judi Skenandore at 920-869-4809** or **Terry VanWycken at 920-496-7388**.

December 8

Candlelight Christmas Dinner

WHEN: Saturday, December 8, 2012
TIME: Seating at 5:00PM & 6:00PM
PLACE: Parish Hall
Holy Apostles Episcopal Church hosts a Candlelight Christmas Dinner with proceeds to benefit the Repair & Restoration Fund. Menu: Salad, Roast Beef, Boiled Beans, Mashed Potatoes, Veggies, Dessert. Call **920.227.8204** for tickets.

December 15

Just Move It Oneida Jingle Walk

WHEN: Saturday, December 15
PLACE: Oneida Family Fitness
Free Event for All Community Members. Do not need to be members of O.F.F. to participate. 9:00 a.m. Registration & Health Screening. 9:15 a.m. Snow Shoeing w/ Oneida Adventures. (weather permitting...please dress accordingly). Spin (Studio C) Children's Activity (Gym). 10:00 a.m. Jingle Walk (Your choice to walk outdoors or on our indoor track...Please dress accordingly). 10:15 a.m. Yoga (Studio B). 11:00 a.m. Light Lunch. For more information contact O.F.F. at **920-490-3730**

Tuesdays

Wise Women's Support Group

WHEN: Every 2nd and 4th Tuesday
TIME: 5:30PM – 7:30PM
PLACE: Wise Women Gathering Place 2483 Babcock Rd.
Wise Women Gathering Place is sponsoring a Women's Support Group. Come and enjoy a cup of hot tea in the presence of women of all ages sharing and caring. Talking circles and fun activities. Held the 2nd and 4th Tuesday of each month during the summer. Contact Julia McLester **920-490-0627** for more information. Open to all women.

Wednesdays

Church Fund Raiser

Oneida United Methodist Church

WHEN: Every Wed., starting Sept. 12th
TIME: 11:00AM – 7:00PM
PLACE: Oneida United Methodist Church Freedom Road, DePere
Tacos \$5, Cornsop \$3, Cornsop and Frybread \$5, Chili \$3, Frybread \$2, Blanket Burger \$3, Blanket Dog \$2.50. Deliveries and Take Out Available, Phone **920-712-5314**

Thursdays

Environmental Youth Group

WHEN: Every 3rd Thursday of the month
TIME: 5:00PM – 7:00PM
PLACE: Little Bear, N7332 Water Circle PL
Teyukwahwatsyawayanhastu Environmental Youth Group is open to any Oneida students from any school district. Join to learn about Oneida's natural areas, environment, language and culture. Meal provided, incentives, field trips. Oneida Retail gift cards provided for participation. Call Sylvia at **920-869-1600** or email scornel2@oneidation.org. Call Oneida Transit at **920-496-5777** for a free ride.

Fridays

Women's Support Group

WHEN: Fridays
TIME: 12:30PM – 2:30PM
PLACE: Three Sisters Center
For more information contact Isabel Parker or Georgia Burr at **(920) 592-8682** or **(920) 412-0396**.

Fridays

Wise Youth Group

WHEN: Fridays
TIME: 3:30PM – 5:30PM
PLACE: Three Sisters Center
For more information call Isabel Parker at **920-498-2011** or Bev Scow at **920-490-0627**.

To include events in this section please call the **kalihwisaks**

at (920) 496-7316, 7317, 7318 or 7319

Announcements must have a contact phone # that can be published to be included in this section.



BACKGROUND ON BUSINESS

Titletown Flooring, LLC successful in first year

Titletown Flooring takes pride in being an all Native business

By Travis Cottrell

Kalihwisaks
Titletown Flooring, LLC, a new flooring business that has seen success in Green Bay, takes pride in being a Native-owned business. The flooring business also makes a conscious effort to employ a crew of local Native workers.

Business owner KJ Schreiber, who is from the Brothertown Tribe of Indians, has worked in the flooring business for 25 years.

"I am originally from Shawano and worked in flooring for 25 years. Eventually I made my way into Green Bay because this were the

business was taking me. So after doing some work in the area I decided to open my own business," Schreiber said.

Having worked in the business for over two decades Schreiber had the expertise and experience but needed a crew to work for Titletown Flooring. For that he recruited a nearly all-Native team.

"What we are trying to do is employ as many Native workers as we can. Right now we have an almost all-Native crew working for us. There is only one guy working that isn't Native. There are three full-time guys from Oneida, another from Ho-Chunk, myself, and one other guy from Keshena," said Schreiber.

Operating the business with that exceptional crew has opened doors for Titletown to do work for not only Oneida, but



Kali photo/Travis Cottrell

KJ Schreiber, owner of Titletown Flooring, LLC, stands in the store's showroom.

also tribes all over Wisconsin.

"We work with a lot of tribes, from Potawatomi, up in Crandon, to Oneida Housing Authority. It is

very rare to have an all-Native flooring crew that is able to sell you the product and make sure the whole job goes smooth from beginning to end," Schreiber said.

Titletown Flooring specializes in all sorts of flooring. Projects such as a commercial or resi-

dential area, a complex custom tile project or just installing a new carpet, Titletown can complete the task.

With their one-year anniversary coming up in

January, Schreiber expressed his desire to give back to Native customers.

• See 6A, Titletown Flooring

16th Annual World Wide candle lighting service

Submitted by Julie Denny

Oneida Chapter Leader-Compassionate Friends

Oneida Chapter #2338 of Compassionate Friends is once again participating in the World Wide Candle Lighting service on Sunday, December 9th at 5:15 pm at Oneida Parish Hall, located at 2937 Freedom Rd, Oneida WI (across from Holy Apostles Church).

The Compassionate Friends (TCF) is the nation's largest self-help bereavement organization for families whom have suffered the tragic loss of a child. TCF has more than 650 chapters in the United States, with sister organizations in at least 30 countries around the globe.

The mission of The Compassionate Friends is: When a child dies, at any age, the family suffers intense pain and may feel hopeless and isolat-

ed. The Compassionate Friends provides personal comfort, hope, and support to families experiencing the death of a son or a daughter and assists them, so they don't feel they need to travel this journey alone.

The Worldwide Candle Lighting is one way we try to bring light out of darkness during this difficult time of the year. Like a ring, this circle of light represents there is no beginning and no end for the love we carry for our children who have gone into Creator's land before us.

The Worldwide Candle Lighting is open to ALL who wish to participate, whether by attending a local public ceremony, joining in a small gathering, or lighting a candle in the quiet solitude of your own home or wherever you may be.

This year the Oneida Chapter has changed our ceremony time to begin

at 5:15 pm. Please come out and support families who have suffered the loss of their beloved child(ren). It will be an evening of special music, poetry reading and inspiration to carry on. It concludes with the actual lighting of the candle being held outdoors, so please dress accordingly.

Families are welcome to bring one (1) photo of their child to place on our Remembrance Table. Also, refreshments will be served at the conclusion, feel free to bring a snack, cookies or finger food items to share. If you want your child's name read during the roll call please leave a voice message with Brenda Cornelius at 920-869-2415 or Jean Williquette at 920-469-4135. If your child's name was honored in the past, you still need to make contact and provide us with permission.

Oneida Orchard, Tsynhehkwa Retail now closed

Oneida One Stop, Market on Larsen to open Dec. 19th

The Oneida Orchard and Tsynhehkwa Retail are closed. Oneida Orchard closed for the season December 1, 2012 and Tsynhehkwa Retail closed on the 21st of November. The Orchard will reopen for apple sales and apple picking during next year's harvest season.

Tsynhehkwa Retail has closed its doors but their products will still be available in the Oneida Market on December 19, 2012. OCIFS gift baskets are still available and can be purchased at



OCIFS gift baskets are still available and can be purchased at the Oneida Smoke Shop-Mason located in the Festival Plaza.

the Oneida Smoke Shop-Mason located in the Festival Plaza.

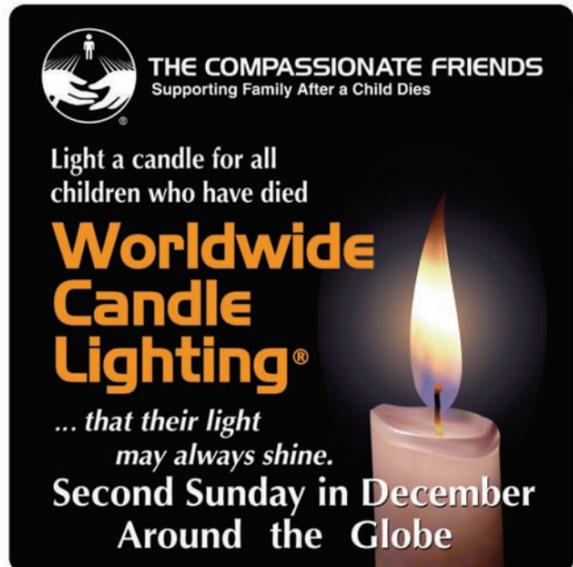
The Oneida One Stop and the Oneida Market will both open on

December 19th. The location will offer all the great things found at the Oneida One Stops along with the new ones of the Oneida Market.

STORE HOURS: Oneida One Stop, 5AM-12AM Daily and the Oneida Market, 7AM-8PM, Monday-Friday and 9AM-5PM, Saturday & Sunday

2012 Annual Worldwide Candle Lighting Services

Communities across the globe will be joining The Compassionate Friends for the 16th Annual Worldwide Candle Lighting



Sunday, December 9, 2012 @ 5:15 pm

Location: Oneida Parish Hall, 2937 Freedom Rd, Oneida WI

It Starts with You...



Oneida Kids and Families Need You!

If you have ever thought about being a Foster Parent for Oneida kids, please come ask questions and learn more about it:

Informational Meeting

Thursday, December 6th, 2012 @ 6pm
Oneida Library

Located at
201 Elm Street, Oneida, WI 54155

General Tribal Council 2013 Annual Meeting

6:00PM • Monday • January 7, 2013

Radisson Hotel and Conference Center • 2040 Airport Dr. • Green Bay, WI

Agenda:

1. **Oneida veterans color guard posting of the colors**
2. **Opening & Announcements**
3. **Call meeting to order**
4. **Adoption of agenda**
5. **Annual Reports**
 - a. 2012 comprehensive annual financial audit report by BDO, USA, LLP
 - b. Tribal Treasurer's FY2012 annual report
 - c. Elected boards, committees and commissions reports
 - i. Appeals Commission – Janice McLester, Chief Judicial Officer
 - ii. Trust and Enrollment Committee – Carole Liggins, Chairwoman
 - iii. Nation School Board – Susan White, Chairwoman
 - iv. Gaming Commission – Shirley Hill, Chairwoman
 - v. Land Commission – Amelia Cornelius, Chairwoman
 - d. Oneida Business Committee report
6. **Unfinished Business**
 - a. **Proposed Administrative Procedures Act and Legislative Procedures Act**
Excerpt from Jan. 2, 2012 annual GTC meeting: Motion by Melinda J. Danforth to defer the Legislative Procedures Act and Administrative Procedure Act back to the Legislative Operating Committee and be brought back to the next available GTC meeting, seconded by Ron "Tehassi" Hill Jr. Motion approved with a show of hands.
 - b. **Proposed Judiciary Law and Judicial Canon of Ethics**
Excerpt from Jan. 2, 2012 annual GTC meeting: Motion by John Orie to defer the Judiciary Act back to the Legislative Operating Committee to clarify, clean up and streamline the language to include law school training for all judges, seconded by Sherrolle Benton. Motion approved with a show of hands.
 Amendment to the main motion by Mike Debraska to have the Legislative Operating Committee bring a completed draft of the judges canon of ethics back to the GTC at the same time as the Judiciary Act is brought back for final approval by the GTC, seconded by Cathy L. Metoxen. Motion approved with a show of hands.
7. **New Business**
 - a. **Proposed Tribal Vision and Priorities report**
Excerpt from Sept. 17, 2012 GTC annual budget meeting: Motion by Melinda J. Danforth that in anticipation of the next fiscal year, GTC mandates the BC, as a whole, to develop a strong vision and clear priorities and bring back to the January 2013 GTC annual meeting for approval, seconded by Vince DelaRosa. Main motion approved by a show of hands.
 Motion to amend the main motion by Madelyn Genskow that all BC must attend these meetings, seconded by Cathy L. Metoxen. Amendment to the main motion approved by a show of hands.
8. **Adjournment**

Call the Tribal Secretary Office for more information:

920-869-4364 or

Go to the Tribe's website at: www.oneida-nsn.gov

From 5A/Titletown Flooring

"We want to help out tribal members. For the most part tribal members don't have the extra income to spend on custom flooring. What we want to do is anyone who is a tribal member can get 10% off no matter when they visit the store."

For Schreiber providing such a discount for tribal members is the least that he could do after receiving help from Oneida and being placed on Oneida's Indian Preference list of vendors.

"Marge Stevens has been fantastic. She has helped us find work here in Oneida and we have three or four open P.O.'s currently. In Keshena they just got the okay to do an addition onto the casino, so we're going to be doing around 50,000 square feet of carpet tiles there. Oneida Land Management has been great to me as well," Schreiber said.

The most recent busi-

ness development is an expansion into window treatments. The newly purchased Blind Shop was moved into the Titletown Flooring's building and has proven to be a lucrative addition to the flooring aspect of the business.

"We get a lot of business from The Blind Shop. A lot of people come in to have blinds repaired or cleaned, but we are the only business in Green Bay that will actually go to your house remove your blinds, clean them, and bring them back to your house and put them back up," Schreiber added.

Being a Native owned business, Schreiber feels it is important to utilize environmentally friendly practices and products wherever possible.

"We do as much environmentally friendly work as possible. We use mostly Shaw products because they use more

green carpet products than anyone else in the world. We prefer carpet tiles because they can be removed and then Shaw will pick them up, strip the old carpet off and reuse the rubber bottoms," Schreiber explained.

Look for Titletown Flooring to become a part of the Oneida Housing Authority's training program. This will give Oneida youth the opportunity to acquire valuable training and work experience.

"Oneida has helped us a lot, but we are hiring their people and it makes a difference. So far business has been great," Schreiber said.

Titletown Flooring, LLC is located at 3350 Commodory Lane, Suite G, Green Bay, WI. They can also be contacted at (920) 347-2882 or on their website, www.titletownflooringllc.com.

ONEIDA VISIONING SESSIONS

ONEIDA TRIBE OF INDIANS OF WISCONSIN

SAVE THE DATE—DEC 17 OR 18, 2012

Imagine your Nation 25 years from now. What do you envision for our community in the future? Your children and grandchildren's future?

Help validate the priorities of the Oneida Tribe and don't miss your opportunity to give your input on the future direction of your tribe.

****DOOR PRIZES****

RESERVE YOUR SEAT
CALL:
920-869-4352

EMAIL:
mburkhar@oneidanation.org

REGISTER ONLINE:
Oneida-nsn.gov/membersonly.aspx

FREE FREE FREE
OPEN TO ALL TRIBAL MEMBERS 18 YEARS AND OLDER

5:30 P.M.—9 P.M.
REGISTRATION STARTS AT 4P.M.
MEAL 5:00-5:30



ATTEND ONE OF TWO UPCOMING EVENING SESSIONS AT THE RADISSON HOTEL & CONFERENCE CENTER

STANDING STONE Cafe

Open Daily
11:00am - 2:00am

Personal Pizza	
Sausage	\$4.29
Pepperoni	\$4.29
Supreme	\$4.29
Soups and Salads	
Chicken Dumpling	\$3.29
Chili	\$3.79
Chicken Caesar Salad	\$7.49
Chef Salad	\$7.49
Garden Salad	\$4.49
Dinners	
<i>Served with roll, whipped potatoes & vegetable</i>	
2 pc Broasted Chicken	\$6.99
4 pc Broasted Chicken	\$9.79
All White Meat add	\$1.00

The Grill	
<i>Served with French Fries</i>	
Hamburger	\$5.99
Cheeseburger	\$6.49
Bacon Cheeseburger	\$7.29
Grilled Chicken	\$6.49
Bratwurst	\$5.49
Fish Filet	\$6.99
Pulled BBQ Pork	\$5.49
Sloppy Joe	\$4.49
Chicken Tenders	\$7.29
Hot Dog	\$4.49

Sides & Snacks	
Whipped Potatoes	\$1.49
Potato Chips	\$1.09
Vegetable of the Day	\$1.49
Dinner Roll with Butter	\$0.99
French Fries	\$1.99
Onion Rings	\$2.99
Nachos & Cheese	\$3.49
Big Cookie	\$1.99
Rice Krispie Treat	\$1.99
Brownie	\$1.99
Frozen Yogurt	\$3.49
Beverages	
Soda	\$1.49
Coffee	\$1.49
Tea	\$1.49

Submarine Sandwiches

Served on a French sub roll or butcher block wheat

Combo Sub \$6.99
Ham, turkey, bacon and provolone with lettuce, tomato and mayo
Ham and Cheese \$6.49
Ham and cheddar cheese with lettuce, tomato and mayo
Casino Sub \$7.49
Roast beef, ham and provolone with lettuce, tomato, onion and mayo
Turkey Sub \$6.99
Turkey, bacon and provolone with lettuce, tomato and mayo
Ham, Bacon & Cheese \$7.49
Ham, bacon and provolone with lettuce, tomato and mayo
Good Fella Sub \$7.49
Ham, Genoa bologna and provolone with lettuce, tomato, onion and Italian vinaigrette

Chicken Salad Sub \$7.49
Homemade chicken salad with lettuce, tomato and cucumber
Tuna Salad Sub \$7.49
Homemade tuna salad with lettuce, tomato and cucumber
Healthy Sub \$5.99
Provolone, avocado spread, lettuce, and tomato with spinach, cucumber, green peppers and mayo
Beef and Cheddar \$6.99
Roast beef, cheddar cheese with lettuce, tomato and mayo
Mediterranean Turkey \$6.99
Turkey, provolone, avocado spread, lettuce and tomato with spinach, cucumber, green peppers & mayo

Oneida Tribal Members Receive
10% Off

Located outside the Main Casino Entrance

Tribal Members,

You are invited to attend...

The Business Committee is hosting a gathering
the First Saturday of Every Month
to share information with and hear back from tribal members.

"This is a new process based on an old tradition where people get together, eat good food and talk about what is important for the Tribe and their families."

— Chairman Ed Delgado

For more information, contact:

Tribal Member Information Services at 920.869.4452 or 920.869.4281

Saturday Mornings with the

Oneida Business Committee

10a.m. – Noon • Ridgeview Plaza, Suite 4

10a.m. to 11a.m. – Open Forum to discuss what's on your mind about the Oneida Community

11a.m. to Noon – Meal with continued open forum

Next Meeting:
**Saturday,
December 1st**

2013 UPCOMING MEETING DATES

Jan. 5 th	May 4 th	Sept. 7 th
Feb. 2 nd	June 1 st	Oct. 5 th
March 2 nd	July 6 th	Nov. 2 nd
April 6 th	Aug. 3 rd	Dec. 7 th

OBC Meeting Results

The following meeting results have replaced the full minutes of the Business Committee meetings to help save space and reduce costs. These results entail the heart of the BC's actions in the meeting; however, the full version of the minutes can be accessed on the Business Committee's website at www.oneidanation.org or by contacting the Tribal Secretary's office at 920-869-4451. The internet can be accessed at the Oneida Library and Community Education Center.

ONEIDA BUSINESS COMMITTEE Regular Meeting 9:00 a.m. Wed., Oct. 24, 2012

Present: Vice Chairman Greg Matson, Treasurer Tina Danforth, Secretary Patty Hoeft, Council members Melinda J. Danforth, Vince DelaRosa, David Jordan, Paul Ninham

Excused: Chairman Ed Delgado, Council member Brandon Stevens

Others present: Nathalie Benton, Marty Antone, Barb Dickson, Joanie Buckley, Tina Pospychala, Joyce A. Hoos, Lauren Hartman, Fred Muscavitch, Cathy Bachhuber, Geraldine Danforth, Elaine Reed-Doxator, Linda C. Powless, Charlene Smith, Anita Barber, Richard Moss, Sandra Reveles

Call to Order and Roll

Call by Vice Chairman Greg Matson at 9:05 a.m.

Opening by Artley Skenandore

Approve the agenda

Motion by Patty Hoeft to adopt the agenda with the following additions to open session: 1) Approve MOU between Oneida Tribe of Indians of Wisconsin and BIA Midwest Region, Division of Fee-to-Trust 2) Request from Internal Audit to hold a special executive BC meeting on Dec. 18, 2012 3) Approve GTC work sessions 4) LOC minutes of Oct. 1, 2012; Executive session 1) Report from the CFO regarding County Rescue Services 2) Report from Seven Generations Board regarding the status of their Waste to Energy project and deleting: 1) Democratic National Convention travel report 2) Travel request 2, seconded by Vince DelaRosa. Motion carried unanimously

Oaths of Office

Administered by Secretary Patty Hoeft
1. Bay Bank Corporation Board – Robert Jossie
2. Pardon and Forgiveness Committee – Linda Powless
3. Pardon and Forgiveness Committee – Nathalie Benton

Minutes to be approved 1. Oct. 10, 2012 Regular meeting minutes

Motion by Melinda J. Danforth to approve Oct. 10, 2012 regular meeting minutes with the noted change to add meeting minutes to the title, seconded by Patty Hoeft. Motion carried unanimously

2. Oct. 12, 2012 Special meeting minutes

Motion by David Jordan to approve Oct. 12, 2012 special meeting minutes, seconded by Patty Hoeft. Motion carried with two abstentions:

Abstained: Melinda J. Danforth, Paul Ninham

Resolutions

1. Fee-to-Trust application property address W600 Block of Reformatory Rd, N8000 Block of Olson Road and C.T.H. "U"

Sponsor: Fred Muscavitch
Motion by Tina Danforth to approve resolution 10-24-12-A Fee-to-Trust application property address W600 Block of Reformatory Rd, N8000 Block of Olson Road and C.T.H. U, seconded by Paul Ninham. Motion carried with one abstention:

Abstained: Vince DelaRosa

Directors and Managers quarterly reports

1. Internal Services Division – Joanie Buckley

Motion by David Jordan to accept the Internal Services Division quarterly report, seconded by Patty Hoeft. Motion carried unanimously
Motion by Patty Hoeft to direct the Internal Services Director to give a report at the Nov. 2 Community Development Planning Committee meeting regarding development efforts around the airport, seconded by Vince DelaRosa. Motion carried unanimously

Board, Committee and Commissions Appointments

1. Appoint Nathalie Benton to Pardon and Forgiveness Committee

Motion by Vince DelaRosa to approve the appointment of Nathalie Benton to the Pardon and Forgiveness Committee, seconded by David Jordan. Motion carried unanimously

2. Post three Oneida Golf Board vacancies

Motion by Patty Hoeft to approve posting three Oneida Golf Board vacancies, seconded by David Jordan. Motion carried unanimously

Quarterly reports

1. Oneida Nation Veterans Affairs Committee – Loretta V. Metoxen, Chairwoman
Motion by David Jordan to approve Oneida Nation Veterans Affairs Committee quarterly report, seconded by Vince DelaRosa. Motion carried unanimously

2. Oneida Powwow Committee – Lloyd Powless Jr., Chairman

Motion by David Jordan to accept Oneida Powwow Committee quarterly report, seconded by Paul Ninham. Motion carried unanimously

3. Oneida Arts Board - Kelly Skenandore-Holtz, Chairwoman

Motion by David Jordan to accept Oneida Arts Board quarterly report, seconded by Paul Ninham. Motion carried unanimously

4. South Eastern Oneida Tribal Services - Pamela Ninham, Chairwoman

Motion by Vince DelaRosa to accept South Eastern Oneida Tribal Services quarterly report, seconded by Melinda J. Danforth. Motion carried unanimously

Motion by Patty Hoeft to direct Don White, the Governmental Services Division Director, to provide the Business Committee a report giving a description and an overview of SEOTS programming, their performance to date, and some of his ideas on how we are going to move forward, within 30 days, seconded by David Jordan. Motion carried unanimously

5. Oneida Personnel Commission - Susan Daniels, Chairwoman

Motion by David Jordan to accept Oneida Personnel Commission quarterly report, seconded by Vince DelaRosa. Motion carried unanimously

6. Emergency Management and Homeland Security - Marty Antone

Excerpt from Oct. 10, 2012: Motion by Paul Ninham to defer the Emergency Management and Homeland Security quarterly report for two weeks, seconded by Vince DelaRosa. Motion carried unanimously.

Motion by Patty Hoeft to

accept Emergency Management and Homeland Security quarterly report, seconded by Tina Danforth. Motion carried unanimously

Standing Committees

A. Legislative Operating Committee – Melinda J. Danforth, Chairwoman

1. Extend emergency amendments to GTC Meeting Stipend Payment Policy and approve a recommended Dec. 6, 2012 public hearing date

Motion by Patty Hoeft to adopt resolution 10-24-12-B Extension of Emergency Amendments to the General Tribal Council Meeting Stipend Payment Policy, seconded by Tina Danforth. Motion carried unanimously

Motion by Patty Hoeft to approve the Dec. 6, 2012 public hearing date regarding the GTC Meeting Stipend Payment Policy, seconded by Vince DelaRosa. Motion carried with one abstention:

Abstained: Tina Danforth

For the record: Tina Danforth stated I abstained because I don't agree with some of the restrictions that are being imposed by the amendments to this policy.

2. Add Judiciary Act to the January 2013 GTC meeting

Motion by Patty Hoeft to approve adding the Judiciary Act to the January 2013 GTC meeting, seconded by David Jordan. Motion carried unanimously

B. Finance Committee – Treasurer Tina Danforth, Chairwoman

1. October 19 minutes

Motion by Patty Hoeft to approve October 19 Finance Committee meeting minutes, excluding item 1 under new business, County Rescue Services, seconded by David Jordan. Motion carried unanimously

Motion by Patty Hoeft to refer the County Rescue Services item to Legislative Affairs, seconded by Melinda J. Danforth. Motion carried unanimously

C. Community Development Planning Committee – Vince DelaRosa, Chairman

1. Sept. 13 minutes

Motion by Patty Hoeft to approve Sept. 13 Community Development Planning Committee meeting minutes, seconded by Vince DelaRosa. Motion carried with one abstention:

Abstained: Paul Ninham

D. Quality of Life – Paul Ninham, Chairman

General Tribal Council

Unfinished Business

New Business/Requests

1. Approve limited waiver of sovereign immunity for CheckFree Club Solutions software agreement and merchant agreement

Sponsor: Don White
Motion by David Jordan to approve the limited waiver of sovereign immunity for CheckFree Club Solutions software agreement and merchant agreement, seconded by Patty Hoeft. Motion carried unanimously

2. Request to post a grant funded position for Transportation Outreach Assistant

Sponsor: Don White
Motion by David Jordan to approve posting a grant funded position for Transportation Outreach Assistant, seconded by Patty Hoeft. Motion carried unanimously

3. Review Human Resources procedure for FY'13 hiring

Sponsor: Ed Delgado
Motion by Patty Hoeft to approve the memo with the exclusion of the item on page two of the memorandum that states, changing/filling a vacant budgeted and/or fund-

ed position that doesn't increase the personnel and/or fringe benefit line, seconded by David Jordan. Motion carried with one abstention:

Abstained: Vince DelaRosa

For the record: Tina Danforth stated that means that anything that falls under that particular situation does need approval then.

4. Increase Land Management Division Director sign-off authority

Sponsor: Ed Delgado
Motion by David Jordan to defer to the sub-committee of the Business Committee that's dealing with the sign-off authority until a recommendation can come forward to the Committee as a whole, seconded by Paul Ninham. Motion carried with one opposed:

Opposed: Tina Danforth

5. Cancel Business Committee meetings for Nov. 28, 2012 and Dec. 26, 2012

Sponsor: Patty Hoeft
Motion by Patty Hoeft to cancel Dec. 25 and Dec. 26, 2012 regular BC meetings, seconded by David Jordan. Motion carried unanimously:

Ayes: Melinda J. Danforth, Tina Danforth, Vince DelaRosa, Patty Hoeft, David Jordan, Paul Ninham

Excused: Ed Delgado, Brandon Stevens

Motion by Paul Ninham to cancel Nov. 28, 2012 BC meeting to make that date available for the BC to use for a retreat or a long day meeting to work on issues, seconded by Patty Hoeft. Motion carried with one abstention:

Abstained: Tina Danforth

For the record: Tina Danforth stated I am not available on Nov. 28 for an alternate meeting or any other meetings, I'm not available, I have other commitments.

Travel

Travel Reports

1. Democratic National Convention (DNC), Sept. 3-6, 2012, Charlotte, NC - DELETED

Sponsor: Greg Matson, Patty Hoeft, David Jordan, Brandon Stevens

Travel Requests

1. Cultural Heritage: Retro-approve for seven staff to travel for a Language Immersion Session, Aug. 4-17, 2012, Fonda, NY

Sponsor: Don White
Motion by Patty Hoeft to approve the request for Cultural Heritage: Retro-approve for seven staff to travel for a Language Immersion Session, Aug. 4-17, 2012, Fonda, NY, seconded by Paul Ninham. Motion carried unanimously

2. Annual Wisconsin Office of Justice Assistance Tribal Consultation meeting, Oct. 31, 2012, Baraboo, WI - DELETED

Sponsor: Melinda J. Danforth

Additions

1. Approve MOU between Oneida Tribe of Indians of Wisconsin and BIA Midwest Region, Division of Fee-to-Trust

Sponsor: Fred Muscavitch
Motion by Patty Hoeft to adopt resolution 10-24-12-B MOU between Oneida Tribe of Indians of Wisconsin and BIA Midwest Region, Division of Fee-to-Trust, seconded by Paul Ninham. Motion carried unanimously

2. Request to hold a special executive session Business Committee meeting on Dec. 18, 2012

Sponsor: Audit Committee
Motion by Patty Hoeft to approve the request to hold a special executive session Business Committee meeting on Dec. 18, 2012, sec-

onded by Melinda J. Danforth. Motion carried unanimously

3. Approval for GTC work sessions

Sponsor: Paul Ninham
Motion by Patty Hoeft to approve setting Dec. 17 and 18, 2012 at the Radisson as the work sessions for Tribal members to participate in a Tribal Nation visioning session and that they are compensated with a \$50 Oneida Tribal gift card for their participation, seconded by Paul Ninham. Motion carried with the Chairman casting vote to break tie with three ayes and three opposed:

Opposed: Tina Danforth, Vince DelaRosa, David Jordan

Tie vote: Greg Matson aye vote

For the record: David Jordan stated I would have rather had it a \$25 gift card, but I'm in favor of having the meetings, but I wish they would be at night. That's my recommendation. Motion by Tina Danforth that the funding for this event come out of the BC special projects budget, seconded by Patty Hoeft. Motion carried with two opposed and one abstention:

Opposed: Melinda J. Danforth, Vince DelaRosa

Abstained: Tina Danforth
Motion by David Jordan to schedule both of these sessions on the 17 and 18 of December in the evening, seconded by Tina Danforth. Motion carried unanimously

For the record: Tina Danforth stated I support the evening meetings so that there is not an opportunity for employees to double dip and I say that with all due respect. I also for the record do support the initiative which I have said all along. It's the cost that I have an issue with and the unbudgeted considerations.

4. Legislative Operating Committee meeting minutes of Oct. 1, 2012

Motion by Melinda J. Danforth to approve the LOC meeting minutes of Oct. 1, 2012, seconded by Paul Ninham. Motion carried unanimously

Action in open session on items from Executive Session Discussion meeting of Oct. 23, 2012

A. Reports

1. New York land claim settlement update – Ed Delgado/Diane House

Motion by David Jordan to accept the New York land claim update, seconded by Patty Hoeft. Motion carried with one abstention:

Abstained: Tina Danforth
Motion by Patty Hoeft to approve Nov. 27 as the date that we will meet with the New York Oneida Council and that the approval includes any other BC members who would like to attend in addition to the four who are already authorized to go, seconded by Melinda J. Danforth. Motion carried with one opposed:

Opposed: Tina Danforth

For the record: I opposed because we have just now double and triple booked ourselves and we created some scheduling conflicts amongst ourselves. Amendment to the motion by Melinda J. Danforth that at the next Business Committee executive session date, the Business Committee sets one hour aside during that time to discuss the strategies and the agenda items that we are going to discuss with the New York Oneidas, seconded by Patty Hoeft. Motion carried with one abstention:

Abstained: Tina Danforth

For the record: Tina Danforth stated I am abstaining because we're creating scheduling conflicts.

2. Chief Counsel report – Joanne Anne House

Motion by Patty Hoeft to accept the Chief Counsel report, seconded by David Jordan. Motion carried unanimously

3. Legislative Affairs monthly report – Nathan King

Motion by Melinda J. Danforth to accept the Legislative Affairs monthly report, seconded by David Jordan. Motion carried unanimously

Motion by Patty Hoeft to assign the Internal Services Director to champion Tribal economic diversification efforts regarding HUB activity, as recommended by the Legislative Affairs Director, seconded by Vince DelaRosa. Motion carried with one abstention:

Abstained: Melinda J. Danforth

Motion by Patty Hoeft to approve the recommendation to hire PR counsel and bring back a recommendation, seconded by David Jordan.

Motion by Patty Hoeft to table this discussion, seconded by Paul Ninham. Motion tabled with one abstention and one opposition:

Abstained: Melinda J. Danforth

Opposed: Tina Danforth

Motion by Patty Hoeft to take this discussion off the table, seconded by Vince DelaRosa. Motion carried unanimously

Motion by Vince DelaRosa to support the report and requested action, seconded by Paul Ninham. Motion carried unanimously

4. Communications monthly report – Bobbi Webster

No action

B. Audit Committee

Councilman Brandon Stevens, Chairman

1. August 16, 2012 Audit Committee minutes

Motion by Patty Hoeft to accept August 16, 2012 Audit Committee minutes, seconded by David Jordan. Motion carried unanimously

2. Internal Audit August report w/ attachment A

Motion by Patty Hoeft to approve Internal Audit August report with attachment A, seconded by David Jordan. Motion carried unanimously

3. Pari-mutuel Compliance Audit (OTB) and lift confidentiality requirement allowing Tribal members to view the audit

Motion by David Jordan to support Pari-mutuel Compliance Audit (OTB) and lift the confidentiality requirement allowing Tribal members to view the audit, seconded by Melinda J. Danforth. Motion carried unanimously

C. Unfinished Business/BC directives

1. Provision of benefits and services to descendants of reinstated Tribal member

Sponsor: Melinda J. Danforth

Excerpt from Oct. 10, 2012: Motion by Patty Hoeft to defer to the next Business Committee meeting, seconded by Brandon Stevens. Motion carried unanimously.

Motion by Patty Hoeft to defer provision of benefits and services to descendants of reinstated Tribal member to the next BC meeting, seconded by David Jordan. Motion carried with one abstention:

Abstained: Tina Danforth

2. Personnel Commission request to remove a member

Sponsor: Susan Daniels, Personnel Commission, Chairwoman

Excerpt from Oct. 10, 2012: Motion by Patty Hoeft to defer to the next Business Committee

• See 8A, OBC Minutes, Oct. 24

From 7A/OBC Minutes, Oct. 24

meeting, seconded by Greg Matson. Motion carried with one abstention.

Motion by Patty Hoeft to defer this item to the next BC meeting, seconded by David Jordan. Motion carried with one abstention:

Abstained: Tina Danforth
For the record: Tina Danforth stated I am abstaining because of the timeliness of it.

Oneida Business Committee Emergency Meeting 9 a.m. Nov. 7, 2012

Present: Chairman Ed Delgado, Vice Chairman Greg Matson, Treasurer Tina Danforth, Tribal Secretary Patty Hoeft, Council members Melinda J. Danforth, Vince DelaRosa, David Jordan, Paul Ninham
Excused: Brandon Stevens
Others present: Don DeChamps, Jason W. Doxtator, Geraldine Danforth, James Sommerfeldt

Call to Order and Opening

by Chairman Delgado at 1:33 p.m.

*Vince DelaRosa arrived 1:35 p.m.

Approve Agenda

Motion by Patty Hoeft to approve the agenda with two additions: 1) Oneida Gaming Commission request to require Gaming Licensing for MIS employees 2) Five Business Committee Members travel request to 2013 Presidential Inauguration Jan. 18-22, 2013, seconded by David Jordan. Motion carried with one abstention:

Abstained: Vince DelaRosa

*Ed Delgado left at 1:50 p.m.

Open Session

1. Approve limited waiver of sovereign immunity for Logicalis Master Addendum
Sponsor: Joanie Buckley
 Motion by Paul Ninham to

New Business/Requests Additions

1. Report from CFO regarding County Rescue Services
Sponsor: Larry Barton
 Motion by Patty Hoeft to accept the report as FYI, seconded by Melinda. Motion carried unanimously
 2. Status report from Seven Generations Board regarding the waste-to-energy pro-

ject approve the Master Addendum for FY2013 Localis contract master addendum and limited waiver of sovereign immunity, seconded by Patty Hoeft. Motion carried with one abstention:

Abstained: Tina Danforth
 2. Approve limited waiver of sovereign immunity for BMC Software Inc.
Sponsor: Jo Anne House
 Motion by Patty Hoeft to approve the limited waiver of sovereign immunity for BMC Software Inc. contract, seconded by Paul Ninham. Motion carried with one abstention:

Abstained: Tina Danforth
 Motion by Patty Hoeft to go into executive session at 1:53 p.m., seconded by Paul Ninham. Motion carried unanimously
 Motion by Patty Hoeft to come out of executive session at 2:35 p.m., seconded by Vince DelaRosa. Motion carried unanimously:

Additions

1. Oneida Gaming Commission request to require Gaming Licensing for MIS employees
Sponsor: Melinda J. Danforth
 Motion by Patty Hoeft to accept report from Chief Counsel and direct a follow-up report at next Business Committee meeting on how to resolve issue that MIS employees working on gaming commission matters may need to be licensed, seconded by Vince DelaRosa. Motion carried unanimously
 Amendment to main motion by Tina Danforth that we get a report from the Gaming Commission on

Approve Agenda

Motion by Patty Hoeft to approve the agenda with two additions: 1) Oneida Gaming Commission request to require Gaming Licensing for MIS employees 2) Five Business Committee Members travel request to 2013 Presidential Inauguration Jan. 18-22, 2013, seconded by David Jordan. Motion carried with one abstention:

Abstained: Vince DelaRosa

ject
Sponsor: Nathan King
 Motion by Patty Hoeft to accept the report, seconded by David Jordan. Motion carried unanimously

Adjourn

Motion by David Jordan to adjourn at 12:02 p.m., seconded by Melinda J. Danforth. Motion carried unanimously

this issue, seconded by David Jordan. Motion carried unanimously
 2. US President Barack Obama Inauguration, Jan. 18-22, 2013, Washington, DC
Sponsor: Ed Delgado, Tina Danforth, Patty Hoeft, David Jordan, Brandon Stevens
 Motion by Patty Hoeft to approve the travel request for Ed Delgado, Tina Danforth, Patty Hoeft, David Jordan, Brandon Stevens to attend US President Barack Obama Inauguration, Jan. 18-22, 2013, Washington, DC., seconded by Vince DelaRosa. Motion carried unanimously

Call to Order and Opening

by Chairman Ed Delgado at 9:09 a.m.

Approve Agenda

Motion by Brandon Stevens to approve the agenda, seconded by Patty Hoeft. Motion carried unanimously
 *Tina Danforth arrived 9:15 a.m.

Open Session

1. Repeal BC action to pay Tribal members \$50 Oneida gift card to participate in Tribal visioning sessions
Sponsor: Ed Delgado, Tribal Chairman
 Motion by Patty Hoeft to repeal the BC action to pay Tribal members a \$50 Oneida gift card to participate in Tribal visioning sessions, seconded by Tina Danforth. Motion carried with two opposed:

Executive Session

In accordance with provisions of the Oneida Tribe of Indians of Wisconsin Open Records and Open Meetings Law, Chapter 7, sections 7.20-1 and 7.4-1, the Committee will move into executive session to discuss confidential information or to obtain legal advice.
 1. Storm water litigation consultation
Sponsor: Jo Anne House
 Motion by Patty Hoeft to accept the report from Attorney Jim Bittorf on storm water management litigation, seconded by Tina Danforth. Motion carried unanimously
 2. Legislative Affairs update
Sponsor: Nate King
 Motion by Patty Hoeft to accept the report from Legislative Affairs, seconded by Vince DelaRosa, Motion carried unanimously

Adjourn

Motion by Patty Hoeft to adjourn at 2:36 p.m., seconded by Tina Danforth. Motion carried unanimously

Oneida Business Committee Emergency Meeting 9 a.m. Oct. 31, 2012

Present: Chairman Ed Delgado, Vice Chairman Greg Matson, Treasurer Tina Danforth, Tribal Secretary Patty Hoeft, Council members Vince DelaRosa arrived 1:35 p.m., David Jordan, Paul Ninham, Brandon Stevens
Excused: Melinda J. Danforth
Others present: Paul Linzmeyer, Bonnie Pigman, Melanie Burkhart, Catrina Delgado, William Cornelius, Kevin Cornelius, Bruce King, Chaz Wheelock, Yvonne Metivier, Larry Barton

Call to Order and Opening

by Chairman Ed Delgado at 9:09 a.m.

Approve Agenda

Motion by Brandon Stevens to approve the agenda, seconded by Patty Hoeft. Motion carried unanimously
 *Tina Danforth arrived 9:15 a.m.

Open Session

1. Repeal BC action to pay Tribal members \$50 Oneida gift card to participate in Tribal visioning sessions
Sponsor: Ed Delgado, Tribal Chairman
 Motion by Patty Hoeft to repeal the BC action to pay Tribal members a \$50 Oneida gift card to participate in Tribal visioning sessions, seconded by Tina Danforth. Motion carried with two opposed:

Opposed: Greg Matson, Paul Ninham

For the record: Brandon Stevens stated the committee is elected to represent GTC when they're not in session, so this is one of my beliefs is it's our duty to facilitate what the priorities are, and how we do that and present that to GTC, that's our job to bring that forward, the priorities to the GTC. The difficulty is we caught up with collecting community input, but do not put enough emphasis on what the public hearing or community input really has on our decisions. Could be a phone call late Friday afternoon, sometimes we change our minds. So I would like to get direction specifically from GTC on these matters and we present them in such a way that they can do that. So if we get 20 people who go to a meeting, we never put weight on those 20 people, we just say we got a meeting. I also think the budget, as Vice Chairman Matson stated, is kind of a cop out, because we did do a couple things outside the budget that were not defined within the budget, just this year already. So that's not a reason why I made the decision today, just making sure that we do it because we are supposed to do it. It's our civic duty as the people who represent the Tribe.
For the record: Tina Danforth stated my decision was based on cost versus initiative that I did not support an unbudgeted cost, but I do support the initiative of

collecting information from community members.
 Motion by Patty Hoeft to go into executive session at 10:15 a.m., seconded by Tina Danforth. Motion carried unanimously
 Motion by Patty Hoeft to recess at 12:06 p.m. until 1:30 p.m., seconded by Paul Ninham. Motion carried unanimously
 *Vince DelaRosa arrived 1:35 p.m.
 Motion by Vince DelaRosa to come out of executive session at 2:33 p.m., seconded by Brandon Stevens. Motion carried unanimously.

Executive Session

In accordance with provisions of the Oneida Tribe of Indians of Wisconsin Open Records and Open Meetings Law, Chapter 7, sections 7.20-1 and 7.4-1, the Committee will move into executive session to discuss confidential information or to obtain legal advice.
 1. Consider business venture proposal
Sponsor: William Cornelius, President, Oneida Seven Generations Corporation
 Motion by Tina Danforth to approve the loan request by Seven Generations and that this record be sealed until Nov. 13, 2012 which we will get an update on the status of the loans, seconded by Brandon Stevens. Motion carried unanimously

Adjourn

Motion by Patty Hoeft to adjourn at 2:34 p.m. and seconded by Vince DelaRosa. Motion carried unanimously

Board Vacancies

To submit an application by **e-mail** send to: TribalSecretary@oneidation.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**:
 Tribal Secretary's Office is located on the 2nd floor, Norbert Hill Center
Any questions please contact the Tribal Secretary's Office at 920-869-4364

Oneida Airport Hotel Corporation Two (2) Vacancies

QUALIFICATIONS:
 To be eligible for selection to the Board of Directors, an individual must have a working knowledge of the Oneida Tribe of Indians of Wisconsin and/or be knowledgeable and have experience in one or more of the following areas:

1. Financial expertise (Banking)
2. Accounting (Business Background)
3. Oneida Tribal Member (Business Background)
4. Business and Management (Hotel Industry)
5. Tribal Business Manager and/or Tribal Economic Development Personnel
6. Oneida Business Committee Representative (Ad Hoc)

DEADLINE: 4:30PM • FRIDAY, DECEMBER 14, 2012

Visit the official Oneida Nation website at
<https://oneida-nsn.gov/>

Public Hearing Notices

11:30AM • Norbert Hill Center (BCCR)

December 6, 2012

Purpose: Adoption of the General Tribal Council Meetings Law

The General Tribal Council Meetings Law (Law) creates a schedule of General Tribal Council (GTC) meeting dates; sets a general agenda for those meetings; outlines the petition process; sets standards of conduct for meeting attendees; and outlines the duties of those who help prepare for and assist with GTC meetings. The Law requires that at least four GTC meetings be held each year (annual, semi-annual, and 2 special meetings). In addition to these four meetings, a budget meeting is also required to be held as necessary. Additional GTC meetings can be called in accordance with the Constitution – by the Tribal Chairman or through petition. The Law limits GTC meeting attendees to those individuals who are: (1) enrolled Tribal members who are eligible to vote or (2) non-enrolled individuals who have a business-related need to attend the meeting and are approved by GTC. The Law outlines a general agenda for GTC meetings

and also sets out how a petition is processed. The process includes analyses of the petition being conducted, deadlines for when a petition must be presented to the GTC and required communication between the petitioner and the Tribal Secretary's Office. A petition received at least sixty days before a GTC meeting will be placed on the upcoming GTC meeting agenda; the petition must be considered by GTC within six months after it is submitted. GTC meeting attendees are required to be respectful and of others, be free from the influence of alcohol or illegal drugs, and remain in compliance with Tribal law – anyone violating these provisions may be removed from a GTC meeting.

December 6, 2012

Purpose: Adoption of the Public Use Land Law

The Public Use of Tribal Land Law (Law) was developed to prevent the improper access, use and trespass to Tribal lands. Under the Law, the Environmental Resource Board would be responsible for adopting a Land Access Map which will clearly define whether Tribal land is:

- open to all persons
- limited to those persons who have a lease or permit to use the land; or
- limited to Tribal members, their spouses and descendants; members of other federally recognized tribes; authorized employees of the Tribe; or individuals who are accompanied by a Tribal member, or the spouse or descendant of a Tribal member.

In addition, the Environmental Resource Board would hold public hearings before amending the Land Access Map. This public hearing process is similar to the process used by the Land Commission to rezone property or amend district boundary lines under the Zoning and Shoreland Protection Law. The Law also defines trespass by describing activities that are a violation of the Law. Violators of the Law will be subject to a fine and the Environmental Resource Board will conduct hearings for anyone who choose to contest a fine issued under the Law.

December 6, 2012

Purpose: Amendments to the Independent Contractor

Policy

The purpose of the amendments to the Independent Contractor Policy is to regulate the hiring of persons to complete work in order to minimize the costs of independent contractors. The proposed amendments to the Law are as follows:

- Authorizing, and identifying specific situations where a Tribal employee or a business owned by a Tribal employee may be utilized by the Tribe as an independent contractor.
- Clarifying that this Policy does not apply to elected or appointed Tribal officials or employees of Tribally-chartered corporations; it just applies to internal employees.
- Deleting an order of preference (i.e. Tribal members first, Tribal member spouses second, etc.) to be used in selecting independent contractors. Instead, the Policy requires the order of preference set out in the Tribe's Indian Preference Law to be applied.
- Deleting numerous procedural requirements that appear to be more appropriate as departmental Stand Operating Procedures or internal rules and guidelines.

December 6, 2012

Purpose: Amendments General Tribal Council Meeting Stipend Payment Policy

The purpose of the amendments to the General Tribal Council Meeting Stipend Payment Policy (Policy) is to fulfill the resolution passed by General Tribal Council (GTC) on November 21, 2011 which directed:

- General Tribal Council meetings be limited to members age 21 or over until a meeting facility that holds 2,500 or more people can be identified
- Tribal members who leave the ballroom area and related bathroom facilities during the General Tribal Council meeting are not eligible for a meeting stipend.

The proposed amendments would also update and streamline the Policy to allow flexibility in the processes of how eligibility for stipend payments is determined and how stipend payments are made.

Public Hearing Process Testimony:

Oral: There will be a 5 minute limit for all oral pre-

sentations. Each participant is encouraged to provide a written transcript of his/her oral testimony, to be submitted while present at the public hearing or within ten (10) business days from the date of public hearing to the below named individuals.
Written: For those who cannot attend the scheduled public hearing or do not plan to speak at the hearing, the Oneida Tribe encourages those to submit written testimony. A maximum of ten (10) pages, doubled spaced, can be submitted within ten (10) business days from the date of public hearing to the Tribal Secretary (Patricia Hoeft) or Tonya Boucher, Legislative Reference Office at the Norbert Hill Center, 2nd floor or mail to PO Box 365, Oneida WI 54155.
If you would like to obtain a copy of the above proposed law or have any questions as to the public hearing process you may contact Tonya Boucher at the Legislative Reference Office, via GroupWise tboucher@oneidation.org Or call 1-800-236-2214 or 920-869-4240. The Legislative Reference Office fax number is 1-920-869-4040. Copies of this law are also available on the Internet: <https://oneida-nsn.gov/PublicHearings.aspx>



Oneida Tribal Judicial System Quarterly Summaries for July. - Sept. 2012

Initial Review

Rule 9(D) – Criteria for Acceptance:

The Initial Review Body shall accept an appeal for appellate review if one or more of the following elements are sufficiently alleged to exist in the original hearing body decision by the Appellant in the Notice of Appeal:

- (1) A violation of constitutional provisions;
- (2) The decision is outside the scope of the authority or otherwise unlawful;
- (3) The decision is clearly erroneous and is against the weight of the evidence presented at the hearing level;
- (4) The decision is arbitrary and/or capricious;
- (5) There is exhibited a procedural irregularity which would be considered a harmful error that may have contributed to the final decision, which if the error had not occurred, would have altered the final decision;
- (6) There is a presentation or introduction of new evidence that was not available at the hearing level which, if available, may have altered the final decision.

To conserve time and space provided, the Oneida Tribal Judicial System will only put into print the Initial Review

Decisions which have been denied. The cases that have been accepted at Initial Review will be published when the final adjudication has been entered.

Denied Initial Review Decisions

No cases were denied at Initial Review in the 3rd Qtr. 2012.

Appellate Court Decisions

Lloyd Powless, Charlene Smith, Tonya Webster. Docket No. 12-AC-004, July 23, 2012. Judicial Officers Janice L. McLester, Lois Powless, Jennifer Webster, Linda Cornelius (Pro Tem) and Leanne Doxtater (Pro Tem) presiding. This was an appeal of an Oneida Tribal Judicial System, Trial Court decision which awarded, Respondent Connie Vandehei, \$5000.00 as compensatory damages resulting from her termination in retaliation for reporting fraud and abuse in her workplace. Appellants requested the decision be overturned and dismissed for Respondent failed to produce evidence to award damages. Appellants alleged the Trial Court decision to be clearly erroneous and against the weight of the evidence. Respondent originally sought punitive damages. Respondent prevailed in her termination appeal before the Oneida Personnel Commission and upheld by the Appellate Court resulting in an award of back pay

and benefits. Respondent failed to testify at the hearing before the Trial Court, thereby not presenting any evidence to support her allegations. The majority decision in this case: The Trial Court erred when awarding \$5000.00 in compensatory damages when an original complaint of punitive damages was the relief sought. Respondents claims denied. The dissenting opinion of Judicial Officers Janice L. McLester and Pro Tem Judicial Officer Leanne Doxtater: A review of Oneida case law prohibits courts from overturning on original hearing body decision unless there is a finding that the Trial Court has made a clear error of judgment. Two standards of review is utilized when reviewing the record. The case file contained decision from the Personnel Commission and the Appellate Court that were sufficient enough for the Trial Court to agree with the Respondent that harm had been done. The Trial Court did not grant punitive damages found through hearings and record that Respondent deserved compensation for harm. Trial Court decision should have been affirmed.

Trial Court Decisions

Connie Vandehei vs. Lloyd Powless, Charlene Smith and Tonya Webster. Docket No. 08-TC-158, January 23, 2012.

Judicial Officers Mary Adams, Sandra Skenadore and James VanStippen, Pro Tem presiding. Delay for publication a result of appeal. Petitioner, Connie Vandehei, seeks punitive damages in the amount of \$65,000 from the Respondents. Petitioner claims she reported the alleged misconduct, received employee protection, was terminated from her position and then reinstated. Ms. Vandehei now seeks accountability and money damages from Respondents. While the Court was sympathetic to Petitioner's claims, the evidence presented supports an award less than what she requested. The Court ruled in Petitioner's favor in the amount of \$5,000.00.

Lillian M. Wheelock vs. Mari Kriescher, Behavioral Health Manager. Docket No. 11-TC-107, July 12, 2012. Judicial Officers Mary Adams, Sandra L. Skenadore and Leland Wigg-Ninham presiding. This case involves allegations concerning the misapplication of the Oneida Preference Law and the Personnel Policies and Procedures within the hiring procedures involving the Psychotherapist position, in the Behavioral Health Department. The Court found that the applicable rules governing the selection process gave the Respondent enough latitude to justify her actions and the eventual result of Ms. Wheelock being denied the position.

Kahnyatahawise Cornelius vs. Dale Wheelock, Oneida Housing Authority. Docket No. 12-TC-112, July 31, 2012. Judicial Officers Jean M. Webster, Mary Adams and Sandra L. Skenadore presiding. This was a housing eviction claim. This case involved a request for a Temporary Restraining Order from Petitioner, Kahnyatahawise Cornelius requesting a stay on eviction. July 8, 2012 Petitioner received an eviction notice. July 20, 2012 Petitioner filed a written appeal with the Oneida Housing Authority requesting the decision of the Resident Services be overturned. July 24, 2012 Respondent/OHA sent notice to the Petitioner to voluntarily move out by 4:30 p.m. for failure to appear at the hearing scheduled on July 24, 2012 at 11:30 a.m. at OHA. July 24, 2012 Petitioner filed a Temporary Restraining Order at the Oneida Tribal Judicial System requesting a stay on eviction. The court filed a Stay of Proceeding to Enforce Judgment and granted a stay on the voluntarily move out and stay of eviction. At the July 30, 2012 hearing Petitioner requested to have an opportunity to cure past due rent payment and utility payments. The court affirms the decision of the Respondent to uphold the

eviction if Petitioner fails to cure past due rent by August 3, 2012 than Petitioner shall vacate the premises by August 3, 2012 by 12:00 noon. Petitioner was also order to pay the outstanding utility bill by August 17, 2012.

Five Nation Flooring vs. Oneida Indian Preference Department. Docket No. 12-TC-073, July 27, 2012. Judicial Officers Mary Adams, Jean M. Webster and Winnifred L. Thomas presiding. This is a complaint against Marjorie Stevens for denying Petitioner's application to be placed on the Indian Preference preferred vendor list. Petitioner claims he was denied twice for failure to meet the listed criteria in order to be certified as an Indian-owned business. The criteria is as follows: Proof of financial responsibility; Legitimate Indian-owned and controlled entity; Owns 51% of the assets and equipment; and Be directly involved in management. Petitioner claims his company meets the criteria necessary to be included in the Oneida Indian Preference and requests that he be immediately placed on the Indian Preference list as his right as an Indian-owned and operated business. Respondent argues Petitioner has failed to meet the criteria necessary to be included in the vendor's list and requests this case be dismissed. The matter was scheduled for a trial. Prior to the trial, the parties entered a Stipulation and Order to Dismiss. The Court granted the motion and dismissed the case.

Joseph Binard vs. Oneida Comprehensive Health Division, Debbie Danforth, Ravinder Vir. Docket No. 12-TC-002, July 27, 2012. Judicial Officers Mary Adams, Jean M. Webster and Leland Wigg-Ninham presiding. This case involves a termination of an employment contract. This case was scheduled for a hearing. Prior to the Court issuing its decision the parties moved to dismiss due to settlement of case. The Court dismissed the case.

Crystal Cornelius vs. Oneida Hrd-Benefits and Crawford & Company. Docket No. 12-TC-003, August 13, 2012. Judicial Officers Mary Adams, Jean M. Webster and Leland Wigg-Ninham presiding. This case involves a Worker's Compensation claim by Petitioner that her exposure to mold at her workplace caused her to be hospitalized in December, 2011 and that this injury entitles her to benefits under the Oneida Workers Compensation Ordinance. Ms. Cornelius' hospital visit was due to chest pains and resulted in an Angio-Seal surgery as the foremost reason for her stay combined with Ms. Cornelius' diabetes and other health concerns. The Court found no evi-

dence connecting the mold at the workplace to her health issues in December, 2011 and dismissed Petitioner's claim.

Desmann Escalante vs. Oneida Housing Authority. Docket No. 12-TC-126, August 15, 2012. Judicial Officers Jean M. Webster, Mary Adams and Janice L. McLester presiding. This is a housing eviction claim. Petitioner filed a Temporary Restraining Order to appeal the eviction. August 8, 2012 the court held a deliberation and granted the Petitioner's request and set a hearing for August 13, 2012. On August 13, 2012 Respondent requested the court to place a stay on the proceedings as the parties had reached a settlement agreement. The court grants the Respondent request providing the Petitioner abides by the settlement agreement terms. If Petitioner fails to abide by the terms of the settlement agreement and fails to pay the rent in full by October 3, 2012 this shall constitute a breach of the agreement and Petitioner shall vacate the premises by October 4, 2012 by 2:00 p.m. If tenant satisfies the terms of the settlement agreement, Respondent shall file a motion with the court to dismiss the pending case.

Oneida Tribe of WI/Accounting vs. Barbara Silva. Docket No. 12-TC-069, August 15, 2012. Judicial Officers Jean M. Webster, Mary Adams and Leland Wigg-Ninham presiding. The case involved a tribal debt owed by Respondent. June 13, 2012 a tribal debt hearing was held and Respondent requested a hearing. June 26, 2012 a pre-trial hearing was held and parties agreed the issues were: 1) is Respondent responsible for the outstanding plumbing bill for service received on July 18, 2011, and; 2) is Respondent responsible for repair of defective plumbing. Trial scheduled for August 12, 2012. August 2, 2012 Respondent filed a motion to dismiss. August 15, 2012 the Court granted the Respondent's motion to dismiss with prejudice and Respondent shall assume all responsibility for the outstanding plumbing bill in the amount of \$210.00.

Shannon Wheelock d/b/a, Wheelock's Renovation & Painting vs. Jon Stradel d/b/a OMNI Glass & Paint. Docket No. 12-TC-127, September 11, 2012. Judicial Officers Mary Adams, Jean M. Webster and Sandra L. Skenadore presiding. Petitioner requested the Court to issue a temporary restraining order because the relief requested is the right to perform the work under the original terms of the contract. Petitioner alleges if

• See 11A, OTJS

Oneida Tribal Judicial System Staff Update



Oneida Tribal Judicial System Administrative Staff: Back Row left to right: Pixie DeGrand - Family Clerk of Court, Kris Danforth - Trial Clerk of Court, Raeann Skenandore - Administrator, June Cornelius - Appellate Clerk of Court. Seated: Jackie Thomas - Administrative Assistant, Norma (Tober) Brzezinski

By Janice L. McLester
Chief Judicial Officer, Oneida Tribal Judicial System
Please join us in welcoming Raeann Skenandore as the new Administrator effective October 22, 2012. Raeann comes to us with 18+ years of administrative experience. She's worked in other business units within the tribal organization – most recently tsyunhekw[^] Retail - as well as outside of the tribe. In her new role, Raeann will provide effective leadership for administrative functions of the Judiciary and oversee Clerk of Court functions for Trial Court, Family Court, and Appellate Court.

She directly supervises a staff of 5 and together will be responsible for fiscal management, records management and other efficient systems of operation.

Raeann will also be the "face" of the Judiciary where representation is required, and will act as liaison for the Judicial branch of the Oneida Tribe's government keeping them up-to-date on any relevant matters of interest. June Cornelius held this position on an inter-



Raeann Skenandore

im basis for the past four years in addition to maintaining her role as the Appellate Clerk of Court. June has done a great job in keeping the administration of the judiciary functioning. As she returns to her dedicated Appellate Clerk position, we wish to recognize and thank June for her efforts and commitment to the Oneida Tribe and its judicial branch.

We wish both these valued employees continued success in their roles within the Judiciary.

GSD-Did U Know?

Oneida Public Transit System

Submitted by Michael Overman

Governmental Services Division

The Governmental Services Division (GSD) is all about helping the human condition; both mentally and physically. It's important to exercise and challenge both as a means of improving the whole person. An improved person can also lead to an improved family and home because of all the doors that can be opened.

Sometimes people in the Oneida community need assistance just getting to those various doors to take advantage of all the services and help that GSD has to offer. It's about access and information. Here in Oneida we have a system for providing that access to the community that we can be proud of and it keeps growing in terms of need and usage. It's called the Oneida Public Transit System and their desired

outcome is to efficiently transport community members from point A to point B. In many cases they also transport them from point B back to point A. Sometimes, a point C also becomes involved!

The cost per trip varies depending on age and whether a person is traveling within Reservation boundaries of Off Reservation. Service hours are 6am-8pm Monday through Friday. Their dispatch hours are from 5am-9pm Monday through Friday and can be reached at (920)496-5770. Some occasions require prior Oneida Public Transit approval if you need service outside the listed guidelines.

A couple of things you should keep in mind; Oneida Public transit provides curb-to-curb service. This means they will pick you up at the curb of the location of your choice and will take you to the curb of the destination of your

choice. There may be some rare occasions where a location is not accessible to transit vehicles. In those cases, it is important to work together to determine the safest and most convenient place to arrange to be picked up or dropped off. Your driver will appreciate your patience. It is also important to remember that Oneida Public Transit bus operators will not enter private homes for any reason. They may only assist passengers from the curb to the vehicle or from the vehicle or lift to the curb at drop-off. Any questions, concerns or opportunities can be made by phone at (920) 496-5770.

Did U Know that this past October was the busiest month Oneida Public transit has ever had? Over 6000 trips were made! Now that's keeping our community moving!

GSD (Governmental Services Division) is responsible for the content of this article.

Public Hearing Notices

11:30AM • Norbert Hill Center (BCCR)

January 10, 2013

Purpose: Hunting, Fishing and Trapping Law Amendments

The intent of these amendments (the Amendments) is to permanently update the Hunting, Fishing and Trapping Law for the 2013-2014 hunting season.

The Amendments are based on a joint request from the Oneida Conservation Department and the Environmental Resources Board and would:

Remove the requirement that firearms, including a muzzleloader, rifle, handgun, be encased while being transported in a vehicle.

Allow hunters to carry a concealed handgun while hunting if it is legal to hunt with the handgun.

Allow any individual to hunt with a crossbow, not just those individuals who have a special permit.

Decrease the number of persons lawfully allowed to participate in a deer hunting party from sixteen (16) to ten (10).

Remove the requirement that an individual wear a back tag while hunting.

Clarifies that Tribal members and non-members who receive an Oneida sportsman license or land use permit from the Tribe can be fined for violating the Law.

Give eligible Tribal

members, their spouses, dependents and descendants Oneida sportsman licenses, as opposed to sportsman licenses; and eligible non-members would receive land use permits, instead of sportsman licenses.

Enable descendants of Tribal members, in addition to dependents, to obtain an Oneida sportsman license.

Limit Tribal members to one sustenance permit per household.

Clarify the requirements for a group to be eligible for a ceremonial/feast permit.

Allow Hunter Safety Course Graduates to receive a Hunter's Choice permit within 1 year after passing the Course.

Allow hunters to use dogs during the Fall turkey season.

Increase the turkey permit fees for non-elder adults.

Require individuals who have dog training permits to include the location where any birds will be released; currently only the manner in which the bird will be marked or identified is required.

Clarify that permission to hunt on land, in addition to an Oneida sportsman license or land use permit, is necessary to hunt without violating the Law.

Clarify the muzzleloader season runs for two weeks following gun deer season and closes on a

Sunday.

Public Hearing Process Testimony:

Oral: There will be a 5 minute limit for all oral presentations. Each participant is encouraged to provide a written transcript of his/her oral testimony, to be submitted while present at the public hearing or within ten (10) business days from the date of public hearing to the below named individuals.

Written: For those who cannot attend the scheduled public hearing or do not plan to speak at the hearing, the Oneida Tribe encourages those to submit written testimony. A maximum of ten (10) pages, doubled spaced, can be submitted within ten (10) business days from the date of public hearing to the Tribal Secretary (Patricia Hoefl) or Tonya Boucher, Legislative Reference Office at the Norbert Hill Center, 2nd floor or mail to PO Box 365, Oneida WI 54155.

If you would like to obtain a copy of the above proposed law or have any questions as to the public hearing process you may contact Tonya Boucher at the Legislative Reference Office, via GroupWise tboucher@oneidanation.org Or call 1-800-236-2214 or 920-869-4240. The Legislative Reference Office fax number is 1-920-869-4040. Copies of this law are also available on the Internet: <https://oneida-nsn.gov/PublicHearings.aspx>

From 9A/OTJS Summaries

Respondent was permitted to continue work on the project, then there would have been no work to perform and there would have been no relief available other than lost profits or lost wages as a result of the breach of contract. On August 23, 2012 the trial court held a deliberation and issued a temporary restraining order until such time as a hearing was held. At the hearing the parties stipulated and agreed to allow Petitioner to complete his contractual agreement and Respondent will assist

Petitioner with the necessary paperwork to complete payment. Case dismissed.

Family Court Cases

Due to the nature of the cases that come before the Oneida Tribal Judicial System, Family Court, individual cases are held in the strictest confidence and will not be summarized for publication. We will, however, begin reporting the number of cases filed before this court per quarter beginning in calendar year 2012.

2012 Cases Filed at Oneida Tribal Judicial System YTD = 788

Trial - 21
Tribal Debt - 120
Peacemaking - 21
Garnishments - 166
Divorces/Separation - 13
Appellate - 20
Family - 427
(Child Support, Paternity, Custody, Placement/Visitation)
Complete copy of the decisions can be obtained at the Oneida Tribal Judicial System office and can be viewed from the Oneida Internet. Submitted by Janice L. McLester.



The Oneida Planning Department is sponsoring a

Community Meeting On "Government Coordination and Regulations"

The purpose of the community meeting is to present the progress of the Government Coordination and Regulations Comprehensive Plan Element and to gather information from community members about visioning the future of government coordination and regulations development for the Comprehensive Plan update.

The Oneida Reservation Comprehensive Plan sets broad policies and guidelines for future growth and development. The plan will serve as the basis for both daily and long-range decisions that will influence the development of the physical, social, political, economic, aesthetic, and other related factors of the community.

Thursday, December 6, 2012

5:00PM – 7:00PM

Little Bear Development Center Conference Room

The Oneida Reservation Comprehensive Plan can be found:

- Intranet > Development > Planning Department > Comprehensive Planning
- Internet > Oneida-nsn.gov > Community > Development > Zoning > Planning & Statistics > Comprehensive Plan and Comprehensive Plan and Land Policy Framework
- CDs are also available through the Oneida Planning Department

2012 Elder Christmas Party

Friday, December 14, 2012

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

11:00AM – 2:00PM

No Cost

- For elders age 55 and older, space is limited to the first 600 registered
- Elders must be able to assist themselves, sorry no caregivers
- Registration begins November 1, 2012
- To register, please call Elder Services at (920) 869-2448
- Registration deadline is Wednesday December 5th, 2012 at 4:00PM
- NO EXCEPTIONS
- No children allowed

Sponsored by:
Oneida Elder Services
Oneida Business Committee
Oneida Social Services
Oneida Nation Commission on Aging (ONCOA)

Must be pre-registered to attend, no walk-ins allowed
Any questions or concerns please contact
Florence Petri or Tina Pospychala at (920) 869-2448

No permits issued yet for Chippewa night deer hunt

By **Todd Richmond**
Associated Press

MADISON, Wis. (AP) ~ Night deer hunting for Wisconsin's Chippewa tribes began Monday evening, but a spokeswoman for the commission overseeing it said no hunters had obtained permits to participate.

The Great Lakes Indian Fish and Wildlife Commission, which oversees the Chippewa's off-reservation treaty rights, authorized night hunting last week for tribal members who meet a number of safety requirements, including a marksmanship test. The decision drew sharp opposition from state officials, who said night deer hunting was too dangerous and have gone to court to stop it.

Commission spokeswoman Sue Erickson

said 74 tribal members from five of Wisconsin's six Chippewa tribes met the marksmanship requirements, making them eligible for a permit. However, none had applied by Monday afternoon. If they had, they would have been able to head out 50 minutes after sunset, a day after the state's traditional firearms season ended.

The state Department of Natural Resources has asked a judge to halt the hunt and sent letters to tribal chairmen Friday asking them not to issue any hunting permits until the judge rules. DNR spokesman Bill Cosh said the agency hasn't received a response from any of them but officials were still pleased they hadn't issued any permits.

Erickson said the

chairmen didn't decide to withhold permits because of the DNR's request but suggested hunters may be holding off on their own until the Chippewa file a response in court.

"They may be just waiting to see what happens in court and are just being cautious," said George Meyer, a former DNR secretary who now serves as executive director of the Wisconsin Wildlife Federation, an organization that represents hunters, anglers and trappers. "Relations (between the Chippewa and the state) are really strained."

Treaties the Chippewa signed in the 1800s with the federal government reserved the tribes' right to hunt and fish in the so-called ceded territory, 22,400 acres across northern Wisconsin the

tribes handed over to the government. A series of federal court decisions in the 1970s confirmed the tribes can hunt or fish as they wish in the territory as long as they don't endanger conservation efforts or public safety.

The tribes have been running their own deer hunts alongside the state seasons in northern Wisconsin for years, but night hunting has been a sticking point between the two sides.

The DNR has outlawed night hunting, saying hunters can't identify their targets or see what lies beyond them in the dark. The Chippewa tried in 1989 to convince a federal judge to allow tribal members to hunt deer at night, arguing the DNR permits night hunts for fox and coyote. U.S. District Judge Barbara

Crabb sided with the DNR, though, saying night deer hunting presents a safety risk and the state ban, therefore, applies to the Chippewa.

Tension between the tribes and the state boiled up again this year after legislators dallied with a bill loosening restrictions on mining and established Wisconsin's first organized wolf hunt.

The Bad River Band of Lake Superior Chippewa feared the mining bill would lead to a giant iron mine just south of the lake, devastating area water quality and harming their beloved rice beds. The Chippewa as a whole also were vehemently opposed to the wolf hunt; the tribes consider the animal a sacred brother.

This fall, the Indian Fish and Wildlife

Commission authorized tribal hunters to kill an elk, a species the DNR has been struggling to reintroduce in Wisconsin since the mid-1990s. And then the commission authorized the night deer hunting, noting the state's wolf regulations allow night hunting for that animal beginning Monday.

DNR officials, though, maintain the commission ignored their arguments that night deer hunting is too dangerous.

They say Crabb's ruling two decades ago bars the practice, and they asked her to halt the hunt. The commission planned to file a response to that request arguing the state changed the rules when it allowed night wolf hunting. Erickson said that filing could come Tuesday morning.

Meyer, with the Wisconsin Wildlife Federation, noted the Chippewa's deer season began in September and many tribal hunters may have had enough of the woods. Regardless, the Chippewa should have gone to court to get judicial approval before starting the night deer hunt, he said. The move is sure to anger non-tribal hunters, he said.

"There will be those who no matter what's done will still be concerned about safety issues. (And) it's something tribal members can do that they can't do," Meyer said. "It's just extremely unfortunate it got to this stage."

Oneida Veterans Memorial Wall updates completed



Kali photo/Nate Wisneski

The facelift to the Oneida Veterans Memorial wall is now complete. The work was completed by CemArt and features a wampum inspired ribbon along with the tribal logo and large, bold lettering.

Dinner Theater Comedy about Modern Indigenous Education scheduled

Prelude to CMN's 20th Anniversary Year Observance

KESHENA - The College of Menominee Nation (CMN) invites the public to the Menominee Casino-Resort to a dinner-theater production of Anishnawbe playwright Drew Hayden Taylor's "Education is Our Right". The play borrows from the familiar

story of Charles Dickens' "A Christmas Carol", but in this version the spirits of Education Past, Present and Future attempt to show the Canadian Minister of Indian Affairs the error of his ways. The play uses humor to discuss the cap on post-funding for indigenous students in

Canada in the 1990s. Because of current discussion on education spending in the United States, the play transcends time and location. Current and former CMN students involved in the play are Brian Lee, Kristin Waukau, Bradley Hixon, Valarie Self, Alan Waukau, Harold

Bowman, Darian Isaac, Kylee Dodge, Kylene Denny, Nathaniel Madsen, and Marlow Dornier. The play, directed by CMN faculty member Ryan Winn, will be presented on Wednesday, Dec. 5 and Thursday, Dec. 6, in the ballroom of the Menominee Casino-Resort Conference Center on State Highway 47/55 in Keshena. The dinner begins at 6:30 each evening. Tickets are \$20 and may be purchased through the Menominee Casino-Resort box office, 715-799-3600.

Theater-goers have a dinner choice of Wild Rice Meatloaf, Herb Baked Chicken, or Bacon Wrapped Pork Loin, with all meals including dinner salad, mashed potatoes, vegetable, dessert, and beverage.

The student production is a prologue to CMN's year-long observance in 2013 of the opening of the College. The school, which began offering classes in Keshena in spring semester 1993, currently enrolls more than 650 students in baccalaureate, associate degree and technical diploma programs on campuses in Keshena and Green Bay. CMN is accredited by the Higher Learning Commission and recognized as one of only three Land Grant institutions

Customer-service company adds 275 Green Bay jobs

GREEN BAY, Wis. (AP) ~ A company that handles customer service for other businesses is adding about 275 jobs in Green Bay.

A WLUK-TV report says the jobs at APAC Customer Services Inc. are full-time hourly positions. The company provides customer service on behalf of other businesses.

APAC was in a state of transition last year when it was purchased by One Equity Partners. APAC officials said at the time they weren't sure what the sale would mean for the future of the Green

Bay center. But the company says business is going strong. Recruiter Denise Caelwaerts says APAC is fortunate to be growing under the current economic circumstances. With the expansion the company will have more than 1,000 employees in Green Bay.

Online: APAC: <http://www.apac-customerservices.com>

Information from: W L U K - T V , <http://www.fox11online.com>

College of Menominee Nation
Presents a Dinner Theatre Production of
Education is our Right
by Drew Hayden Taylor

Ryan Winn
Director

Bradley Hixon
Assistant Director

Nathaniel Madsen
Technical Director

Menominee Casino Resort - Five Clans Ballroom

December 5th and 6th, 2012
Dinner: 6:30 PM Admission: \$20.00

Three Dinner Entrée Choices
Wild Rice Meatloaf • Herb Baked Chicken • Baked Haddock
All dinners include a dinner salad, mashed potatoes, vegetable, fruit pie dessert, and coffee, tea or soda.

TICKETS AVAILABLE AT
The MCR Box Office or call 800-343-7778, ext. 4024.

www.kalihwisaks.com

Holy Apostles Episcopal Church
hosts a
Candle Light Christmas Dinner

Parish Hall
Saturday, December 8
Seating at 5pm & 6pm
FMI: 920.227.8204

Menu:
Salad * Roast Beef * Boiled Beans
Mashed Potatoes & Gravy * Veggies
Cranberry Sauce * Dinner Rolls
Dessert * Beverages

****Proceeds benefit the Repair & Restoration Fund****

\$3.4B Indian lawsuit ends, disbursements to begin

By Matt Volz

Associated Press

HELENA, Montana (AP) ~ After nearly 17 years of courtroom arguments, congressional negotiations and Indian Country bickering, hundreds of thousands of Native Americans could see the first payments of a \$3.4 billion U.S. government settlement by the end of the year, plaintiffs' attorneys said Monday.

The settlement between Native Americans across the United States and the government over more than a century's worth of squandered and misman-

aged land trust royalties became final on Friday, when the appeal period expired.

One of the largest U.S. government settlements in history began with a lawsuit filed in 1996 by Elouise Cobell of Montana. The Blackfeet leader observed that those who leased Indian land made money from its natural resources, while the Indians themselves remained in poverty with no accounting of the royalties from that land that were held in trust for them by the government.

Cobell herself led the fight against the govern-

ment for more than 15 years before she died of cancer last year.

"We all are happy that this settlement can finally be implemented," lead attorney Dennis Gingold said in a statement Monday. "We deeply regret that Ms. Cobell did not live to see this day."

About 350,000 beneficiaries could start receiving \$1,000 checks by Christmas as the first part of the settlement goes forward, plaintiffs' attorneys said.

Interior Secretary Ken Salazar released a statement that said the settlement marks a step forward in reconciliation

and a new era in how the government administers its trusts.

"With the settlement now final, we can put years of discord behind us and start a new chapter in our nation-to-nation relationship," Salazar said.

The agreement will pay out \$1.5 billion to two classes of beneficiaries. Each member of the first class would be paid \$1,000. Each member of the second class would be paid \$800 plus a share of the balance of the settlement funds as calculated by a formula based on the activity in their trust accounts.

Another \$1.9 billion would be used by the government to purchase fractionated land allotments from willing individuals and turn those consolidated allotments over to the tribe. An education scholarship for young Indians also would be established under the agreement.

Congress approved the deal in December 2010 and U.S. District Judge Thomas Hogan approved it after a June 2011 hearing. Hogan said that while the settlement may not be as much as some wished, the deal ended the legal deadlock and provided some certainty

for the beneficiaries.

Cobell traveled across Indian Country to explain the deal, but there was opposition. One opponent took her objections to the Supreme Court, saying the settlement did not include an actual accounting for how much money the government lost and that the deal would overcompensate a select few beneficiaries.

The Supreme Court declined to take up her petition.

Tattoo exhibit seeks iroquois participants

The Iroquois Indian Museum (Howes Cave, NY) invites participation in IndianInk: Iroquois and the Art of Tattoos, to open May 4, 2013. Have some original flash or a special tattoo and want to get in on the show? Give us a shout and/or send your photos as high resolution jpgs with your contact info.

Inspired by Mohawk artist/curator Ryan Rice's Native Love exhibit and a presentation by Carla Hemlock of Kahnawake, IndianInk will showcase contemporary tattoo art, both the work of young Haudenosaunee designers such as Lyle Logan and Ike Hopper and skin

art selected and commissioned by others. Once widespread among Indigenous peoples of the northeast, the patterns and practices of this extraordinary tradition of body modification had declined by the mid 1800's as a consequence of Christianity, assimilation, and relocation. Today, this ancient art is undergoing a spectacular resurgence in Native and non-Native communities. On display from May 4 through November 30, IndianInk will include contemporary expressions with political, cultural, philosophical, or personal significance and a look back at historical

tattooing. Speakers, tattooing demonstrations, and a runway-style expo/contest will round out the event.

The Iroquois Museum was established in 1980 and is located in Howes Cave, NY, 40 miles west of Albany. The mission of the Museum is to present Iroquois culture and history using the arts as a window to understanding. Visit our website at www.iroquoismuseum.org For information on IndianInk, or to suggest ideas or artwork for inclusion, give us a call at **518-296-8949** or info@iroquoismuseum.org

Safety fund established at HPU in honor of Mariah Danforth-Moore

(HONOLULU) ~ The family of a Hawai'i Pacific University student who tragically died one year ago on in an accident on Kamehameha Highway has established a fund at the university to help defray the costs of making the pedestrian crossing where she was killed a safer place for all travelers.

Mariah Danforth-Moore was struck and killed as she crossed the road on November, 2011. Her parents, Lisa Moore and Steven Danforth, traveled to Honolulu to take part today in an awareness-raising safety event, sponsored by Farmers Insurance in conjunction with Honolulu Police Department, at HPU's Hawaii Loa Campus, where the accident took place.

Mariah's parents are donating \$20,000 to help establish the fund – an amount being matched

by both the university and the Hawai'i law firm of Leavitt, Yamane & Soldner, raising the initial amount of support for the Mariah Danforth-Moore Memorial Fund to \$60,000.

"We are grateful, indeed, that even as the Moore-Danforth family continues to grieve the loss of Mariah, they are demonstrating such concern with the safety of other students and pedestrians at this intersection," said HPU President Geoffrey Bannister. "I'm truly humbled by their generosity. Through their donation and the others it will undoubtedly inspire, we will make a difference for safety on this highway."

Those interested in making a tax-deductible donation to the Mariah Danforth-Moore Memorial fund at HPU may do so online, via www.hpu.edu/SupportHPU (choose the "make a

Gift Online" option and specify "Mariah Danforth-Moore Memorial Fund" in the "Other/Comments" field of the giving form). Donors may also send checks made payable to Hawai'i Pacific University to: Hawai'i Pacific University, 1132 Bishop Street, Suite 307, Honolulu, HI 96813. Please write "Mariah Danforth-Moore" in the subject line.

Hawai'i Pacific University is the state's largest private university with more than 8000 students from the United States and more than 80 foreign nations. HPU is accredited by the Western Association of Schools and Colleges, the Council on Social Work Education, the National League of Nursing Accrediting Commission, and the Commission on Collegiate Nursing Education.

Documentary on Jennifer Stevens available for online viewing

By Dawn Walschinski

Kalihwisaks

What started as a documentary about singing lessons grew to incorporate all aspects of Jennifer Steven's artistic life in *Owe.la': The Music Within Jennifer Stevens*.

In the fall of 2008 Stevens, a lyric soprano, was seeking a singing teacher, and contacted Sondra Kelly of the Metropolitan Opera at the suggestion of her friend Eileen Littig.

"I was scared to death because she's a Metropolitan Opera singer and that's the best in the world," said Stevens.

Stevens flew Kelly out from New York to Green Bay to work with her, and invited Littig to the lessons. The next spring Kelly returned to help Stevens prepare for a May concert. Littig returned for the classes, this time with a camera-man.

"She wanted to do a documentary and wanted to call it *The Lesson* at the time and it was going to be about how I met Sondra Kelly," said Stevens. "A pinnacle time in my life, it was the beginning of some major opportunities and experiences, growing experiences for me as a singer to work with someone of that caliber."

But just as Stevens, a professional potter and composer, doesn't limit her creativity to opera singing, the documentary grew from focusing on singing lessons to creating a concert that included Stevens and the Oneida community.

do a documentary about my life, my community is part of my life, and my family," she said.

The concert *Common Grounds* held at the Meyer Theatre in Green Bay showcased western style opera and classical music with Native American music and dance.

"Our goal was to bring common grounds through the music and fuse it together and have classical music with Native American language or theme," she said. Stevens performed Italian arias as well as her own compositions which she writes in English and Oneida.

The concert featured Oneida Hymn Singers, children singing with Stevens, and Smoke Dancers.

"I cried when I saw our Oneida youth doing the smoke dancing, they were fantastic on stage, they were beautiful, their outfits, the way they presented themselves, the way they danced, sharing the music," she said. "That's how you break stereotypes, you extract the best in your community, you put it out there and say this is who we are."

Like the documentary, funding for the project started small with a grant from the Oneida Nation Arts Program. It then began to grow with grants from outside Oneida including the First Nations Composers Initiative, Wisconsin Public Television (WPT), Green Bay philanthropist Billie Kress and others.

"It's been a big project, and I was able to get the community involved."

said Stevens.

The half-hour documentary can be viewed online on WPT's website: <http://video.wpt2.org/video/2286124311/>



College Horizons, is a six-day "crash course" in preparing for the college application process. Students learn about a variety of colleges and universities and establish personal relationships with college admission representatives as well as college counselors. At each site, approximately 100 students from across the nation work with over 70 college professionals to help students:

- Experience life on a campus - dorms, food and facilities!
- Select 10 suitable colleges to apply to
- Write memorable essays and create a resume
- Complete winning applications using the Common Application
- Create a preliminary FAFSA
- Receive test taking strategies and resources for the ACT & SAT
- Navigate the financial aid and scholarship jungle
- Attend a College Fair and multiple info sessions with over 40 colleges!

2013 College Horizons Sites:

- Hawai'i Prep Academy (Kamuela, HI); June 16-21, 2013
- New York University (New York, NY); July 7-12, 2013

(Please Note: Hawaii program is only available to Native Hawaiian Students)

A Summer Admissions Workshop for American Indian, Alaska Native, & Native Hawaiian High School Students.

Application Deadline: February 4, 2013

Apply: Sign up to receive an application from our website as soon as it's available; applications will be available by October 15, 2012.

Deadline: Completed applications must be postmarked by February 4, 2013. Late applications will be accepted on a space available basis.

Eligibility: Applicants must be American Indian (enrolled), Alaska Native (proof of status) or Native Hawaiian (proof of heritage); maintain a 3.00 GPA (in academic courses) and be in 10th or 11th grade in high school.

Application Components: The application consists of the Student Application & Essay, Teacher & Counselor Recommendations and official transcripts.

Cost of Program: Our program fee is \$225 which includes tuition, room, meals, program materials, and ground transportation to/from the airport to campus. Airfare from student's home to program site is not included but scholarships and financial aid are available for tuition/travel.

Scholarships: Each year 50% of admitted students are awarded tuition and/or travel assistance to attend our programs based on financial need.

COLLEGE HORIZONS

Lifestyles

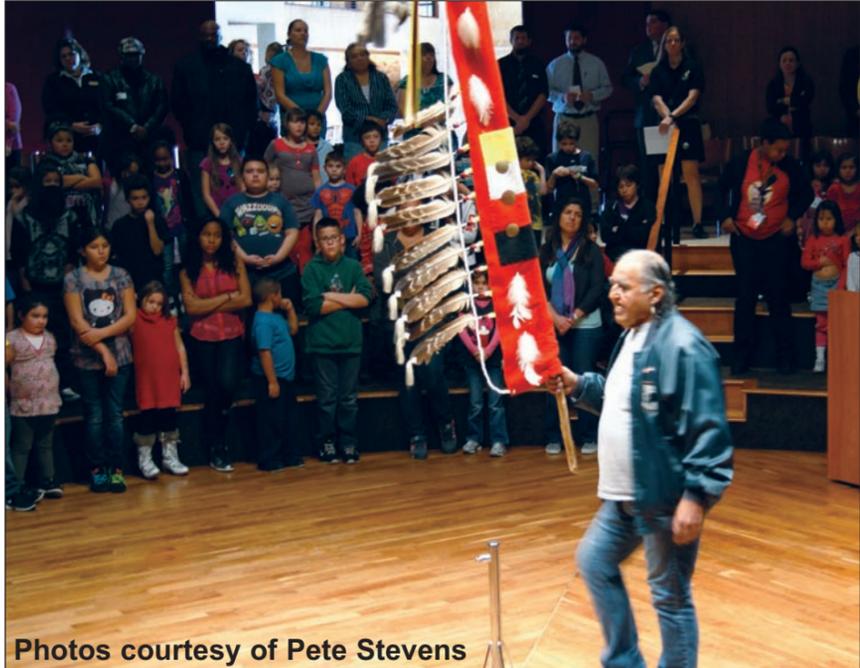
Veterans Appreciation Event held at Indian Community School

Special to Kalihwisaks

On Friday, November 16 the Indian Community School (ICS) of Milwaukee held a special event to honor and celebrate local veterans. Peter Stevens, Funeral Director and Veterans Funeral Care (VFC) Specialist at Prasser-Kleccka Funeral Homes, helped to organize the event.

Veterans Honored:

- Command Sergeant Major Michael Koszuta, US Army
- Command Sergeant Major Ralph Bagneski, US Army
- Master Sergeant Don Askenette, US Army
- Senior Chief Marcia Cunningham, US Navy Reserves
- Sergeant Ron Luax, US Air Force
- E4 Lorne Draskovic, US Navy
- E4 Jack Kaquatosh, US Navy
- 1st Lt Natalia Woehl, US Army
- Corporal Dirk Wichgers, US Army
- E5 Tom Wichgers, US Army
- E4 David Hoeffel, US Army
- Employees of the Indian Community School



Photos courtesy of Pete Stevens

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FREE VARSITY HAIRCUT - 0090
Varsity Reg. Price: \$17; Jr. Varsity (10 & Under) Reg. Price: \$14
Valid at location listed above only. Coupon may not be bartered, traded, or sold. Not valid with any other offer.

FREE JR VAR HAIRCUT - 0091
Varsity Reg. Price: \$17; Jr. Varsity (10 & Under) Reg. Price: \$14
Valid at location listed above only. Coupon may not be bartered, traded, or sold. Not valid with any other offer.

\$10.95 VARSITY HAIRCUT - 9630

\$8.95 JR VAR HAIRCUT - 9615

COUPON EXPIRES **Jan. 31, 2013** AUTHORIZED BY: J. F.

Green Bay
Village at Bay Park Square
820 Willard Drive
J.C. Penny Mall
920.494.7990

Green Bay
Chili's Square
2365 W. Mason St.
Behind Chili's
920.494.1020

Bellevue
Target/Copp's Square
1976 Lime Kiln Road
In front of Target
920.468.4685

ONEIDA CASINO PRESENTS

Moscow Ballet's 

GREAT RUSSIAN

Autcracker



THURSDAY, DECEMBER 6

8PM • \$30

FREE LOUNGE

DALE ANDERSON
Nov. 30 & Dec. 1 • 8:30pm

RAY PRICE
December 3 - 5 • 7:30pm

COPPER BOX
December 14 & 15 • 8:30pm

HILLBILLY CASINO CHRISTMAS SHOW
December 17 - 19 • 7:30pm

DALE WATSON CHRISTMAS SHOW
December 17 - 19 • 9:00pm

NEW YEAR'S EVE - MAIN CASINO
Monday, December 31

PIANIST GREG PAGEL
5pm - 7:30pm

KC JAZZ QUARTET
8pm - 10:30pm

MR. BIG NOTE
11pm - 1:30am

WINNER 2012 Best of the Bay
GREEN BAY PRESS-GAZETTE Readers' Choice Award

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No cameras or audio/video equipment allowed in Concerts or Casino Lounge. All acts subject to change. Must be 21 to enter gaming floor.

DOLM offers free real property law classes

What: Real Property Law Classes
Where: Division of Land Management Office, 470 Airport Drive Oneida, WI 54155.
When: Thursday Afternoons, beginning February 7, 2013
Cost: Free and Open to the Public – Test is available for non-DOLM employees for \$50.00
 *Tribal employees may be paid for dependant on the program area
Contact: Call Jackie or Lori (920) 869-1690 x1800. Registration forms available at Land Management front desk. 8:00 a.m.-4:30 p.m.

So far, 106 attendees have received a Land Commission Certificate for completing this annual course. The class size is small in order to facilitate discussions. A limit of 12-15 participants is usually accepted. The discussions focus on various federal eras of Indian policy and law, and how the Oneida Tribe was specifically impacted. In addition to lectures, live-sharing of information is generally received from the participants as the class moves through the traditional early years of the government, the Allotment Era, Indian Reorganization Era, and the present Self-Determination Era. The class focuses on tribal laws and authority of different branches of the Oneida government, with an emphasis on Oneida tribal land transactions. Invited speakers from tribal programs such as the Appeals Commission, Environmental Department, and Tribal History enhance the discussion of how the Tribe as a whole carries on its business. A tour is given of selected reservation properties, and then continues with an in-depth discussion of how and why properties are pur-

chased within the Oneida Reservation boundaries. The overlap between tribal law and state law is evident in the area of acquiring land. This area is also where there are frequent jurisdictional and political disputes between the Oneida Tribe and surrounding state governments. We invite you to think about joining us on February 7, 2013, 1:15-4:15 pm at the Division of Land Management Conference Room for our first class. February is right around the corner! We reserve the right to reschedule if we do not have ten participants signed up. ****Application deadline is Tuesday, January 11, 2013****

Course name: Tribal Property
Purpose: To fulfill 45 hour training requirement for a Tribal Property Salesperson's License from the Oneida Division of Land Management. This will cover at least 10 hours of Federal Law, 15 hours of Tribal Law, and 20 hours of State Law
Instructors: Mary Jo Nash, Acquisition Manager, Licensed Tribal Broker; Rebecca Webster, Staff Attorney
 Invited Guest Lecturers

Hours: Thursdays 1:15PM – 4:15PM, Land Management Conference Room, 470 Airport Drive, February 7, 2013 to May 9, 2013. A daylong tour is scheduled for Thursday, April 4, 2013.
Attendance: Hopefully each attendee will commit themselves to full attendance. Classes may be made up by making arrangements with the instructor.
 For more information: Division of Land Management, 470 Airport Dr., PO Box 365, Oneida, WI 54155, 920-869-1690, 1-800-684-1697, Fax: 920-869-1689

Course Syllabus
February 7, 2013 (BMW) 3 hours
 Contract Training

February 14, 2013 (BMW) 3 hours
 Introduction to Federal Indian Law

February 21, 2013 (BMW) 3 hours
 Land Use Jurisdiction

February 28, 2013 (BMW) 3 hours
 Tribal Land Use Laws

March 7, 2013 (BMW) 3 hours
 Land Commission Original Hearing Body Evictions, Foreclosures and Zoning

March 14, 2013 (BMW) 3 hours
 Land Commission Original Hearing Body DOLM Requests and Probate

March 21, 2013 (BMW) 3 hours
 Fee to Trust

March 28, 2013 (MJN) 3 hours
 Basic Principles of Federal and State Real Estate Law

April 4, 2013 (MJN) 9 hours
 Tour of selected reservation properties in the morning. Everyone meet at the Land Management Office. 7:30AM-4:30PM

April 11, 2013 (MJN) 3 hours
 Tribal Acquisition Process (continued): Surveys and legal descriptions; Analysis of legal descriptions and how they are developed. Resolving legal description problems.
 Invited Speaker: Randy Oettinger, Mau & Associates (3PM)

April 18, 2013 (MJN) 3 hours
 Tribal Acquisition Process and its correlation with State Laws: (continued)
 Responsibility of Tribal Broker to seller; Appraisal and Offer to Purchase forms; Tribal

Addendums and why they are needed. Conduct and Ethical Practices for Real Estate Licensees compared to tribal licensing under Real Property Law. Further discussion of Environmental survey, Home Inspection Contingency, Appraisal, Title Insurance.

April 25, 2013 (MJN) 3 hours
 Tribal Acquisition Process and its correlation with State Laws: (continued)
 Oneida Condominium Ordinance: A tribal law based on State Law. Credit reporting and what it means.

May 2, 2013 (MJN) 3 hours
 Tribal Acquisition Process (continued): Warranty deed; transfer forms and fees; county recording requirements; State Law on Platting Lands and Recording Plats. Recording at Oneida Register of Deeds: Chain of Title and title search reports.

May 9, 2013 (BMW/MJN)
 Review and Final Exam
 Community Education Center

Oneida Finance Committee News

Community Fund requests

The Finance Committee is currently accepting Community Fund (CF) requests for FY 2013. CF requests will be reviewed on a monthly basis. Requests received at least one month in advance of actual event should be E-mailed to CF@oneidation.org. The FY 2013 fiscal year runs from Oct. 1, 2012 to Sept. 30, 2013. Please contact the Finance Administration office for forms or information.

Requests
 Requestors seeking donations from church groups are asked to send a letter specifying nature of request, how funds will be used, and return it to the Finance Committee c/o Finance Administration – NHC, P.O. Box 365, Oneida, WI 54155 or e-mailed to FAO@oneidation.org
 Please note that these are limited allocation funds and each request is limited up to \$5,000 per year.

Finance Committee have restricted their focus to areas that directly affect Oneida tribal members, therefore for the FY 2013 fiscal year all other donation/sponsorship requests from private groups, charities, and other external organizations will not be reviewed. If you have any questions related to submission dates and or the information to include you can contact Denise Vigue in the Finance Administration Office at 920.869.4325.

General Donation

The Treasurer and the

ONEIDA CHRISTMAS BLANKET MAKING EVENT

PLEASE JOIN THE ONEIDA POLICE DEPARTMENT IN MAKING BLANKETS TO GIVE AWAY TO COMMUNITY MEMBERS IN NEED.

SATURDAY, DECEMBER 1, 2012

PARISH HALL 9:00AM

ONEIDA POLICE DEPARTMENT TOGETHER WITH ONEIDA COMMUNITY MEMBERS MAKING ONEIDA A WARMER PLACE THIS WINTER SEASON

REFRESHMENTS PROVIDED

www.kalihwisaks.com



THORNBERRY CREEK AT ONEIDA

Payroll Deduction Opportunity for all employees within the Oneida Tribe Entities! Save 10% Now! Sign up for Payroll deduction for a 2013 Season Golf Pass and... Play golf for FREE the rest of 2012!

The sooner you purchase the season pass, the more FREE Golf you'll get!

Payroll deduction opportunity runs thru Wednesday • January 30th, 2013

Employees can use payroll deduction for purchases towards a 2013 season golf pass or play passes. Pay over a 15 week period! Employees must complete a form in the golf shop at Thornberry Creek at Oneida. Contact Mark Becker, mbecker@golft Thornberry.com to sign up and/or for more information.

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

Division Of Land Management

Dream Home Open House

Application Deadline: Monday, December 17, 2012 • 4:30PM

Open House Dates...

Tuesday
December 11, 2012
11:30AM – 1:30PM

&

Wednesday
December 12, 2012
4:00PM – 6:00PM



1309 Baumgart • Green Bay, WI
 \$40,000 for home, \$37,000 THRIL for repairs
 Est. Monthly Mortgage Pymt: \$ 367.61
 (\$77,000 @ 4% for 30 years):
 Est. Monthly Real Estate Tax Pymt: \$ 161.30
 Est. Total Monthly Payment: \$ 528.91
 Applicants who have a minimum monthly gross income of **\$1,888.96** are encouraged to apply.

Directions to home: Take Packerland from Mason towards Hwy 172. Turn right onto West Point. Turn right Baumgart. Home is last one on the right.

- 948 sq. ft.
- 3 bedroom
- 1 bath
- Extensive repairs needed



2602 Indian Hill Dr • Green Bay, WI
 Purchase Price: \$ 39,000 THRIL Loan: \$ 16,000
 Est. Monthly Mortgage Pymt: \$ 333.29
 (\$55,000 @ 4% for 20 years):
 Est. Monthly Real Estate Tax Pymt: \$ TRUST
 Est. Total Monthly Payment: \$ 333.29
 Applicants who have a minimum monthly gross income of **\$1,190.32** are encouraged to apply.

Directions to home: Take West Mason towards Oneida from Green Bay. Turn right by NWTC on Country Club Road. Take a right onto Indian Hill Drive. Home will be on left.

- 840 sq. ft.
- 2 bedroom
- 1 bathroom
- Detached 2 stall garage

For further information on any of the current listings, contact the Finance Department at:
Local: (920) 869-1690 • Toll Free: (800) 684-1697
470 Airport Drive • Oneida, WI 54155 or go to... <http://land.oneidation.org>

Job Training Program

By Stephen West
Manager
Job Center Resource Room Reopens

The Job Center Resource Room in the Center for Self-Sufficiency (CFSS) at the Oneida Social Services facility has reopened after the CFSS underwent substantial remodeling. The Resource Room features four computer kiosks, with internet connection to the Job Center of Wisconsin (JCW) web site, as well as a substantial library of job seeking materials, employer profiles and other workforce information. The Resource Room is open Monday through Friday from 8:00am to 4:30pm for use by any individual seeking employment. Support staff from the Job Training Program are available to assist users with resume' development, cover letter creation, job search, and on-line employment applications. No appointment is necessary, but staff encourage appointments for first time users and for resume' development. Call Rudy Reiter at 920-490-3854 to schedule an appointment.

Job Training Programs assist in preparations for employment

The Oneida Job Training Programs assist individuals to access employment opportunities and develop the skills needed to secure employment. While intensive services such as short-term work experience, on-the-job training and work supports, such as work tools and clothing, require consumers to meet federal eligibility guidelines, many other core (i.e. resume' development, job search assistance and world of work inventories) services are available to anyone who might be interested. The

Oneida Nation Job Center, located in the Center for Self-Sufficiency at the Social Services Building on West Point Road, offers access to the Job Centers of Wisconsin web site through which prospective employees can view available employment opportunities. Staff of the Job Training Programs are available, on a daily basis, to assist job seekers with resume' development, cover letters and employment applications. The public is invited to stop by and learn more about the services available at the Job Center.

For low-income, unemployed and/or persons with a disability who meet the eligibility criteria, the Job Training Programs have available intensive services. Intensive services are designed to help these individuals overcome barriers which are the impediments to employment. Counselors sit down with consumers and develop an employment plan. The employment plan identifies the steps and services needed to move the consumer from where they are at in the present to where they want to be in the near future, including the identification of a specific employment outcome. Since the consumer is the "driver" in the development of the plan, they assume responsibility for the successful implementation of the services and the attainment of the employment outcome.

The Job Training Programs have a lot to offer, a little of something for anyone seeking employment. We don't have jobs, but we offer access to job opportunities. Come on in and talk to a staff member. See if our services can work for you.

Work Certified available in Oneida

What is Work Certified?

Work Certified is a three-week training program (90 hours) designed to help job seekers and entry-level employees understand what they must do to be successful in the 21st century workplace. Work Certified training not only addresses basic and soft skills, but prepares individuals to understand and fulfill their role in an operating business structure. The training program includes behavioral modification, team building and business ethics components that advance job seekers' self-esteem and career focus enabling them to find a job, keep a job, and advance in a career.

Work Certified was developed by the Workforce Board of the Treasure Coast (WBTC) in Florida and is licensed in Northeast Wisconsin to the Bay Area Workforce Development Board. Over five years of research and development and working closely with employers and educators, WBTC identified "soft skills" and basic academic skills as the primary recruitment and retention problems for employers. As a result, Work Certified focuses on skill standards for work readiness. The overall training goal is to teach and verify skills and behaviors that ensure the success of entry-level employees in the workforce.

Why Work Certified?

The labor market is tight. Skills shortages have been a reality for several years, but it is increasingly more difficult for employers to find entry-level employees

• See 5B,
Work Certified

Oneida Nation School System Academic Honors

Quarter One – 2012/2013

Third Grade

Honors 3.00 – 3.499 G.P.A.

Matthew Lester - 3.498
Alysia Powless - 3.418
Vicente Ortega-Stevens - 3.333
Kyara Skolaski - 3.333
Arianna Stevens - 3.333
Margaret Cornelius - 3.250
Monserat Garcia - 3.250
Kaylen Hill - 3.250
Easton Laster - 3.250
Andre Stevens - 3.168
Hannah Cornelius-Waupoose - 3.165
Brianna Hernandez - 3.083
Loren Sanapaw - 3.000

High Honors 3.500 – 3.799 G.P.A.

Yokalasha Danforth - 3.503
Hunter Vaness - 3.500

Highest Honors 3.800 – 4.00 G.P.A.

Guillermo Acosta - 3.918
Mariah Barber - 3.918
Santierra Crume - 3.918
Jossalyn Metoxen - 3.835

Fourth Grade

Honors 3.00 – 3.499 G.P.A.

Dakota Swamp - 3.335
Matayah Escalante - 3.250
Trinity Andre - 3.165
Lailanna Hill - 3.083
Aidan Teller - 3.083
Natavia Adams - 3.000
Jordan Arce - 3.000

High Honors 3.500 – 3.799 G.P.A.

Yanet Torres-Mejia - 3.750
Shania Barber - 3.585
Raini Cornelius - 3.503

Fifth Grade

Honors 3.00 – 3.499 G.P.A.

Eleciah Danforth - 3.418
Logan Hill - 3.083
Noemi Ramirez-Gilsoul - 3.000
Joseph Smith - 3.000

High Honors 3.500 – 3.799 G.P.A.

Summer Doxtater - 3.750
Hailey Metoxen - 3.503

Highest Honors 3.800 – 4.00 G.P.A.

Malia Jacobs - 4.000
Sadie Schuman - 3.835

Sixth Grade

Honors 3.00 – 3.499 G.P.A.

Qualayou Smith - 3.418
Maya Cruz - 3.335
Tiara Barber - 3.085
Stephani Schabow - 3.085
Emerson John - 3.083
Jack Mehojah - 3.083
Lexas Skenandore - 3.083
Sylvia Hernandez - 3.003

High Honors 3.500 – 3.799 G.P.A.

Justin Hill - 3.668
Maria Stands - 3.500

Highest Honors 3.800 – 4.00 G.P.A.

Iselena Torres-Mejia - 3.918
Miguel Monge-Stevens - 3.835

Seventh Grade

Honors 3.00 – 3.499 G.P.A.

Jenna Cornelius-Daubon - 3.335
Shienne Red Hail - 3.250
Jacqueline Hill - 3.223
Angeequay Schuyler - 3.168
Jada Sitting Bear - 3.168
Anthonee Kelley - 3.000

High Honors 3.500 – 3.799 G.P.A.

Raina Flores - 3.500
Jermaine Running Bear - 3.500

Eighth Grade

Honors 3.00 – 3.499 G.P.A.

Saqueoia Metoxen - 3.418
Sandra Torres-Mejia - 3.418
Brianna Blackowl - 3.335
Aleena Escamea - 3.333
Florence John - 3.223
Mariah Miranda - 3.168
K C Blanchard - 3.168
Clara Denny - 3.000
Kwnwahta Smith - 3.000

Oneida Nation High School Academic Honors

Quarter One – 2012/2013

Highest Honors

Michaela Welch, grd. 9 - 3.953
Noelle Metoxen, grd.12 - 3.918
Kylene Welch, grd. 11 - 3.859
Muriel King, grd. 11 - 3.859

High Honors

Grace Powless, grd. 9 - 3.763
Chad Manthei, grd. 9 - 3.761
Kaylynn Powless, grd. 12 - 3.722
Travis Stevens, grd. 9 - 3.714
Jade Cornelius-Daubon, grd. 9 - 3.714
David White, grd. 12 - 3.669
Fredrick Miller, grd. 12 - 3.667
Brianna Bissonette, grd. 9 - 3.571
Natasha Stevens, grd. 11 - 3.555
Aleah Jimenez, grd. 12 - 3.524
Kyle Beechtree, grd. 9 - 3.523
Jessica House, grd. 12 - 3.500

Honors

Rachel Ninham, grd. 12 - 3.445
Diego Metoxen, grd. 12 - 3.429
Ruby John, grd. 10 - 3.381
Delylla Fredenberg, grd. 11 - 3.334
Bernice Stevens, grd. 9 - 3.333
Shy House, grd. 11 - 3.287
Heather Stevens, grd. 12 - 3.286
Vincent Webster, grd. 11 - 3.286
Makayla Doxtater, grd. 9 - 3.239
La Kota Martinez, grd. 12 - 3.190
Torin Metoxen, grd. 9 - 3.143
Tavia Moore, grd. 10 - 3.096
Luis Webster, grd. 11 - 3.096
Sheila Stevens, grd. 10 - 3.000

ONSS Perfect Attendance

Quarter One – 2012/2013

Elementary School

Montoya, Cruzito 5th
Andrea, Trinity 4th
Barber, Shania 4th
Escalante, Mataya 4th
Torres-Mejia, Yanet 4th
Acosta, Guillermo 3rd
Barber, Mariah 3rd
Doxtater, Avery 1st
Escalante, Graciana 1st
Thayer, Marqus 1st
Thayer, Mikael 1st
Christjohn, Amos KG
Vidal-Rivera, Dulce KG

Middle School

Cruz, Esperanza 7th
Flores, Raina 7th
Barber, Tiara 6th
Counard, Kamey 6th
Metoxen, Jordan 6th
Mora, Andres 6th
Torres-Mejia, Iselena 6th



"This is our way"
Tsi?Niyukwalihó·ta

Oneida Nation Museum Presents Annual Youth Art Auction and Exhibition

November 27-December 14, 2012

The silent auction will begin on Monday, November 26th.

Artwork made by Oneida students at area high schools will be on display at the museum. Images of the artwork as well as bidding instructions will be available on the museum's website and facebook page.

All of the proceeds from the auction go back to the student artists.

For more information, please check the websites, or contact Sara at ssumme2@oneidanation.org or (920) 869-6531

W892 County Road EE, De Pere, WI (920) 869 - 2768
oneidanation.org/museum facebook.com/oneidamuseum

Oneida Higher Education

1-800-236-2214 or 920-869-4333

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

Oneida's Best Marketplace!

Buy • Sell • Shop

Mail Submissions to:
 P.O. Box 365
 Oneida, WI 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 **920-496-7317** or email Kalihwisaks@oneidanation.org

Public Notices

Invitation to Comment on a Proposed Telecommunications Facility

All interested persons are invited to comment on any potential effects that may be caused to historic properties, if any such properties are or may be located at or near the site, from a proposed collocation of upgraded antennas upon a 180-foot telecommunications tower located at N7284 County Road U in Oneida, Brown County, Wisconsin (approx. 44-30-4.42N, 88-11-27.67W).

Comments regarding historic properties may be submitted to the following contact as follows: Tracy L. Drunasky, Edge Consulting Engineers, Inc., 624 Water Street, Prairie du Sac, WI 53578, Phone: 608-644-1449, Email: tdrunasky@edgeconsult.com.

This notice is provided in accordance with the regulations of the Federal Communications Commission, 47 C.F.R. Part 1, Appendices B and C.

Agricultural Land for Lease

Premises considered for bid:
Reference Number:
12-21-2012-1

Total Tillable Acreage:
99 acres more or less

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

Length of Lease:
 5 years with 5 yr. option

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

Division of Land Management
 470 Airport Drive • Oneida, WI 54155
 On our website: <http://land.oneidanation.org>

Mail applications to:
 Division of Land Management
 P.O. Box 365, Oneida, WI 54155
 Attn: **Sheila Huff**

All applications must be turned in by **December 21, 2012 no later than 4:30 p.m.** No applications will be accepted after this date and time. All bids must be sealed and clearly marked with the reference number. **Opening bids on Wednesday, January 2, 2013 at 10:00 a.m. @ D.O.L.M.**

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

Minimum Bid: \$150.00 per acre

Premises considered for bid:
Reference Number:
12-21-2012-2

Total Tillable Acreage:
54 acres more or less

Located at:
4500 Block of North Overland Road, Oneida, WI 54155

Length of Lease:
 5 years with 5 yr. option

Wanted

ISO, Garage Space to use/rent for approx. 2 mo. for minor truck repair. Call Ed...920-445-6615

Call (920) 496.7317 for all your Advertising Needs

RECKA & ASSOCIATES
Divorce for Women
 Green Bay
 211 S. Monroe Ave.....920.435.8159

Snowplowing Competitive Pricing
 Call...920-819-7464

Business/Land

For Sale

Mad Hair Salon
 Mad Hair Salon for Sale Contact Tim Skenandore at 920-819-1823. *Serious Inquires Only Please.*

Legend Lake Off shore lot, \$5,000 Keshena, WI Rawhide Rd., Lot 34. Call...920-338-9135

Wanted to Buy

Vehicles
 Any and all vehicles. Damaged or not running also. Will pick up. Oneida & West Green Bay area. Call...920-366-2239

Vehicles

For Sale

Handicap Equipped
 1999 Ford Econoline E-150 Automatic doors, ramp, transfer seat, EZ lock system, raised roof, 119,000 miles, \$10,900 Call 920-246-6085 or 920-498-8084.



For Sale

2002 Chrysler 300M
 Fully load, 85,000 miles, good condition. \$7000 or BO: 414-364-4036

Kalihwisaks 2012-2013 Schedule

Deadline	Publish
December 6, 2012	December 13, 2012
December 20, 2012	December 27, 2012
... 2013 2013 2013 2013...	2013 2013...
January 3, 2013	January 10, 2013
January 17, 2013	January 24, 2013
January 31, 2013	February 7, 2013
February 14, 2013	February 21, 2013
February 28, 2013	March 7, 2013
March 14, 2013	March 21, 2013
March 28, 2013	April 4, 2013
April 11, 2013	April 18, 2013
April 25, 2013	May 2, 2013
May 9, 2013	May 16, 2013
May 23, 2013	May 30, 2013
June 6, 2013	June 13, 2013
June 20, 2013	June 27, 2013
*July 3, 2013	July 11, 2013
July 18, 2013	July 25, 2013
August 1, 2013	August 8, 2013
August 15, 2013	August 22, 2013
August 29, 2013	September 5, 2013
September 12, 2013	September 19, 2013
September 26, 2013	October 3, 2013
October 10, 2013	October 17, 2013
October 24, 2013	October 31, 2013
November 7, 2013	November 14, 2013
*November 20, 2013	November 28, 2013
December 5, 2013	December 12, 2013
December 19, 2013	December 26, 2013



www.kalihwisaks.com



kalihwisaks
 Find us on Facebook

TOLL FREE: 1.800.206.1100
FAX: 1.920.496.7493

**Wednesday Deadline*

kalihwisaks@oneidanation.org

The deadline dates above are the dates that material must be submitted to the Kalihwisaks Office. **Deadline dates are every other Thursday** unless otherwise noted*, and **Publish dates are every other Thursday** unless otherwise noted*. Material can be dropped off at the Kalihwisaks Office, 909 Packerland Drive, Green Bay, or mailed to: Kalihwisaks, P.O. Box 365, Oneida, WI 54155. Information may also be sent via e-mail to Kalihwisaks@oneidanation.org or phoned in to: 920-496-7316, 920-496-7317, 920-496-7318 or 920-496-7319. You may also call 1-800-206-1100. Kalihwisaks fax # is 920-496-7493. Material must be received no later than 4:30 p.m. on the scheduled deadline dates. This is only a tentative schedule. If changes in the schedule are necessary, the revised schedule will appear in the Kalihwisaks.



Community Banking the Way it Used to Be.

Section 184 Indian Housing Loan Guarantee Program Available at Bay Bank

Homeownership in Indian Country

In 1992, Congress established the Section 184 Indian Housing Loan Guarantee Program. The program was designed to offer homeownership and housing rehabilitation opportunities for eligible Native American individuals, families, tribes, and Tribally Designated Housing Entities. (Including Indian Housing Authorities) on their native lands and within and approved Indian area as defined in HUD P.I.H. Notice 2004-19.

Section 184 Program Highlights

- Nationwide program on trust land, allotted trust, or fee simple land. In the State of Wisconsin, Tribal Members may obtain financing through the 184 Program for properties located on or off the Reservation.
- Refinancing available
- Purchase and rehabs
- New construction including manufactured homes
- Low down payment
- No maximum income limits
- Flexible underwriting
- 1% guarantee fee at closing can be financed into loan
- No private mortgage insurance required
- Up to 30 year fixed rate financing at conventional rates!

Any Native American or Alaskan Native that is a member of a federally recognized tribe or an Alaskan village is eligible for a Section 184 loan.

To obtain additional information or to apply for a Section 184 loan, please contact a mortgage specialist at Bay Bank.

Apply online at: www.baybankgb.com

2555 Packerland Drive • Green Bay, WI 54313
 (920) 490 - 7600



www.perrethomesinc.com



New 2012 Home in Stock
 3 Bedroom, 2 Bath
 1,120 sq. ft. **\$43,995**

You have to Check this out!

Perret Homes
 Builders Division "Since 1946"
 1100 Velp Ave • Green Bay, WI
 Toll Free (866) 433-1442
 Prices subject to change 2012

Oneida Tribe Employment Opportunities

***Open to Oneida Tribal Members ONLY**

Position Title	Department	Closing Date
Cage Cashier	Gaming/Accounting	Until Filled
Clinical Substance Abuse Counselor	Behavioral Health	Until Filled
Dental Assistant	Dental	Until Filled
Health Promotion Specialist	OCHC	Until Filled
Higher Education Advisor	Higher Education	Until Filled
Server	Food & Beverage	Until Filled
Senior Systems Analyst	MIS	Until Filled

*Police Sergeant	OPD	Until Filled
*Police Officer	OPD	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**



New Arrivals

If you have a birth announcement, please send it to the Kalihwisaks Newspaper, PO Box 365, Oneida WI 54155 or call Yvonne Kaquatosh at (920) 496-7317 for more information. There is NO CHARGE for birth announcements. However, if you would like to include a photo, please send a SASE with your submission. Please include baby's full (first, middle & last) name, parents (first & last), D.O.B., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (first names only). Also, if the baby was given an Indian name, please include the correct spelling and meaning. **Please include a phone number where you can be reached during the day.**



Tayvon Christjohn – Cooper

Tanya Christjohn gave birth to a healthy baby boy on her Birthday, Tuesday, November 20, 2012 at St. Vincent's Hospital, Green Bay, WI. The baby was born 8:50AM and she was born 9:10 same day. Congratulations to her for an unusual special birthday present. She is doing well and at home recuperating with her new son, Tayvon Christjohn – Cooper, he has a brother Damontae, two yrs old.

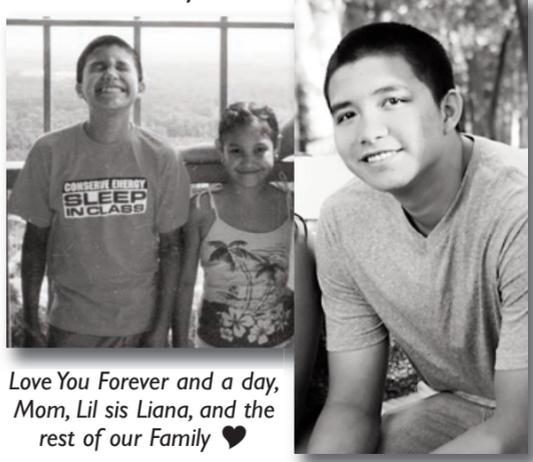


Elijah Red Hawk Powless Chacon

Elijah Red Hawk Powless Chacon was born Nov 3rd, and was 6.15 lbs., 18.5" at birth. Proud parents are Melissa Powless Chacon and Edward Chacon. Grandmother is Roberta Joy Robby (Freeman) Elijah is Turtle Clan.

Happy Birthday 21st

To my baby son **Trevor Moses**, who turns **21** on November 30th!
Best of Wishes to YOU on Your Special Day and Always!



Love You Forever and a day, Mom, Lil sis Liana, and the rest of our Family ♥

Happy 21st Birthday

to our lil brother **Trevor Moses** on November 30th



We love you with all our hearts! ♥
Love Always, your big sis, Kristi, brother in-law, Craig & niece, Carmella

Happy 21st Birthday

To the Best Man and the Most Amazing Dad anyone could ask for!
Trevor Moses on November 30th



We Love You with all our hearts! ♥
Love Always, Linda and your baby son Ayden

Oneida United Methodist Church

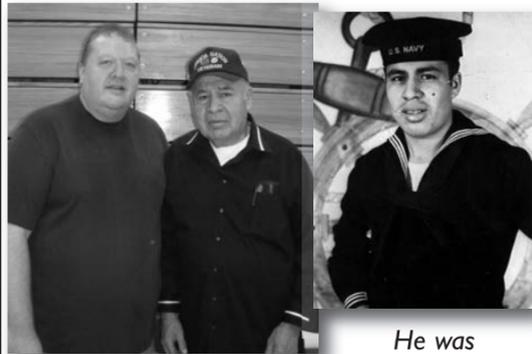
N6048 County Rd. E • De Pere, WI 54115



Services held at
10:00AM
Every Sunday
920-869-2948

Congratulations

Council member David Jordan congratulates **Nick Metoxen**. Nick served in the United States Navy from October 1950 through November 1954.



He received an eagle feather from the Oneida Veterans Department

He was stationed on the USS Hornett Air Craft Carrier during the Korean War.

Happy 75th Birthday

SISTAH!
Shirley Dehne Wolf
on November 28th



From "Breadnose" ♥



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From 3B/Work Certified

with the appropriate attitude toward work and personal discipline to meet their hiring needs. An important part of the solution to such a shortage is to develop that portion of the available workforce that employers found deficient by giving them the skills they need to succeed. Work Certified is one of the best products we have found to achieve that goal. The Bay Area Workforce Development, along with its partner, the Oneida Tribe, is looking for opportunities to utilize the Work Certified training to better equip individuals for success in the Workforce.

Is Work Certified effective?

Work Certified has been implemented successfully in Florida, Michigan, Texas, Massachusetts, Illinois and Pennsylvania, and now Wisconsin as well. To date, over 2000 students have been trained and their progress tracked. Results include:

- 96% of students trained find employment within 30 days after certification;
- 89% still employed after six months;

• 32% of program graduates have been promoted.

The National Skills Standard Board has stated: "This is the best program of its type in the country." The success of Work Certified is measured by how well the trainees perform in their jobs.

What skills are taught?

There are nine modules in the Work Certified curriculum that cover 50 competencies:

- Reading Comprehension
- Business Tools (Computers Plus)
- Pre-Employment Skills
- Customer Service
- Business Writing
- Job Skills I (Work Maturity)
- Job Skills II (Employability)
- Business Math
- General Business Knowledge

Classes are set up to reflect a work environment with termination for more than two absences or three incidents of tardiness, as well as an emphasis on proper grooming, interpersonal skills, and professional behavior. Students must score 80% or higher on

the certification exam to earn their certification.

How is Work Certified training delivered?

The Bay Area Workforce Development Board has trained a substantial number of Work Certified instructors in NE Wisconsin, several from the Oneida Tribe. Pilot programs have worked with specific employers who interviewed and approved the trainees at the beginning of the program and then had first option to hire them upon completion of the training. The pilot programs demonstrated that Work Certified training is a most successful tool for preparing job seekers. Upon successful completion of Work Certified training, job seekers are free to seek employment anywhere in the community.

Contact Information:

For more information on Work Certified, go to: www.workcertified.org/home/index

In Oneida, contact: Victrietta Hensley, Workforce Development Specialist at vhensley@oneidanation.org or by calling: 920-490-3637.





NEW HORIZONS:
Enhancing Partnerships & Creating Opportunities

Annual Tribal Transportation Conference
Lake of the Torches Resort Casino
510 Old Abe Rd., Lac du Flambeau, WI
December 11-12, 2012

The Wisconsin Department of Transportation (WisDOT), Office of Business Opportunity & Equity Compliance, Tribal Affairs along with the College of Menominee Nation present this year's Tribal Transportation Conference. It's an opportunity for state, tribal, federal and transportation construction professionals to come together and increase their knowledge of governmental and transportation initiatives of the 11 tribes of Wisconsin and the WisDOT.

Sessions included: WisDOT tribal initiatives, transportation safety, cultural resources and preservation, and an overview of WisDOT and Bureau of Indian Affairs construction project opportunities.

Register under www.wisdottribaltaskforce.org until December 5th. Or contact WisDOT Tribal Liaison Kelly Jackson at (608) 266-3761.

Check out the Kalihwisaks on facebook 

For the Best in Native American Music
Kalihwiyo'se
WPNE 89.3
Thursdays
10PM to Midnight

Save the Date!

Oneida Health Center/AJNH
Craft & Bake Sale

Friday • December 7, 2012
at the
Oneida Health Center
Main Conference Room
from
10:00 AM – 3:00 PM
Great Assortment of Crafts
and Baked Goods

Any questions please contact:
Judi Skenandore at 920-869-4809
OR Terry VanWychen at 920-496-7388

Oneida Tribal offices will be CLOSED
half-day Monday, December 24th
& All Day on
Tuesday • December 25, 2012
in observance of the Christmas Holiday





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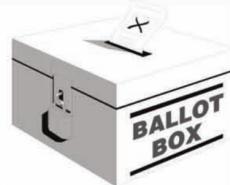
Legislative Operating Committee Update

A Guide to Tribal Boards, Committees & Commissions

There are 20 Tribal boards, committees and commissions, made up of 165 elected and appointed positions, not including standing committees, subcommittees and special committees. Each of these boards, committees and commissions plays an important role in the functions of the Oneida Tribal government. No two entities are the same—for some of these bodies, the members must be elected by the Tribal membership, while for others, the members are appointed by the Oneida Business Committee. Some entities are purely advisory, while others have regulatory responsibilities. Some only meet once a month, while others are a full-time job. They may have as few as four members or as many as 15. For this LOC Update, the LOC is providing a look at all of the various Tribal entities and the role they play in our government.



Elected Boards, Committees and Commissions



There are nine elected boards, committees and commissions with a total of 73 elected seats within the Tribal government. Some elected positions are full-time jobs (for example, the nine members elected to the Oneida Business Committee); but other elected positions require less of a time commitment (for example, some of the part-time Appeals Commissioners may only work on an as-needed basis.)

Many of the elected positions are three-year terms, and the positions are filled during the Tribal General Elections, which are held every three years. The next General Elections are scheduled for July 2014. However, some positions are for longer or shorter terms, and those are generally filled during a Special Election.

Elected officials serve one term at a time, and then must run for re-election at the end of every term. Otherwise, elected officials can only be removed from office in accordance with the Removal law, which requires a petition process, hearings, and ultimately, a vote by the GTC.

How to run for election. The entire process is outlined in the Election Law, but the main points are:

- ⇒ For all elected positions, a candidate must be an enrolled Tribal member and qualified voter.
- ⇒ The candidate must provide proof of physical residency.
- ⇒ Candidates must be nominated from the floor of a caucus and must accept the nomination, or else they must present an application and petition with ten signatures to the Tribal Secretary within five business days after the caucus.
- ⇒ Elected positions will be filled by the candidate who receives the most votes during the election.

Oneida Business Committee

When "elected" Tribal entities are mentioned, the one that probably comes to mind for most people is the OBC. Although the OBC is only one of the nine elected Tribal boards, committees, and commissions; it is the only one that is actually established by the Tribal Constitution.

The OBC is responsible for ensuring that all GTC directives are carried out. The OBC serves as an extension of the GTC; making sure that Tribal operations run smoothly, planning for the future, and performing any and all responsibilities delegated by the GTC.

The OBC is also responsible for appointing officials to fill the seats on the "appointed" Tribal boards, committees and commissions.

Regulatory vs. Advisory—What's the Difference?

Every Tribal board, committee and commission is a "delegated body". The Tribal Administrative Procedures Act defines a delegated body as "A body elected or appointed to act in the stead of another, or a body that is transferred authority from a particular political/governmental unit to another."

All Tribal boards, committees, or commissions have been delegated some kind of authority; either by the Tribal Constitution, the GTC, or the OBC, to take over certain responsibilities that are generally a function of the government.

There are two main types of authority that can be delegated—advisory and regulatory.

Advisory bodies are generally responsible for overseeing the performance of another entity, such as a Tribal department. These advisory bodies usually offer recommendations or provide reports, but they do not have independent authority to impose or enforce requirements. Instead, advisory bodies serve to increase the level of community input received by the bodies they oversee, and they provide more of an objective perspective of how the entity is functioning. For example, the Anna John Nursing Home Commission is responsible for ensuring that the Anna John Nursing Home is equipped and staffed in a manner that will provide the best services and care for the residents in the home—the Commission does not equip or staff the Home, it simply oversees to ensure that these things are done.

Advisory entities are made up of people who have knowledge and experience (or sometimes, even just an interest) in the subject area, and they can provide critical insight and guidance for the persons who actually have the operational responsibilities.

Membership on an advisory board can be a good fit for persons who want to contribute

and be involved, but without having full-time, day-to-day responsibilities on the "front lines."

Regulatory bodies are generally created by law to ensure that the requirements of that law are carried out. Regulatory entities have more authority to act or to direct that action be taken, and they generally have more operational responsibilities.

Some regulatory entities are also authorized to be the original hearing body for certain types of actions—for example, the School Board is the original hearing body for hearing appeals of certain actions taken by school principals, such as where a student is suspended or expelled, and the Gaming Commission is the original hearing body whenever a licensing decision is appealed, and the Police Commission is the original hearing body for police personnel disciplinary actions.

Both Advisory and Regulatory. Although most Tribal boards, committees and commissions generally fall into either the advisory or the regulatory category, these types of authority can sometimes overlap and the entity may have both types of authority. For example, the Police Commission appears to have two main purposes—first, it oversees the Chief of Police and the Oneida Police Department, with very specific regulatory authority set out in the Law Enforcement Ordinance.

However, section 37.4-7 of that Ordinance also establishes the Police Commission "to provide oversight regarding the activities and actions of the law enforcement operations to provide the greatest possible professional services to the Oneida community and to alter the law enforcement services on the Oneida reservation." This provision shows an intent that the Police Commission would also serve in an advisory capacity, as well.

Standing and Special Committees and Subcommittees

In addition to the elected and appointed entities discussed in this LOC update, there are various subcommittees and special or standing committees that can be created. These sub-entities are usually delegated authority from the entire board/committee/commission in order to fulfill a narrow purpose—i.e. to accomplish one specific goal, or to focus on one aspect of the elected or appointed entity's responsibilities.

For example, in order to best fulfill its responsibilities to the Tribe, the OBC has delegated specific OBC responsibilities to various standing committees—the Legislative Operating Committee, the Quality of Life and Community Development Planning Standing Committee, the Finance Committee and the Audit Committee. These standing committees allow a smaller group of people to develop a specialized focus on the subject matter. Although these entities are generally made up of OBC members, sometimes other persons may also be appointed to serve on a standing committee.

OBC standing committees generally do not have authority to take independent action; rather they bring their work and recommendations back to the Director or Board."

For more information about Tribal boards, committees and commissions, please visit the Tribal website at www.oneida-nsn.gov. Under the Government tab are links to all Tribal laws and policies, including the Election Law and the Comprehensive Policy Governing Boards, Committees and Commissions. The website also contains information about each individual board, committee and commission, including their bylaws.

Hard copies of all Tribal laws, policies, and bylaws are also available in the Legislative Reference Office, located on the second floor of the Norbert Hill Center, Oneida, WI. The membership is always invited to come attend meetings of the Legislative Operating Committee—regular meetings are generally held on the first and third Wednesdays of each month, starting at 9:00 a.m. in the OBC Conference Room, which is also located on the second floor of the Norbert Hill Center.



Appointed Boards, Committees and Commissions

There are eleven appointed boards, committees and commissions with a total of 89 seats within the Tribal government. The Tribe's appointed boards, committees and commissions have varying responsibilities—some are advisory, others have the authority to conduct hearings, and others have specific responsibilities. All appointments are made by the OBC.

In order to be appointed to serve on any of these entities, a candidate must meet the requirements outlined in the Comprehensive Policy Governing Boards, Committees and Commissions. The candidate may also have to meet additional requirements for certain positions—those are usually identified in the entity's bylaws, and are generally included in any announcement whenever a vacancy is posted.

The length of each member's term is set out in the entity's bylaws, but the OBC also has the authority to terminate any person's appointment at any time—appointees serve at the OBC's discretion.

How to seek an appointment. The entire process is outlined in the Comprehensive Policy, but the main points are as follows:

- ⇒ Vacancies on any of the appointed boards, committees or commissions are usually announced in the Kalihwisaks and in the published OBC meeting minutes. Notice of the vacancy is also posted at various prominent locations around the Reservation, including in the Tribal Secretary's Office.
- ⇒ Any person interested in being appointed to fill a specific vacancy must complete and submit an application to the Tribal Secretary's Office by the posted deadline.
- ⇒ Generally, the board, committee or commission will consider the applicants and the Chair of that entity will make a recommendation to the OBC.
- ⇒ Once an applicant has been selected, the OBC will formally appoint that person to the entity.

ONVAC

The Oneida Nation Veterans Affairs Committee serves as an advisory body to the Oneida Veterans Department in matters related to Oneida Nation's veteran's rights and benefits.

ONVAC also maintains a register and verifies the authenticity of groups or individuals who claim to represent Oneida Veterans.

Pardon & Forgiveness Screening Committee

The Committee is responsible for screening applications and investigating applicants, conducting hearings and providing a recommendation to the OBC as to whether a person should receive a Tribal pardon.

Police Commission

The Commission provides oversight of activities and actions of Tribal Law Enforcement operations. The Commission has various oversight authorities over the Oneida Police Department—including selecting the Chief of Police; and providing a community forum for input.

Pow Wow Committee

This Committee is responsible for coordinating the various aspects of the Pow wows hosted by the Oneida Tribe each year.

Library Board

The Library Board monitors and advises on Library programs and services, and oversees acquisitions of the print and non-print materials provided for library clientele.

SEOTS Advisory Board

This Board provides advice and constructive input to the SEOTS Director so that the SEOTS office can formulate social services programs for the Oneida people in the Southeastern Wisconsin region. Board members also review the program's budget, and guide and advise SEOTS administration.

Arts Board

The Board receives grant funds from the Wisconsin State Arts Board and the Tribe, and it is responsible for re-granting those funds to support the Arts and local artists.

The Board also works with the Oneida Nation Arts Program director to evaluate that Program.

Personnel Commission

The Personnel Commission represents the Oneida community-at-large in the screening, interviewing and selection of tribal employees. The Commission also hears appeals of personnel decisions.

Anna John Nursing Home Board

The board serves in an advisory capacity, overseeing operations at the Anna John Nursing Home.

Board responsibilities include being involved, visiting and participating in activities with residents, and enhancing service between the residents, families and the AJNH administration.

Environmental Resource Board

This Board oversees and develops conservation and environmental laws and policies for the Tribe; and monitors for environmental problems.

ERB is also the original hearing body for violations of Tribal environmental ordinances and regulations.

Child Protective Board

The Board intervenes on behalf of an Oneida child in federal, state, and county proceedings for foster care placement, termination of parental rights, pre-adoptive placement, adoption and out of home placement.

The Board is also responsible for ensuring that when Oneida children must be placed in foster or adoptive homes or facilities, that those homes reflect Tribal values and culture.

Land Commission

This Commission has several duties identified in the Real Property Law, including:

- Overseeing acquisitions, leases, loan approvals, land use, probates, and other issues related to Tribal land
- Supervising the Director of Land Management.
- Granting licenses
- Investigating complaints.
- Monitoring and making decisions for the use of the Land Acquisition budget.
- Hearing/deciding contested cases.

Oneida School Board

The School Board sets the direction for the educational leadership for students attending Oneida schools. The Board oversees and plan for the academic and cultural growth of students and Tribal institutions. Responsibilities include:

- Monitoring and planning school operations and development.
- Ensuring that each school complies with Tribal initiatives and planning, community desires, and sound academic practice.
- Approving all curriculum
- Direct involvement in personnel matters
- Reviewing and endorsing all school-related contracts, grants, and proposals.
- Employee grievance hearings, hearing appeals of Board members facing removal, and appeals of actions taken against students.

Gaming Commission

This Commission has been delegated numerous responsibilities, which are set out in the Gaming Ordinance (ONGO). Among other things, the Gaming Commission is responsible for regulating gaming licenses—investigating and monitoring gaming-related activities and ensuring that Tribal gaming is in compliance with all relevant laws and other requirements.

The Commission is responsible for granting, denying, and all other actions related to gaming-related licenses, and is also delegated the authority, via ONGO, to be the original hearing body for licensing decisions.

Trust/Enrollment Committee

This Committee has many duties identified in the Per Capita Law and Membership Ordinance, including:

- Administering various trust funds, including the Elder Per Capita, Minors Per Capita, Higher Education Scholarship, Language Revitalization and General Welfare Trust funds.
- Monitoring the Tribal funds held in trust by the BIA.
- Investment and management of all Tribal endowment fund accounts.
- Maintaining the Official Membership Roll
- Approving new applications for enrollment.
- Supervising the Oneida Trust and Enrollment Departments.

Election Board

In accordance with the Election Law, the Board is in charge of all election procedures and recounts for Tribal elections; conducting secret ballots at GTC meetings, and certifying and issuing a final report on all election results.

The Board also hears appeals of candidate ineligibility decisions.

Oneida Appeals Commission

This is the Oneida Tribal Judicial System—known as the Tribal Court.

The GTC granted this Commission original authority over matters interpreting Tribal law where there is no original hearing body, and appellate authority over other matters interpreting Tribal laws and policies.

ONCOA

ONCOA oversees the operation of Elderly Services. The purpose of the Commission is "to be knowledgeable and supportive of all programs and services to meet the needs of the Elder members of the Oneida Nation."

Land Claims Commission

This Commission makes recommendations to the GTC on ways to facilitate and involve their participation in the decisionmaking process regarding the settlement of the Oneida land claims in New York State.

Thunderhawk

Where Are They Now?

Eddie Metoxen: ONHS Graduate

By Bryan Quella
Thunderhawk Times

Officer Eddie Metoxen is a police officer for the Oneida Police Department. He graduated from Oneida Nation High School in 2007, and afterwards he attended UW-Madison. While he attended UW-Madison, he majored in liberal studies, which is general studies. He decided to be a police officer because he was always interested in what it was like to be an officer. Unlike most people, he actually has his dream job.

Officer Metoxen is an enrolled member of the Oneida tribe of Indians and lives in Green Bay with his son and his girlfriend. He is currently renovating his house,

focusing on updating the roof and other miscellaneous items.

When Eddie isn't serving and protecting Oneida, he enjoys traveling, listening to music, and watching his favorite shows on TV.

Out of all of the places that Eddie has visited, his favorite vacation was to Cancun because of the Mayan temples. When he listens to music, he likes hip-hop and his favorite artist is Drake.

When it comes to TV shows, Breaking Bad and Friday Night Lights



Eddie Metoxen

are his favorites, but Sundays are reserved for watching the Packer game.

His advice towards others is to "be confident and try hard. There is no substitute for hard work."

Sobriety Committed Thunderhawk

By Jessica House
Thunderhawk Times

On Wednesday, December 5 at 6pm, The Oneida Nation School District (ONSD) will hold a sobriety commitment signup rally. It will be held in Turtle School cafeteria. Students enrolled in the ONSD have the opportunity to bring a parent or guardian to the Turtle School and make a sobri-

ety commitment to yourself, your family, and your school. Officer Matt Ninham will be attending and speaking.

By attending the rally, each parent has a chance to win his/her child a free lunch with 10 friends served by their school's principal. Other prizes include an encouragement basket from **Tsyunhekwá**, \$150 worth of Thunderhawk

apparel, and best of all, an iPad3.

The prizes are great, but the most important reason to attend the rally is to help be a part of the solution to a serious problem.

All Thunderhawk students, parents, and guardians should come out and make a commitment to Thunderhawk pride.

Attention all ONSD Families:

Sobriety Committed Thunderhawk Signup Night 2012-2013

When
Wednesday, Dec. 5th at 6:00 p.m.
Turtle School, Cafeteria

Featuring Officer Matt Ninham
Community Recourse Officer

Attend for a chance to win an iPad2 or a free lunch served by your principal for you and 10 of your friends!

You have an opportunity to make a sobriety commitment to yourself, family, school, and community. Stand up as a leader and become part of the solution to a serious problem that every day robs teenagers of their dreams, goals, potential, and lives. Make a commitment to Thunderhawk Pride. Attend the Sobriety Committed Thunderhawk (SCT) Signup Night and receive a chance to win an iPad2 and/or an Encouragement Basket, or an opportunity for their child to win an iPad2 or a free lunch served by the school principal for them and 10 of their friends.

** Only one iPad2 can be won per family during the 2012-2013 school year ** Must be a family member of a currently enrolled ONSD student **

ONEIDA NATION
School System website
<http://www.oneidation.org/schools/>

ONHS Art Trip to Neville Museum

By Diego Metoxen
Thunderhawk Times

On October 25, 2012, the ONHS art classes took a field trip to the Neville Museum in Green Bay, WI, to be exposed to artists from around this area of Wisconsin.

Amy John, an artist at the Neville Museum, talked to ONHS students about the kind of art she does and how she became an artist. The students were able to see how a real artist works. Also, they were able to look around at the exhibits and view all the art that was in the museum. There were many different styles of paintings.

The students were able to go on the trip thanks to Rebecca Anderson, ONHS art teacher, who was able to set up the trip to the museum to the students could experience



Submitted photo

Amy John speaks to ONHS art classes during their field trip to the Neville Museum.

the great art and the artists. It was a great experience for the students, and would be a great experience for anyone that would like to learn more about paintings and the artists that create them.

Second Quarter at ONHS

By Heather Stevens
Thunderhawk Times

On October 31st, Oneida Nation High School began the second quarter of the 2012-2013 school year. This put more stress on the students and teachers. The reason for the stress is because it meant that the teachers have to fit in all the educational requirements by the end of the semester, which is only six weeks away.

Not only are the teachers fitting in more infor-

mation, but students are working as hard as they can to get their grades up before semester grades are released. This may cause mood changes for both parties.

This is a stressful time for everyone in ONHS with teachers fitting in all requirements and students getting their grades up. The semester ends on January 15th, 2012. The pressure is on for everyone to get everything done well and in time.

ONEIDA NATION
School System website
<http://www.oneidation.org/schools/>



ONHS Sports Corner

The Lady T-Hawks in action

By Jessica House
Thunderhawk Times

On Tuesday, November 13, the Lady T-hawks started their first official day of practice. They have 13 players, which is better than what they had the past year with only 7 players. The Lady T-hawks team consists of 2 seniors, 7 juniors, 1 sophomore and 3 freshmen. Coaches Jamie Betteres and Margret Ellis are working the girls very hard, especially because they only had a week of practice before their first

game. The whole first couple days of practice were mainly about conditioning and getting back to the basics.

The hard work must have paid off. The Lady T-hawks Won their Season opener against Tri-County Penguins with the final score of 65-38.

Yasmine Denny, T-hawks co-captain, said "We went to Tri-county not knowing what to expect. The first courter started out a little rough, but we pulled through it and worked together as a

team. I was proud of what we accomplished on our first game."

The Lady T-Hawks will be back in action on Saturday, December 1, at Milwaukee Vincent High School. The next home game is Thursday, December 6th, at 5:30pm Versus James Madison High School from Milwaukee. Come Out and support your Lady T-Hawks!

See page 12B for November 27's basketball games

T-Hawks win Home Opener

By Diego Metoxen
Thunderhawk Times

On November 20, 2012, the Oneida Nation Thunderhawks opened the basketball season up with a big win on their home opener against the Menominee Eagles. The game was at the Turtle School. We played well in the home opener against our rivals. Since it was the first game of the season and the home opener for the Thunderhawks, we had to come out with the win.

It was a great feeling winning the home opener. I thought it was great that we had a lot of com-

munity members, staff and students from ONHS, and our families come and support us. We had are slow start in the first half, having only a 1 point lead against the Eagles.

Entering the second half, we came out and did what we had to do to finish the game off. We couldn't be able to keep the lead and get the win if we didn't play defense, and that's exactly what we did in the second half. We ended up getting the win with a score of 52-39.

Thunderhawk Times Staff

Semester II

2011-12 School Year Reporters

Brandon Doxtator
Jessica House
Aleah Jimenez
Larissa Lucas
Diego Metoxen
Hector Miranda
Eveyonna Ortega
Bryan Quella
Heather Stevens
Amanda Williams

AJRCCC making progress towards completion



Photos courtesy of Alan King

The resident center is working toward inspection of the first two wings as we steadily move along in other areas of the building. The exterior of the building is

near completion with final touch ups on the landscaping. As each trade nears completion manpower is cut back, and new trades enter the site. The flooring continues with carpet in the

hallways joining the wings. DPW is pulling wires for the low voltage electrical contractors, to be used in nurse calls and safety systems.

Kraus Anderson would like to take the time to wish you all a happy holiday season.



Learning to love bison as the other red meat

By J.M. Hirsch
AP Food Editor

Once, bison were hunted to near extinction. But they've made a pretty good turnaround and these days are raised primarily for consumption. Bison meat can be incredibly tender and flavorful, with a sweet, rich beefy flavor.

It also happens to be amazingly lean, packing fewer calories and less fat than beef and even skinless chicken.

Like any lean meat, bison has a tendency to cook quickly, so quickly that it's easy to overcook it. You can use bison much as you would beef. The trick is to modify the cooking method to account for the leanness.

When cooking ground bison, it's best to work in some sort of liquid flavor to keep the meat moist. This might mean eggs or tomato paste for a meatloaf, or some sort of pan sauce or gravy if you are browning it in a skillet. That also makes it ideal for meatballs simmered in sauce or for using in chili.

For bison steaks, think fast and furious. Season them, then pop them under the broiler or on the grill for just a few minutes per side.

SEARED BISON WITH SAGE AND GNOCCHI

Start to finish: 15 minutes, Servings: 6

- 1 pound package gnocchi pasta
- 2 tablespoons olive oil
- 2 cloves garlic, minced
- Pinch red pepper flakes
- 1 1/2 pounds bison steak,

thinly sliced across the grain

- 1/4 cup chopped fresh sage
- 1/2 cup grated Parmesan cheese
- Salt and ground black pepper

Bring a large saucepan of salted water to a boil. Add the gnocchi and cook according to package directions. Reserve 1/4 cup of the cooking water, then drain the gnocchi and set aside.

In a large skillet over medium-high, heat the oil. Add the garlic and red pepper flakes, then saute the garlic for 30 seconds.

Add the steak and sear on each side for about 1 minute. Don't crowd the pan or the steak with steam rather than sear. If needed, work in batches.

Once the steak is seared, add the sage and cooked gnocchi. Cook for 30 seconds, then add the Parmesan. Drizzle in just enough of the reserved cooking water to form a sauce with the melted cheese. Toss, then season with salt and pepper.

Nutrition information per serving (values are rounded to the nearest whole number): 360 calories; 90 calories from fat (26 percent of total calories); 10 g fat (4 g saturated; 0 g trans fats); 80 mg cholesterol; 32 g carbohydrate; 34 g protein; 2 g fiber; 640 mg sodium.

J.M. Hirsch is the national food editor for The Associated Press. Follow him on Twitter at http://twitter.com/JM_Hirsch.

Top left: Frissel Hill installing resident outlets

Top right: Latsiklanunha Hill and Jules Summers installing traffic bollards

Right: Mitch Skenandore and Ricky Granquist installing a speaker strobe in the buffet area





Just Move It Oneida Jingle Walk

Saturday, December 15
at Oneida Family Fitness

Time	Event
9:00 a.m.	Registration & Health Screening
9:15 a.m.	Snow Shoeing w/ Oneida Adventures (weather permitting...please dress accordingly) Spin (Studio C) Children's Activity (Gym)
10:00 a.m.	Jingle Walk (Your choice to walk outdoors or on our indoor track....Please dress accordingly)
10:15 a.m.	Yoga (Studio B)
11:00 a.m.	Light Lunch



Free Event for All Community Members. Do not need to be members of O.F.F. to participate.
For more information contact O.F.F. at 490-3730

Notah Begay Foundation releases obesity report

ALBUQUERQUE, N.M. (AP) ~ A foundation backed by professional golfer Notah Begay III has identified New Mexico as "ground zero" for finding better ways to address obesity and diabetes in Native American children.

In a report released Monday, Begay's foundation pointed to New Mexico's large Native American population and what it describes as dramatic health and educational disparities.

The foundation has spent the past year discussing with tribal leaders, health experts and others the challenges of dealing with obesity and diabetes. More than 250 stakeholders participated in the discussions.

The result is a set of recommendations that call for everything from awareness campaigns and more research to the strengthening of programs that promote language and traditional cultural values.

The foundation's work was funded by the Robert Wood Johnson Foundation and PNM Resources Inc.

Do you have a High Energy Bills?

2012 - 2013 WISCONSIN ENERGY ASSISTANCE INCOME GUIDELINES

Based on 60% of State Median Income Guidelines

Size of Family	1 Month	3 Months	Annual Income
1	\$2,024	\$6,071	\$24,282
2	\$2,646	\$7,939	\$31,754
3	\$3,269	\$9,806	\$39,225
4	\$3,891	\$11,674	\$46,697
5	\$4,514	\$13,542	\$54,169
6	\$5,137	\$15,410	\$61,640
7	\$5,253	\$15,760	\$63,041
8	\$5,370	\$16,111	\$64,442

Applicants must provide the following:

- Photo identification
- Proof of income for ALL household members for the previous 3 months
- Social security cards for everyone in the household
- Current energy bill

If you reside within the Oneida Reservation please contact 920-490-3939 for appointment.

If you reside off the Oneida Reservation, in Outagamie County contact 800-506-5596.

Happy. Active. Life as usual.



I am not a diabetic. I am a mother, auntie, sister, friend... a person with diabetes.

I am not defined by diabetes. I have learned to manage it, and my life goes on in a good way.

I am strong and confident. I will live a long, healthy life with diabetes.

November is National Diabetes Month. Clip out this ad, keep for yourself, or give to a loved one.

Produced by IHS Division of Diabetes Treatment and Prevention. www.diabetes.ihs.gov

Oneida Community Health Center

866-869-2711
920-869-2711

DRUMS Across ONEIDA

Oneida Elderly Service 2907
S. Overland Rd.
Oneida, WI 54155
Ph. 920.869.2448
Fx. 920.869.1824



Senior Center-Meal Site
134 Riverside Dr.
Oneida, WI 54155
Ph. 920.869.1551
Fx. 920.869.1526



Tsi' Nihuto-láts Wahní'tale?

Hunting moon

November, 2012

Winterize Your Home

Maintenance Department From Justine Hill

Maintenance Supervisor

Notice: This is to inform you that we are no longer cutting grass this season. However, we are mulching leaves up until the first snow fall.

By Joyce Ann Hoes

Transportation/Activity Supervisor Elder Services

Winterize Your Home

Get a head start on keeping your home warm for the winter. The following are just a few tips to keep the cold out.

- Change furnace filters
- Purchase window insulation kits
- Weather stripping help keep the drafts out on doors and windows
- Use a draft stopper or draft snake by exterior doors
- Insulate pipes, it helps keep them from freezing
- Foam insulations gaskets are good for your outlets and light switches
- Open curtains on the south facing windows during the day

“ARE YOU READY FOR SEVERE WEATHER?”

Here are some helpful tips to keep you safe:

- Have extra non-perishable foods on hand that require no cooking in case you lose power. A good example would be pre-packaged: granola bars, various fruit juices,

dried fruit, bottled water, etc. It's a good idea to have this food inside a home emergency kit. For a complete list go to: <http://readywisconsin.wi.gov>.

- Watch your local weather forecasts closely and listen to your NOAA Weather radio.
- If you must travel, call 511 or go to www.511wi.gov for the latest road conditions. Make sure you plan on extra time to get to you destination.
- If there's "Ice & Snow, Take It SLOW!!"
- Tell family or friends what route you're taking and when you expect to arrive.
- Keep a winter emergency kit in your vehicle.
- Keep a blanket in your vehicle.
- If you must go outside, dress in layers; make sure you're wearing a heavy duty hat and mittens, and boots. Keep your exposure to a minimum!! It only takes 15 minutes for frostbite to set in.
- If you have a cell phone, keep it charged and with you when you travel or go outside. If you fall or your vehicle get stuck or breaks down you can call for help.
- If you don't have a cell phone call me to receive a free 911 emergency phone.

If you have any questions please feel free to call 920-869-2448 ext. 6844.

Oneida Elder Services would like to introduce the

Native American Family Caregiver Voucher/Stipend Program

It is designed to give established primary caregivers the opportunity to have a break from their caregiving responsibilities for up to 4 hours a month.

It also provides an hourly stipend/wage to the relief caregiver.

You may qualify for this program if you are a caregiver, recipient, or grandparent who is legally caring for their grandchild(ren), Native American, age 55+ and live within the reservation boundaries.

Please contact

Debi Melchert/NAFCG Coordinator at
(920)869-2448 for details.

Services are dependent on available funds

DRUMS CONTACT...

Kristine R. Hughes

Telephone: 920-869-2448 or 800-867-1551

Email: KHUGHES@oneidanation.org

Winter is on the Way

Reminder to update your emergency preparedness back-pack

Please check the expiration dates on any food and medications, replace if needed. Here is a list of things you are recommended to have available in the event of an emergency or disaster:

1. Three day supply of non-perishable food
2. Food that doesn't have to be cooked (granola bars etc.)
3. Three day supply of water (one gallon per person per day)
4. Battery-operated or crank-powered radio
5. Flashlight with extra batteries and bulbs
6. First aid kit and manual
7. Sanitation and hygiene items (toilet paper, feminine products)
8. Matches in a waterproof container

9. Whistle (to attract attention to the emergency personnel)
10. One change of clothing and a pair of shoes
11. Blanket
12. Manual can opener
13. Baby wipes
14. Roll of Duct tape
15. Pet supplies if you have a pet
16. Extra set of keys
17. Plastic garbage bags
18. Pack of playing cards to bide your time until rescued
19. Completed "File of Life"

In the event you use an oxygen tank, have an extra one available. These are all timely tips to consider for your own safety in the event there is a disaster, fire, flood, snowstorm, etc... These may be very helpful to you.

If you have any questions please call:

Joyce Ann Hoes
Transportation Supervisor
920-869-2448 ext 6844

Oneida Elderly Services Gift Shop

Located inside the Elder Services Complex at
2907 South Overland Rd. Oneida, WI

Open Monday - Friday
8:00AM TO 12:00PM & 12:30PM TO 4:30PM

Check out our shop!

Meet our friendly elder employees.

Buy gifts and crafts all handmade by Oneida elders.

Beadwork, jewelry, birdhouses, ribbon-shirts, coasters, t-shirts, hoodies and baskets

Fresh popcorn, soda and water

No consignment fees for Oneida elders, age 55 and older to display and sell your arts and crafts.

Inquire in our store.

For more information you may contact:

Barb Skenandore at 920-869-2448

Our mission is to assist our elders to maintain an independent, healthy, productive and quality lifestyle through love, caring and respect by the services we provide.

Even through Construction We're Open!



New Resource Booklet

“What Do You Do When a Loved One Dies”

This booklet gives resource contact information that will assist you with funeral preparation.

If you have any questions please contact:

Joyce Ann Hoes
Transportation Supervisor
(920)869-2448 ext 6844

**Booklet Now
Available at
Elder
Services**

Lady T-Hawks got the numbers to make a run



Kali photo/Travis Cottrell

The Oneida Nation Lady Thunderhawks took on the Twin City Baptist Eagles in their first home game of the season on Tuesday, November 27, 2012. The Lady T-Hawks grabbed an early lead that they built on during the second half. Oneida ended the game with a 17-point victory. Final score: Oneida 52, Twin City Baptist 35. Lindsey Danforth led the team in scoring with 17 points; Jessica House added 16 points in the win.

By Travis Cottrell

Kalihwisaks
You are your own harshest critic, or so the saying goes. If that is in fact true, then it goes double in the mind of an athlete.

Since Head Coach Jamie Better took on the task of leading the Lady Thunderhawks two seasons ago the team has reached the regional playoffs each year. But that glimpse of post-season success has this year's team aiming for a deep playoff run.

"We want to get over that regional hump and go on to sectionals. That is a priority for us this season. I believe this is the squad that can get that done," said Better.

With a roster consisting of 13 players Oneida finally has the depth to compete with large teams that typically play deep into the playoffs.

"It is a little different working with a roster this large because we

are not used to having girls to sub in. But now we can rest girls and bring in fresh legs. I think that is going to help us when we start playing teams with 15 on their roster and they have five ready to go in every other minute," Better said.

The addition of new players always poses the threat of on court chemistry hiccups, but so far that has not been an issue for the Lady T-Hawks.

"They come together like sisters so bringing in a few new girls has not been a problem at all. They are friends off the court and that shows in the chemistry on the court," Better added.

Junior forward Yasmine Denny, who improved her post play over the off-season, feels

that through two games team play has been on point.

"Everyone is really confident on the court, we feel comfortable on the court together."

Senior guard Jessica House pointed out the variety of players Oneida can put on the floor at one time.

"As far as the team I want to keep the chemistry going. This year we have a good variety of players; we have three point shooters, we have tall girls who can play at the same time."

As the Lady Thunderhawks work to make their newfound depth a force to be reckoned with they can't help but eye that same post-season goal as their coach.

"I want to get passed regionals. We've gotten to the third regional then the second regional but I want to get to sectionals. Hopefully go a lot further than that, but at least get to sectionals," House said.

When asked what goals she had in mind this season Denny said it plain and simple, "Make it to sectionals."

Oneida opened the season with two wins, both by double-digits. Next they will travel south for a game against Milwaukee Vincent on December 1st.

A highlight of the season will be a game at the Bradley Center in Milwaukee on January 11, 2012 against Stockbridge.

"It is an exciting season. The opportunities are endless. I believe we have the best high school ladies Oneida has to offer right here on one squad and that doesn't happen very often," Better said.



Oneida guard Natasha Stevens

Thunderhawks fall short against the Eagles



Kali photo/Travis Cottrell

Oneida guard Devonte Pointer lobs a shot over the outstretched arm of an Eagles' defender.

The Oneida Nation Thunderhawks played an intense game on Tuesday, November 27, 2012 against the Twin Cities Baptist Eagles. The T-Hawks got off to a sluggish start, struggling to score early in the game. Oneida turned up the intensity and kept the game close through the fourth quarter. Down the stretch Oneida couldn't get a few close shots to fall, losing a competitive game. Final score: Oneida 46, Twin Cities Baptist 50. Brandon Blackowl and Devonte Pointer lead the team in scoring with 10 points each.

2012-2013 BOYS BASKETBALL		
ONEIDA NATION THUNDERHAWKS		
11/29/2012	Green Bay West	7:00PM
12/3/2012	at Gibraltar	6:00PM
12/5/2012	at Menominee	7:00PM
12/13/2012	at St. Lawrence Seminary HS - Mt. Calvary	5:30PM
12/14/2012	at Twin City Baptist, Marinette	7:00PM
12/20/2012	Sevastopol	6:00PM
1/3/2013	Wisconsin Valley Lutheran	7:30PM
1/10/2013	at Lincoln Hills	6:00PM
1/11/2013	Stockbridge (To be played at Bradley Center)	TBD
1/14/2013	Manawa	6:00PM
1/15/2013	White Lake	5:00PM
1/22/2013	at Wisconsin Valley Lutheran	7:30PM
1/24/2013	at Stockbridge	6:30PM
1/31/2013	at Florence	7:00PM
2/5/2013	Lincoln Hills	5:00PM
2/7/2013	St. Lawrence Seminary HS - Mt Calvary	5:30PM
2/11/2013	at Manawa	7:30PM
2/12/2013	at Green Bay West	7:00PM

2012-2013 GIRLS BASKETBALL		
ONEIDA NATION LADY THUNDERHAWKS		
12/1/2012	at Milwaukee Vincent	2:00PM
12/6/2012	James Madison High - Milwaukee	5:30PM
12/11/2012	Goodman at Pembine	6:00PM
12/14/2012	at Twin City Baptist, Marinette	5:30PM
1/3/2013	Wisconsin Valley Lutheran	6:00PM
1/10/2013	Valley Christian - Oshkosh	7:00PM
1/11/2013	Stockbridge (To be played at Bradley Center)	TBD
1/14/2013	Manawa	7:30PM
1/15/2013	Gibraltar	7:00PM
1/22/2013	at Wisconsin Valley Lutheran	6:00PM
1/24/2013	at Stockbridge	5:00PM
1/31/2013	at Florence	5:30PM
2/5/2013	Sevastopol	7:00PM
2/11/2013	at Manawa	6:00PM
2/19/2013	at Kohler	6:30PM



Remember your camera for great photo opportunities!

BREAKFAST WITH SANTA!

Jack Frost is here and so is Breakfast with Santa! Don't miss a breakfast of pancakes, sausage, and drink on Saturday, December 8th, 2012. Families with youth ages 0-8 will be able to visit with Santa and receive a picture. (One picture per family please.) After the visit with Santa, youth ages 0-8 years old will be able to pick out a gift from Santa. (MUST BE PRESENT TO RECEIVE A GIFT) Breakfast with Santa is held at the Civic Center from 8:00 am - 10:30am. If you have any questions or concerns please call Kim Diemer at 920-833-0010.

We will be having a Raffle to win a Jordy Nelson autographed football.

- 1 for \$2.00
- 3 for \$5.00
- 1 arm length for \$10.00



