



Committee introduces bill to suspend proposed minimum wage

The Associated Press
MADISON, Wis. (AP) - A legislative committee approved a bill Thursday that would block a proposed increase in Wisconsin's minimum wage and prohibit a state agency from implementing future hikes.

But the co-chairs of the Joint Committee for Review of Administrative Rules said they would be open to working with Democratic Gov. Jim Doyle to reach a compromise on his plan to increase the state's minimum wage from the current \$5.15 an hour.

Committee co-chair Sen. Joe Leibham, R-Sheboygan, said the governor's plan to increase the minimum wage to \$5.70 this year and \$6.50 in October 2005 was too much.

Fellow co-chair Rep. Glenn Grothman, R-West Bend, said he would consider increasing the minimum wage by 50 cents or possibly 75 cents rather than what the governor has proposed. But he said the governor has not accepted his offers to negotiate a compromise.

The bill the committee approved Thursday now goes

See Page 3

Minimum Wage



Photo by Keith Skenandore

Phil Montgomery, right, representative of the 4th assembly district, responds to a question regarding education at the candidates forum held on October 27.

Q&A with the candidates

By Keith Skenandore

Kalihwisaks

While President George Bush and Democratic challenger John Kerry focus on Wisconsin as a key state in the November 2 election, ten local candidates centered their campaign on Oneida.

A candidates forum to address issues of sovereignty, taxation, land into trust, gaming, education and environmental were asked of incumbents and their challengers on October 27. A total of 13 candidates were invited and

planned on attending.

Held at the Radisson Hotel and Conference Center, members of the Democratic party first fielded questions in the morning session, followed by the Republicans in the afternoon.

In attendance in the morning were State Senator Dave Hansen - 30th District, Tom Nelson - 5th Assembly District challenger, 88th Assembly District Challenger

See Page 5

Candidates Forum

Doyle: Referendum results a factor in decision of casino

The Associated Press

KENOSHA, Wis. - Gov.

Jim Doyle says the results of a Nov. 2 Kenosha County advisory referendum on a proposed Menominee Nation casino will be a factor in his decision on whether to approve the project.

"If a referendum fails, I think it's going to have an effect on both the BIA's (federal Bureau of Indian Affairs) decision and my decision," he said.

Kenosha County residents will vote on the Menominee Nation's proposal to build a \$808 million casino complex at the Dairyland Greyhound Park. The referendum is non-binding, meaning the local governments will be under no legal obligation to follow the will of the voters.

But members of the Kenosha City Council and Kenosha County Board have said they will wait until after the referendum to decide on a tentative agreement with the American Indian tribe concerning the proposed casino.

The project needs the approval of the city council, county board and the Bureau of Indian Affairs before it reaches the governor's desk for final approval.

Doyle said he believes the referendum will provide a good way for the community to voice its views.

"I hope what we get is a good, fair reading - and I assume we will in the referendum - about how the people in the community feel," he said.

The referendum campaign has heated up in recent weeks, with three groups formed on the issue. Jobs for Kenosha and CasinoFreeKenosha - the two local groups that began campaigning in August - were recently joined by Citizens Seeking Honest Answers.

See Page 6

Referendum

John Kerry campaign rolls through Oneida



Photos by Phil Wisneski

Senator John Kerry gave a 25 minute long campaign speech to about 3,500 people at the Radisson Hotel and Conference Center parking lot. The hotel is owned by the Oneida Nation.

Kerry speaks at Radisson before 3,500 supporters

By Phil Wisneski

Kalihwisaks

The Oneida Nation welcomed Senator John Kerry to the reservation on October 25 at a rally in the Oneida owned Radisson Hotel and Conference Center parking lot. Over 3,500 people braved the dropping temperatures and long wait to see the presidential candidate.

"It (the wait) was well

worth it," said Oneida Legislative Affairs Representative Tana Aguirre. "This is a historic event for our reservation, to possibly have the future President of the United States hold a rally on our reservation was great."

Senator Kerry was over an hour late for the rally,

See Page 2

Kerry



Oneida veterans Jim Overman, Clifford Doxtator and Loretta Webster met Senator Kerry after the rally.

In This Issue

Pages 2-3A/Local News
Page 4-5A/Election 2004
Page 6A/State & National News
Page 7A/Legislative Review & Letters/Opinions
Page 8A/Sports
Page 1B/Lifestyles
Page 2B/Campaign Ad
Page 3B/Education
Page 4B/Health
Page 5B/Good News
Page 6B/Classifieds

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From Page 1/Democratic presidential challenger Kerry rips Bush during visit

but the audience didn't seem to mind when special guest, rock star Jon Bon Jovi took the stage prior the senators arrival. Bon Jovi performed a short set of one song and left the crowd in a frenzy. Bon Jovi and fellow rocker Bruce Springsteen are campaigning with Kerry during the final eight days.

When Kerry took the stage he was flanked by Wisconsin governor Jim Doyle and Wisconsin Senator Herb Kohl.

Kerry ripped President George W. Bush on the recent discovery that 380 tons of high-grade explosives were apparently stolen in Iraq.

"Now our troops are less safe and the American people are less safe," Kerry said. "I will defend America just as I did as a young man, with the same passion and intensity. I

defended it then, and I will defend it as President of the United States."

Kerry also made a pitch to the middle class saying he would grant higher wages, keep jobs in America, build better schools and make colleges affordable to all Americans.

"I will fight for the middle class of America to make America stronger here at home because that's what we need to do," he said. "We need a President that will fight for the American worker and the middle class."

Kerry also hit the other major issues in the election ranging from the war on terror to more affordable health care for all United States citizens.

"Health care is not a privilege for the wealthy and the elected and the connected,"

Kerry said. "It is a right and it ought to be available, accessible and affordable to all Americans."

The rally concluded a four state day for Kerry. He was earlier in Pennsylvania with former President Bill Clinton, New Hampshire and Michigan. Kerry made light of the fact that he has been to so many places in such little time by starting a story by saying, "Earlier today, I was in Pennsylvania, I think." The crowd laughed with approval.

A handful of George W. Bush supporters exercised their right to protest the rally, but was well behaved with no incidents. Bush is holding a rally on October 30 at the Brown County Veterans Memorial Arena in Green Bay.



Photos by Phil Wisneski

Top: Oneida Chairwoman Tina Danforth opened the rally by welcoming the crowd and Senator Kerry to the Oneida Reservation.

Right: Rock star Jon Bon Jovi made an un-announced visit to the rally and sang one song, "Livin' On A Prayer," before giving way to Presidential hopeful John Kerry.

Above: Wisconsin Senator Herb Kohl and John Kerry wave to the crowd before Kerry's speech. Kerry covered all the major topics about his campaign including the war on terror, affordable health care and lessening the United States dependence on oil.



Vote for me



Photo at left by Keith Skenandore/
Bottom photo by Christopher G. Powless

Answering a question regarding land into trust, 88th Assembly District Representative Judy Krawczyk(R), left, addresses the issue to, l-r, Geraldine Danforth, Lisa Summers and Oneida Councilman Vince DelaRosa at the Oneida Nation's candidates forum on October 27, 2004. Below, Dan Aude, Democrat challenger, right, speaks to Oneida Veteran Clifford Doxtator.



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Local



Passing On

Jordan, Melvin M. Sr.

Melvin M. Jordan Sr., age 81, of Oneida, Wi., formerly of St. Louis MO., passed away on Monday October 18, 2004 after a long illness. He was born October 28, 1922 in Seymour, Wi. to the late Joseph and Elsie (Thompson) Jordan. On January 27, 1946 he was united in marriage to Heleema Cooper. Melvin was a veteran of the U.S. Army, having served in WWII as a military police officer. He had worked for MRK construction, and then for 23 years at Nordyne Inc. in St. Louis.

Survivors include his wife of 56 years Heleema of Oneida, his children; Melvin Jr. (Shirley) Jordan, Geraldine (Bruce Sr.) Benson, Sandra (Larry) Galbraith, Allen (Janice) Jordan, Karen Jordan, Elsie Gaddy, Stephanie (David) Coleman, Steven Jordan, Richard (Patricia) Jordan, and Theresa Jordan all of St. Louis. Carol Jordan, and Lisa Jordan both of Green Bay. 36 grandchildren and 32 great grandchildren, and his brother Ervin Thompson of Green Bay, and many nieces and nephews also survive Melvin.

Two children, his parents, 4 sisters, and 4 brothers preceded him in death.

Jourdan, Emerson R. "Cookie"

Emerson R. "Cookie" Jourdan, Green Bay, age 54, passed away unexpectedly Monday October 25, 2004 at his residence. He was born July 30, 1950 in Green Bay to the late Emerson and Sadie (Wheelock) Jourdan. Cookie had worked at TAPE for 30 years.

Survivors include his siblings; Donald Jourdan of Green Bay, and Pauline A. Schuyler of Oneida. Numerous cousins further survive Cookie.

He was preceded in death by his parents, his brother Eugene, and his brother in law Lloyd M. Schuyler.

King, Larwin (Vern)

Larwin (Vern) King, 74, Green Bay, died Monday morning, Oct. 25, 2004, at a local hospital surrounded by his family. Born in Green Bay on Jan. 21, 1930, he is the son of the late Jacob and Genevieve (Pecore) King. On Sept. 21, 1963, he married the former Rena Roberts. Vern served in the U.S. Navy and the U.S. Army during the Korean War and was honorably discharged in 1952. During most of his life Vern was a machine operator employed by Diana Manufacturing. As a young man Vern fought in the Golden Gloves, played football for the semi-pro Manitowoc Chiefs, and played basketball for Green Bay Floral. He was a wonderful husband and father who always took care of his family and made them feel loved. Although he was a man of few words, he enjoyed teasing everyone, had a tender heart for animals and especially cherished times spent with his grandchildren.

He is survived by his beloved wife, Rena; loving father of Annette King and fiancé, David Masephol, Lisa (Mike) Duff, all of Green Bay; special niece who was like a daughter, Mary Beth King, Manitowoc; adored grandfather of Raquel Van Horn, Tiffany Duff and Michael Duff; dear brother of Marlene (Joe) Greatens, De Pere; Glen King, Illinois; Sharon King, Green Bay; and Dale King, Green Bay; many nieces and nephews.

He was preceded in death by his parents; three brothers, Don, Wayne, and Gerald King; two sisters, Marie Heimke and Harriet Van Den Heuvel.

Special thanks to our neighbors, and the staff and nurses of the Royce C. Lin Memorial Dialysis Center.

In lieu of other expressions of sympathy, a memorial fund has been established at the funeral home in his memory.



From Page 1/Governor's minimum wage plan frozen

to the full Legislature. Both houses would have to approve it and the governor would have to sign it for the legislation to become law.

"I'm disappointed the governor would turn down an offer to increase the minimum by 10 to 15 percent and stubbornly insist upon 25 percent or nothing," Grothman said.

Doyle has been pushing to up the minimum wage as part of his so-called Grow Wisconsin plan, which outlines his ideas to improve the state's economy. A task force he appointed recommended the proposed increases, and the Department of Workforce Development issued adminis-

trative rules to implement them.

But the Joint Committee for Review of Administrative Rules objected to the proposal, blocking the increases.

The committee's objection doesn't kill the proposed increases. The full Legislature must pass the bill reflecting the committee's denial. But Doyle can veto the bill, allowing the increases to take effect.

If lawmakers do nothing, the increases would go into effect at the end of the upcoming legislative session, most likely in the spring of 2006.



Photo by Keith Skenadore

Governor Jim Doyle says it's time for a minimum wage increase at press conference on October 21, 2004, held at Oneida's Center for Self-Sufficiency.

A Special Thank You

The Family of Shirley Hoover would like to express their gratitude to all of the following people, who helped in the care of Shirley. All the ladies from elderly services who showed their love and support. We would like to thank Unity Hospice for all their care and services.

Barbara & Benny Skenadore for helping with the food, you were there without hesitation and it is much appreciated. Also for everyone else who helped serve the food, setup, clean up & those who donated food and supplies:

Duane & Pauline Skenadore
Brad & Melody Skenadore
Dorothy & Leroy Skenadore
Cathy Metoxen
Geraldine Parker
Gary Adams Jr. & Emilie Balbuena
Julie King & Tracy Christensen
Randy Parker & Tracey Hill
Heidi King & ED Delgado & Jennifer Green

We would also like to thank her doctors Dr. Koch, Dr. Rai, and her favorite Dr. Joseph Ladika. A special thank you to "Gina the Angel" as Shirley called her. And thanks to Rev. Good and Father Dewey Silas and the Oneida Singers.

Thank You

The family of Orville G. Webster would like to extend our deepest appreciation for the many blessings, donations and support we received as he passed away on Sunday, October 10, 2004 surrounded by his family. We wish to express our heartfelt thanks for the people who came to express their sympathy to our family and friends. We want to especially thank our family who brought food, helped prepare the dinner and luncheon and the firekeepers who came and kept the fire going. We also want to thank those friends and family who brought us food, beverages, and the Oneida Conservation Department who brought us firewood, and Tsyhekwa for their support at the fire.

We want to thank the pallbearers and the veterans for taking care of Orville's final rites. We would like to extend our deepest appreciation to Garth Webster, our nephew for creating a beautiful collage of photographs of Orville which leaves us with warm and loving memories. Also thank you to Father Dewey Silas and Deacon Edmund Powless for the mass and the Oneida Singers.

There are so many people to thank that we ask your patience in getting our thank you cards in the mail, and we ask for your understanding if we have inadvertently overlooked you in sending cards. We are missing many addresses. We truly are thankful for many family members and friends who came to help us during a very difficult time.

The family of Orville G. Webster

Happy Birthday Matt



It's been five years now since you've been gone
We miss you so much we haven't seen you in so long
You left two sons behind and that seems so wrong

To have two little boys grow up without their Dad
That makes it even more sad
We know that was not your choice
To leave behind these little boys
They will also join you one day
But the time is when Jesus will say
We don't always understand why things happen the way they do
But we sure do miss you
I don't understand why you were picked to go
but one day Jesus will let me know
When that day comes when I see you and Jesus coming to meet me
I probably won't even care
Because heaven will be all ours to share
I wish I could just give you a hug, talk to you, just see you

I know everyone else would like that to
But I know that can never be, It's impossible right now for me
When my time on earth is done
That's when I'll see you, my son
Then I'll get to see heaven in all it's glory
Some people think the Bible is not real, it's just a story
But we know better, it's from Jesus it's his letter
You already know because you are there, you get to see
Now I know you'll also be waiting for me
All our family is going to be there one day
Because of the price Jesus choose to pay
Well my son Happy Fifth Birthday with Jesus
Remember to always be looking for the rest of us
Because we'll be coming real soon
To walk through heavens gate
Jesus will call us in His time and His time is never late

Love and miss you
Always Mom and All your Family & Friends

Thank You

The Matt Skenadore Family would like to thank everyone who gave a pledge to them for The American heart Association in memory of Matt. This year they were able to give \$1100.00, and thanks to Herald who took pledges also, and thanks to everyone for their generous giving.

Thank you
In memory of
Matt Skenadore

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Election 2004

Assembly District Five up for grabs as November 2 election looms

The 5th district is made up of part of Outagamie and Brown counties and includes Seymour, Black Creek, Kaukauna, and a portion of Green Bay.

Running for election in this district are Republican incumbent Becky Weber (Green Bay) and Democrat challenger Tom Nelson (Little Chute).

Becky Weber was elected to the Assembly in 2002. She attended the University of Wisconsin - Green Bay, NWTC, and the University of Oklahoma Retail Lending School. She is a self-employed restaurant development and insurance agent, and a former business owner and bank officer. She is vice president of the Trinity Catholic School Board and a member of the Green Bay Botanical Garden's Master Plan Focus Group, and Wisconsin Restaurant Association, among other organizations. Rep. Weber is currently vice chair of the Assembly Committee on Aging and Long Term Care, and a member of the Assembly Committee on Budget Review, Assembly Committee on Government Operations and Spending Limitations, Assembly Committee on Insurance, the Assembly Committee on Rural Affairs and the Assembly Committee on Small Business.

In the 2003 legislative session, Weber voted for Assembly Bill 998, which requires approval by the legislature's leadership of gaming compacts before the governor may sign them. She also voted for Assembly Bill 144,

which prohibits the establishment of an Indian gaming facility on trust lands acquired after 1988, compacts that are for a period of more than 10 years, or bases any gaming activity on the gaming regulations permitted in Canada.

Rep. Weber responded to the candidate questionnaire we sent out. Here are her responses:

* How important do you feel Indian gaming is to the region, and to Wisconsin's economy?

The economic impact from Indian gaming is evident throughout the 5th Assembly District. Regionally, the thousands of people who work for the tribe are the most direct evidence of the impact of gaming - people employed by the tribe spend their earnings and create a positive "ripple effect" on the economy in Northeastern Wisconsin.

Gaming revenues and the presence of gaming as an attraction help make possible many non-gaming enterprises of the Oneida Nation including the Radisson Hotel and Conference Center, Oneida Nation Farms, and the Oneida Industrial Park.

A goal of economic diversity is evident in discussions I've had with the Tribal Business Council members. This diversity also helps the local economy and tourism base.

* Would you support a legislative resolution recognizing the sovereignty of Wisconsin's 11 Indian Nations and push for its passage in the State Legislature? Please explain why or why

not.

The federal and state government have long recognized the sovereignty of Wisconsin's Indian Tribes.

I'd welcome the chance to attend a legislative hearing on such a proposal to recognize and learn more about it.

* Do you feel the state legislature should have the power to ratify Native American Gaming Compacts?

I voted for 2003 Senate Bill 41, which would have provided that before the governor may enter into, amend, extend, or renew any Indian gaming compact that has been negotiated, the proposed compact must be submitted to the legislature for its approval.

I believe that SB 41 is a reasonable proposal to allow the legislature some measure of involvement in the process of approving compacts.

At the same time, I would also be open to listening to other ideas on how to involve representatives of the people in the gaming compact approval process.

* The sovereign Tribal governments, the State of Wisconsin and the federal government regulate tribal gaming. Do you think this is adequate? Please explain.

I believe our current method of regulating Indian gaming regulations is adequate. I don't see a need for municipal or county governments to be more involved in the regulatory process at this time.

* Please offer any thoughts or ideas on ways to improve communication between the State of Wisconsin and Tribal Governments.

Certainly all legislators welcome contact and input from all constituents. The Legislative Council Study Committee on State-Tribal Relations is one current forum for legislators, tribal leaders, and interested state residents to interact and communicate.

Also, the governor's office and the various state agencies (notably DOA) have always been in constant communication with tribal leaders and tribal governments.

On a personal note, the past two years I have been invited to or initiated my own tours of various tribal facilities. The tours and interaction helped me gain a better overall understanding of the Tribe.

A simplistic answer to improvement in communication is for state leaders and Tribes to talk and interact more. I am always open to participating in forums to discuss how we can make our community a better place to live.

Tom Nelson holds a bachelor's degree in political science from Carleton College and a master's degree in Public Administration from Princeton University's Woodrow Wilson School for Public and International Affairs. Nelson has worked on national political campaigns and for a public policy organization. Additionally, he traveled overseas to work for an organization involved in strengthening developing democracies and has researched the health and well-being issues facing Africans. He is on the part time faculty of Fox Valley Technical College and Marian

College. Also, Nelson serves on the board of the Loaves and Fishes food pantry in Kaukauna.

Mr. Nelson responded to the candidate questionnaire we sent out. Here are his responses.

* How important do you feel Indian gaming is to the region, and to Wisconsin's economy?

Indian gaming has become an important component of Wisconsin's economy, especially here in northeastern Wisconsin. The Oneida Nation's bingo and casino complex provides over 3,000 good paying jobs in our community, and generates millions of dollars in tourism revenue. With both Oneida and Hobart in the 5th District, I am committed to working with the Oneida Nation to build upon the economic successes we've already realized.

* Would you support a legislative resolution recognizing the sovereignty of Wisconsin's 11 Indian Nations and push for its passage in the State Legislature? Please explain why or why not.

I would certainly support a legislative resolution recognizing the sovereignty of Wisconsin's 11 Indian Nations, and push for its passage in the legislature.

* Do you feel the state legislature should have the power to ratify Native American Gaming Compacts?

There should not be legislative oversight in the negotiating of gaming compacts with the state's tribes. This debate is laden with overtly

partisan agendas that do not bear in mind the best interests of the state or the tribes. Where were the Assembly Republicans when Governor Thompson had the authority to negotiate compacts? Moreover, I think it is unfortunate that my opponent has chosen to join the misguided Republican leadership in fighting against these agreements for partisan, political gain.

* The sovereign Tribal governments, the State of Wisconsin and the federal government regulate tribal gaming. Do you think this is adequate? Please explain.

Yes, I believe this is adequate. These three governmental entities work together to ensure that legal Indian gaming continues to play a positive role in Wisconsin's economy, and the community at large. I am open to discussion on the matter, however, as I am not fully educated on the specifics of the situation.

* Please offer any thoughts or ideas on ways to improve communication between the State of Wisconsin and Tribal Governments.

The Oneida Nation constitutes a significant constituency in the 5th Assembly District. I place a high value on the input of tribal members and leaders, and I look forward to working with them to facilitate better communication between the State of Wisconsin and Tribal Governments. Indeed, I have door knocked all of Hobart and most of the township of Oneida, personally meeting with many tribal citizens.

U.S. SENATOR RUSS FEINGOLD

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*Feingold***



Providing Affordable Housing on Tribal Lands

Senator Feingold cosponsored legislation in 2002, (S.1210) that reauthorized NAHASDA, the main source of funding for tribal housing.



Fighting for Equal Access to Health Care

Senator Feingold cosponsored legislation signed into law (S.1741) ensuring that Native American women with breast or cervical cancer are provided coverage under Medicaid



Improving Educational Opportunities for Native American Students

Senator Feingold was an original cosponsor of S.J.Res. 264, which directed President Clinton to issue Executive Order 13021 in 1996 expanding Federal assistance and grant programs to Native American institutions of higher learning, such as Wisconsin's tribal colleges.



Expanding Small Business Opportunities for Native Americans

Senator Feingold believes that we must expand opportunities for Native American small business owners. On November 20, 2002, Senator Feingold supported legislation (S.2017), now federal law, that improves small business opportunities for Native American entrepreneurs.



Fighting to End Racial and Religious Discrimination

Senator Feingold has fought to end discrimination against practitioners of traditional Native American religions. He was a cosponsor of legislation, which is now federal law (S.1021, 103rd Congress), to assure religious freedom to Native Americans.

Election 2004

From Page 1/Candidates forum provides opportunity to hear candidates stance on issues

Dan Aude, and Helen Schaal - 90th Assembly District challenger. Tracy Vandever, challenger to the 4th Assembly District did not attend, and a representative from U.S. Senator Russ Feingold’s office contacted the Oneida Legislative Affairs office cancelling his appearance.

On the Republican side, Representative Becky Weber - 5th Assembly District, Representative Judy Krawczyk - 88th Assembly District, Representative Karl Van Roy - 90th Assembly District, Senator Robert Cowles - 2nd Senate District, and Representative Phil Montgomery - 4th Assembly District participated in the forum. A representative from Tim Michels campaign for U.S. Senate, volunteer John Macco, participated on his behalf. The only invitee not in attendance was Gary Drzewiecki, challenger to Senator Dave Hansen.

The forum consisted of ten minute sessions to discuss the aforementioned six issues. Members of the Oneida Nation’s political conduit asked questions pertaining to each issue, and any explanation needed was provided by members of the Oneida Business Committee.

Following the one hour forum was a 45-minute question and answer period with those community members who chose to attend.

Kevin Cornelius, director of legislative affairs, was a little disappointed in the turnout. Approximately 65 community members attended the morning session, and that number dwindled down to approximately 40 in the afternoon.

“It was a chance for the Oneida community to hear the candidates stance on issues that pertain to the tribe,” said Cornelius.

He said the forum was two-fold as it also provided a learning opportunity for the candidates.

“It was very helpful for the candidates to understand the Oneida Tribe,” said Cornelius.

Representative Van Roy was thankful for the “great open communication.”

“We learned exactly what there (Oneida) issues are, and we can actually do a learning experience and make sure that this happens correctly.”

Van Roy said he feels the candidates are starting to get on the right page in understanding the Native American culture so they can incorporate that understanding with what they are doing.

“So we aren’t on opposite sides of the page, we can get together and make sure we are not fighting with each other, but communicating with each other to solve the situations that come up,” said Van Roy. “Not until there are problems when we have a situation, and not make it on opposite sides of the street.”

Senator Robert Cowles at first thought that the 10 minute issue time limit was too long, but his opinion quickly changed.

“Everyone of these sub forums that we had here today there wasn’t enough time for discussion that I thought was necessary,” said Cowles.

He asked that the Oneida community help educate the candidates to a greater degree to “what the issues are as far as you’re concerned.”

Editor’s Note: As of press time, the candidates answers to the questions of sovereignty, taxation, land into trust, gaming, education and environmental was still being compiled by the Legislative Affairs office. Please contact Tana Aguirre at 920-869-4239 for candidate responses.

★ ★ ★ ★ ★ ★ ★ ★

ELECTION YEAR 2004

ARE YOU GOING TO VOTE?

★ ★ ★ ★ ★ ★ ★ ★

If yes, that's great. If not, I'm compelled to ask why not? Not only is it your RIGHT, it is your RESPONSIBILITY! Your vote is your voice. If you don't voice you give up all rights to complain about those decisions made by those who have been elected to positions of power ie. U.S. President, congressmen, senators - state and local alike. Your vote does not just matter at the Tribal level, it is very important to vote in local, state, and national elections as well.

Did you know that Wisconsin was decided in the 2000 election on only 5,000 votes! Wisconsin is a swing state, and with 11 Tribes located within state of Wisconsin, the Native Vote CAN make a difference!

In the efforts of the Oneida Legislative Affairs Department to get out the vote to Natives in Oneida and the surrounding communities, I've heard various reasons as to why some people don't vote:

- Why vote - it doesn't affect me personally?**
Oh but it does. Truth is that the elected officials of the Oneida Nation must deal with the bigger picture and on a higher level when legislation is introduced at the state and federal levels. Our education, health care, etc. can be negatively impacted at any time. The reality is that Native American people need individuals in office who are sensitive to Native American issues.
- The Native vote only counts for 1% of 1% of the total vote.**
EVERY VOTE COUNTS!! Especially in an election as close as this, voting is crucially important. And Wisconsin is known as a swing state and with the 11 Tribes located in the state of Wisconsin, the Native population **CAN MAKE A DIFFERENCE!!**
- Polls are too crowded and busy.**
Absentee ballots are an option. Absentee ballots are convenient, you can vote in the safety of your own home. For more information or for an absentee ballot form call 920-869-4388.

You also have the the right to go to your municipal clerk and vote anytime between today and November 2, 2004 and vote beforehand.

There is no reason for not voting.
- Don't know where to vote.**
Voters who are already registered can call the following to find out where they're polling sites are:

City of Green Bay	920-448-3010
City of DePere	920-339-4050
Village of Hobart	920-869-1011
Town of Oneida	920-833-2211
Town of Lawrence	920-336-9131
Village of Ashwaubenon	920-492-2302
Village of Allouez	920-448-2800
Town of Suamico	920-434-2212
Town of Bellevue	920-468-9316
Village of Pulaski	920-822-5182
Town of Seymour	920-833-7961
- Don't know how to register to vote.**
It's really quite easy. Forms can be obtained through your respective polling areas or from the Oneida Legislative Affairs Department - call 920-869-4388 if you would like a form mailed to you. Or better yet, we could have someone who is deputized in your area stop by, assist you with filling out the form, and take the form in for you. All you would need to do is show your driver's license or proof of identification before voting.
- Don't have a ride.**
Oneida Transit is offering free rides to the polling sites within the Oneida reservation boundaries and Green Bay. For a free ride call 920-833-1658. Legislative Affairs will also be providing rides, call any of the following: Tana Aguirre @ 869-4239; Kevin Cornelius @ 869-4366; or Racquel Hill @ 869-4388.
- Don't have any information on who's running.**
For information on Republican candidates, call the Brown County Republican Headquarters at 920-494-2448.

For information on Democratic candidates, call the Democratic Green Bay Coordinated Office at 920-436-0056 and ask for John Powless III.

Attend the Get out the Vote Harvest Lunch - November 1st at the Parish Hall from 10 a.m. - 3:00 p.m. with lunch being served at Noon (see flyer below).

Upcoming event notice:

Get out the Vote Harvest Lunch - November 1st
Parish Hall - 10 a.m. - 3 p.m.
Free Lunch served at Noon.

This election year is very important - cannot stress enough how the Native American vote counts. If we don't vote, Native American issues will be ignored. If you think you're not affected, you're wrong. Look around you - our children need education; our people need health care; our elders need to feel secure - **OUR VOTE DOES COUNT!!!!**

If you are not yet registered, or have questions on where to vote, please call the Legislative Affairs Department at 869-4239.

Please take the time and plan on voting – our future & our sovereignty depends on it.

GET OUT THE VOTE

FREE HARVEST LUNCHEON

Where: Parish Hall
When: Monday, November 1st
10 a.m. - 3 p.m. (Harvest style lunch served at Noon)
Why: IT'S NOT 'CORN'Y'...IT'S YOUR RIGHT WE MUST 'SQUASH' THE STEREOTYPE FOR THE WELL 'BEAN'(BEING) OF ALL NATIVE AMERICANS THROUGHOUT U.S., MUST CONTINUE THE FIGHT. . .

AS THE THREE SISTERS SUSTAIN OUR LIFE, VOTING DOES TOO!

ELECTION YEAR 2004 – ARE YOU GOING TO VOTE???

NATIVE VOTE = NATIVE POWER

PLEASE GET TO THE POLLS NOVEMBER 2ND
IT'S NOT JUST YOUR RIGHT; IT'S YOUR RESPONSIBILITY!!

ONEIDA - GET THE VOTE OUT!

November 2, 2004 is election day.

We at the Oneida Public Transit Department have been asked to provide a voter service this day. We will be providing FREE service for voters who need a ride to and from the polls.

Transportation will be provided from the voter's home to one of two polling sites, either the Hobart Town Hall or the Oneida Town Hall on Cnty H, and back to the voter's home.

No alternative stops are included in the free service.

Hours of free voter service are: 8 am to 6 pm

COME JOIN US !!!!

WE NEED TO HEAR FROM YOU !!!

CULTURAL CENTER PRESENTATION

The Cultural Center project team would like to invite the community to the final presentation of the Cultural Center programming study / schematic design by Two Row Architect, Standing Stone Design, & Plunkett Raysich.

The programming study is a result of four (4) community meetings of which information was collected by the project team to confirm the communities thoughts pertaining to building design, exhibit design, site design, environmental issues and concerns in general with the project.

The presentation agenda will be:

1. Review Outcomes of Previous Community Meetings

-Space program & site usage

-Design objectives and relationship (bubble) diagrams

-Preliminary schematics and LEED criteria

2. Recommended schematic design presentation

3. Structural, Mechanical and Electrical system recommendations

4. Capital cost estimate

5. Operating and maintenance projections

6. Future phases and proposed schedule

7. Questions and answers

8. Comments and suggestions

9. Closing

Presentation is to be held at the Radisson Hotel & Conference Center Grand Council Ballroom.

November 9, 2004

6:30pm - Deli Buffet with soup, tossed salad greens, sliced cucumbers, cherry tomatoes, black olives, bacon bits, and seasoned croutons & dressing. Slow roasted sliced roast beef, smoked turkey and sliced country ham. Swiss cheese and cheddar cheese served with lettuce, pickles, tomatoes and onions. Assorted breads served with freshly brewed regular and decaf coffee, hot tea and/ or ice tea.

7:00pm - Start of presentation

State/National

Bush, Kerry reach across party lines to attack one another

By Ron Fournier and Deb Riechmann

Associated Press Writers
ONALASKA, Wis. - President George W. Bush and Sen. John Kerry accused each other of lacking the hard-nosed resolve of Cold War presidents - from Democrat Harry Truman to Republican Ronald Reagan - reaching across party lines a week before Election Day to try to break their campaign deadlock.

With tensions rising in both camps, Kerry escalated his criticism of Bush over explosives missing in Iraq, asserting that the weapons could be used against American troops and citizens. He accused the president of keeping the cost of war in Iraq under wraps until after Election Day.

“What else are you keeping from the American people?” Kerry said in Green Bay.

Across the state, Bush said his rival favors “the position of weakness and inaction” contrary to “the great tradition of the Democratic Party.”

A Los Angeles Times poll showed the popular vote tied, 48-48, with Bush-weary voters open to change on Iraq and the economy but harboring doubts about Kerry's ability to lead the nation against terror.

New state surveys showed the race also knotted in Florida, Ohio and Pennsylvania, the three most important battlegrounds in the race for 270 Electoral College votes.

Behind the scenes, both campaigns tweaked their stump speeches, advertising

strategies and get-out-the-vote drives. In addition to Wisconsin, Bush visited Iowa while Kerry traveled to Nevada and New Mexico - all tossup states.

After spending weeks casting Kerry as a flip-flopping liberal in TV ads, Bush planned to close the race with a 60-second commercial designed to portray himself as a trustworthy, steady leader. The high point, according to advisers, is a clip of a choked-up Bush addressing the Republican National Convention about meeting the children of slain U.S. soldiers “who are told their dad or mom is a hero but would rather just have their dad or mom.”

Kerry's latest ad accuses the Bush administration of failing to secure nearly 400 tons of explosives that are missing from a military installation south of Baghdad. “His Iraq misjudgments put our soldiers at risk, and make our country less secure,” Kerry says of Bush in the ad.

He said in Green Bay the explosives “could be in the hands of terrorists, used to attack our troops or our people.”

Vice President Dick Cheney responded for Bush from Florida, saying, “It is not at all clear that those explosives were even at the weapons facility when our troops arrived in the area of Baghdad.”

In the battle of past presidents, Bush said Democrats Franklin D. Roosevelt, Truman and John F. Kennedy showed “confidence and

resolve in times of war and hours of crisis,” asserting that Kerry lacks such mettle.

Kerry said Presidents Roosevelt, Truman, Dwight Eisenhower, Kennedy and Reagan all built strong alliances, a contrast to Bush who Kerry said “has failed in his fundamental obligation as commander in chief to make America as safe and secure as we should be.”

Later, in Nevada, the Democrat appealed in both Spanish and English to undecided voters. “We’re in a bigger mess by the day and the president can’t see it or can’t admit it, but either way, America is less safe,” he said.

Bush made a direct pitch to wavering Democrats, particularly moderates unsure about Kerry.

“If you believe America should lead with strength and purpose and confidence and resolve, I’d be honored to have your support and I’m asking for your vote,” he said.

In Wisconsin and a dozen or so other competitive states, mailboxes were being flooded with campaign leaflets - most of them negative.

A Republican National Committee mailing features a picture of Jane Fonda and Michael Moore, two anti-war liberals supporting Kerry, and the headline, “John Kerry’s heart and soul of America?”

In Ohio, voters received a mailing with a picture of a soldier in camouflage uniform with the caption, “Supporting him in Iraq shouldn’t mean shortchanging working families in America.”

From Page 1/ Decision of proposed casino pending on November 2 referendum

The third group is an arm of the Forest County Potawatomi, which operates a casino in Milwaukee. It has launched a campaign of direct mailers and television spots criticizing the Menominee proposal.

The Menominee Nation submitted an application earlier this year to hold the 223-acre Dairyland property in tribal trust. After a review process that can take months or years, the BIA will make a recommendation to Doyle, who has the ultimate say.

On the local level, the city and the county recently reached a tentative intergovernmental agreement with the tribe, which faces City Council and County Board review following the referendum. The agreement projects that the city, county and local school districts would share roughly \$521 million over 22 years in payments based on casino revenues.

The agreement also establishes that the tribe would waive its right to sovereign immunity, meaning the tribe could be sued in federal and state courts.

Mohegan Tribe agree to manage Wisconsin casino

The Associated Press

UNCASVILLE, Conn. - In a push to broaden its business market, the Mohegan Tribe has announced plans to manage a proposed Wisconsin casino.

The Mohegans, which own and operate the Mohegan Sun casino, announced Friday they have signed a seven-year management agreement with the Menominee Indian Nation to run the tribe’s planned casino in Kenosha, Wis.

The Mohegan Tribal Gaming Authority will receive a percentage of revenues for managing the casino resort, which is expected to open in 2006.

“I think this is a precedent-setting pact between two tribes,” said Joan Delabrea, chairwoman of the Menominee Indian Tribe. “I think if other tribes do what the Mohegan tribe

has done, you will see the end of those big deals with Las Vegas companies.”

The Menominees plan to build a 160,000-square-foot casino at a former dog track in Kenosha. The tribe estimates the casino will cost \$800 million to build.

The Mohegan Tribe invested \$3.1 million in the project earlier in the year.

Last week, the tribe announced it will buy a 400-acre Pennsylvania horse racing track, Pocono Downs, for about \$280 million. The deal also includes five off-track betting operations in Carbondale, East Stroudsburg, Erie, Hazleton and Allentown. The Mohegans can apply for a license to operate up to 3,000 slot machines at Pocono Downs.

ATTENTION

ONEIDA UTILITY SEWER AND WATER CUSTOMERS!

All Tribal Subsidy applications will need to be updated before November 30th, 2004. Please watch your mail for the new applications. If the new applications are not updated with all information provided (copies of tribal ID, proof of low income or proof of disability/age) you will no longer be available for this subsidy.

If you do not receive a Tribal subsidy and feel you may qualify for Low Income or disability, feel free to contact our office for more information and an application.

Elderly (any Tribal member over age 55) are eligible for the Tribal Subsidy. If you qualify and are not currently receiving the subsidy contact our office for an application. Also a copy of your Tribal ID is required.

Thank You
Oneida Utilities Department Management

Salvation Army Thanksgiving & Christmas Assistance 2004

For low income individuals and families residing in Outagamie County Only!

This includes zip codes of 54155, 54106, 54115, 54131, 54152, 54165, 54931, 54944 and 54130. These addresses may have a numeral in front of your street address, unless you are residing in the city.

Salvation Army will distribute from a new site. It is Black Creek across from an old church on Hwy 54. The sign in front of the church says crocks wanted. Please turn on Beech Tree (North) and it will be the first driveway on the left. We will not be delivering. The Thanksgiving Give-Away is Monday, November, 15th, and the Christmas Give-Away is Monday, December 13th. Times are 9:00 am to 6:00 pm

All applications will be taken at the Black Creek Salvation Army Building plus underlined sites.

Monday, Nov. 1 9-12 PM
Tuesday, Nov. 2 9-12 PM
Wednesday, Nov. 3 9-12 PM
Thursday, Nov. 4 1-4 PM
Freedom Food Pantry
Thursday, Nov. 4 1-4 PM
Friday, Nov. 5 1-4 PM
Saturday, Nov. 6 9-12 PM
Oneida Redstone Elderly Complex
Saturday, Nov. 6 9-12 PM



Missed applications for Christmas will be November 22nd from 9-12 PM. Questions, call Betty @ 920-833-6296 or Lois @ 920-833-2855.

Adults please bring proof of photo identification, Social Security cards or forward medical cards for everyone, income and proof of residence. If you do not speak English please bring an interpreter.



PCS Vision Phone
A660 by Samsung

Small and stylish

This lightweight clamshell is full of features

FREE

Regular Price \$179.99 – \$179.99 2-year rebate

- ☐ PCS Full-Color Screen
- ☐ Voice-activated dialing
- ☐ Picture Caller ID
- ☐ E911 Emergency Location Capable
- ☐ PCS Vision Capable
- ☐ Personal Organizer
- ☐ Multiple Languages Capable

Take advantage of the Sprint Nationwide PCS Network reaching more than 240 million people.

- ☐ Offer available to new and existing customers adding a new line of service.
- ☐ Offer good through November 30, 2004.
- ☐ Offer excludes taxes.

As a member of the Oneida Tribe of Indians of WI, you qualify for a 21% discount on your monthly phone bills when you purchase a Sprint PCS phone!

**Contact your PCS Representative
Jennifer Shimon
Phone: 920-471-9440
2348 E. Mason St.
Green Bay, WI 54302
Fax: 920-465-1876**



Requires purchase and activation of a new PCS Vision phone by 10/31/04. Nonrefundable \$36 phone activation fee applies. Depending on credit, a deposit may apply. See PCS Representative for full details. Offers subject to change without notice. Restrictions apply. Phone selection may change, based on availability. Copyright ©2004 Sprint Spectrum L.P. All rights reserved. Sprint, the diamond logo and all other Sprint marks are trademarks of Sprint Communications Company L.P. Any and all other marks are the property of their respective owners.

Legislative Review/Letters & Opinions

Letters to the Editor

Vote - Vote - Vote

On November 2nd, Oneida will have an opportunity to help our nation by helping to elect candidates who will make a difference in a good way for our nation. It's very important for our people to vote for these candidates. I am most concerned with assembly District 5. District 5 covers the Oneida rez. I encourage all Oneidas who live on the rez to vote for Tom Nelson for assembly.

Tom Nelson comes from a good family background. His dad founded Christ the King Lutheran Church. Tom Nelson learned the value of hard work and sacrifice as he cleared tables at a local supper club, hauled pulp for a paper company, stocked shelves at a grocery store and cut hay at his uncle's farm. Tom Nelson also has a good background working with issues that concern not only our people but all people. Tom:

- Graduated Valedictorian from Little Chute High School.

- Earned a scholarship to attend Carleton College in Northfield, MN.

- Earned a Master's Degree from Princeton University's Woodrow Wilson School for Public and International Affairs.

- Worked for the Committee for Economic Development, a business-led public policy organization in Washington DC.

- Rallied national business and civic leaders in supporting the McCain-Feingold campaign finance reform act.

- Worked with Members of Congress to expand unemployment insurance and provide job training and health care for displaced workers in industries adversely affected by foreign trade.

Two issues that's comes up in District 5 is jobs and health care. Tom Nelson is well qualified to follow thru on these issues. When Tana Aguirre at a 2003 Hobart Village Annual meeting asked Tom's opponent Becky Weber, "If jobs is one of your big concern, then why would you sign on to a proposed bill

to stop our compact signed by the governor that (the bill) would aversely affect some three thousand jobs?" Beck Weber didn't have a very clear answer. As a matter of fact, she had no answer.

We're very lucky to have Tom Nelson as a candidate running in our district.

He has the qualifications.

He has the experience.

I believe Tom Nelson will listen and work with our people.

Vote for Tom Nelson on November 2nd. I am, along with John Kerry and John Edwards, and Russ Feingold

Hugh Danforth
Citizen of the Oneida Nation

Republican insiders jump ship

I'm a veteran, a hunter, a retired college professor, and a grandparent and I have to loathe George Bush and his agenda. I've been watching politics rather closely for over forty years and, in my opinion, there has never been a more dangerous administration than this one. For some time I foolishly believed that Bush was actually a decent person who was being duped by his handlers but it is now clear to me that he is neither decent nor a dupe. In fact, he is a shameless huckster who operates from the very core of the neo-conservative conspiracy that is promoting plutocracy at home and empire abroad. These greed-based policies are undermining our democracy and poisoning our children's future.

To see how sinister this administration is just take a look at all of the insiders who have jumped ship and written books trying to warn us of the dangers: Paul O'Neill, Richard Clarke, Joseph Wilson, Kevin Phillips, John Dean, and David Brock. All of these authors worked for or supported Republican presidents in the past but are now speaking against this president.

Hopefully, enough moderate Republicans and Independents will hear the truth before the election.

John See

Legislative Update

Oneida Business Committee

The Business Committee has fully supported our Legislative Affairs Department with the "Get Out the Vote" campaign. We can't say enough about how important it is for Native people to assert their right to be heard. The National Congress of American Indians has also initiated a nation wide campaign encouraging Tribes to get their people to vote. It is imperative that Indian Country vote in this presidential election in order to protect our future. I once again encourage you to do your duty and vote on November 2, 2004. If you need candidate information or location of the polls, feel free to contact our Legislative Affairs office at 1-800-236-2214.

On 10/21/04 the OBC adopted the FY'05 budget. The committee took it up for approval after there was no quorum at the GTC budget meeting on September 25, 2004. I would like to note that the adopting resolution provides for future Business Committees to receive wage adjustments whenever employees do beginning with FY 2006.

Legislative Operating Committee

The LOC began its third session on September 13, 2004 and identified the list of priorities to be completed within the session. Our priorities are listed below.

Commerce Organization Code: separate appropriate profit making enterprises from the political systems of the Tribe in an effort to create an independent corporate

structure which would enhance efficiency and flexibility and lead to greater profitability for the Tribe.

Constitution: provides for a separation of powers by including a Tribal Legislature, Executive Branch and a Judiciary. A draft constitution is ready for a constitutional summit, currently being planned for early spring, where community members will be able to provide input and feedback.

Personnel Management Code (a/k/a Labor Code): includes specific rule-making authority for HRD and would be comprised of codified employment-related stand alone policies and certain Blue Book provisions (i.e., grievance and discipline).

Judiciary Act: establishes a judicial branch of government for the Tribe that would provide fair and impartial courts for the resolution of cases and controversies which arise under those Tribal laws which specifically confer jurisdiction upon those courts.

Final draft completion is estimated to be Spring 2005.

Administrative Procedures Act (New): This item was initiated in 1999-02 LOC term and would replace the current APA with a new law which would provide greater flexibility in law making and provide a process for rule making by departments (i.e., HRD). The new APA will be presented simultaneously with the Judiciary proposal. Final draft completion is esti-



Councilwoman Trish King

mated to be Spring 2005.

Election Law and Amendment to the Current APA for the revised Election Law: In response to a July, 2002, referendum, the LOC is pursuing amending the Oneida Election

Law to allow for the implementation of primaries for the Business Committee positions. This will also call for a narrow amendment to Section 1.11-1. Appellate Review of Agency or Commission Action.... However, a decision of the Trial Court of the Oneida Appeals Commission regarding a challenge to an election result shall be final, and no further appeal may be granted by any appellate body. The final recommendations for the Election Law and APA Amendment will be submitted to the GTC for approval at the January 3, 2005 GTC meeting.

Comprehensive Policy Governing Boards, Committees and Commissions: Amendments include: the establishment of three tiered stipends for program entities, administrative entities and advisory entities. The LOC will review all public hearing comments and make changes for a final draft.

We have completed a number of items already this term, and they are as follows: Computer Resources Ordinance, Sanitary District Ordinance, Small Business Project 2000 amendment and Sovereign Immunity Ordinance. Of course, as we

complete items from our agenda, there are new items that are added to the Active Files List for future consideration. New items that have been added are: Cemetery Rules and Regulations, Nutrition Board By-Laws, Finance Committee By-Law amendments and Alcohol Beverage Licensing Ordinance review.

My Office

The Commerce Team has researched several other Tribal structures and will be visiting the Choctaw Nation to learn about their economic structure. Choctaw is similar to the Oneida Nation and already has several types of business operations and corporations. This will be our final step of due diligence. We can then complete our recommendations for a Commerce structure and focus on the necessary laws to complete the project.

Community News

The Oneida AmVets held a Testimonial Dinner in honor of Tribal Secretary, Julie Barton on October 21, 2004. It was an evening of laughter, tears, and remembrance for all the years of service that Julie has given to the Oneida Nation and community. She is well respected by her colleges and peers, and graciously accepted all the good words (and jokes) presented to her.

Getting back to our roots, the Oneida Journey 2004 History Conference is being held at the Parish Hall on October 28 - 30, 2004. It is always important to remember where we have come from when making decisions about where we are going in the future.

Get Out The Vote

We have a great opportunity to put power into our Native voices by voting on November 2. The race to the White House is neck-and-neck. Wisconsin, like Minnesota and New Mexico, is a battleground state where Republican and Democratic parties are working hard to get out the vote. Democrats know that the secret weapon in each of those states rests with you and me: Native voters mean Native Power. I support John Kerry and the Democratic ticket that includes state Sen. Dave Hansen, Tom Nelson for state Assembly and U.S. Sen. Russ Feingold.

I think this will be the most important election for Indian Country as well as all people across the globe. Winona LaDuke, Ralph Nader's vice presidential candidate, endorsed John

Kerry. She said John Kerry opposes converting Yucca Mountain into a nuclear waste dump.

Land claims and land rights issues are important for Oneidas as well as many other tribes. I believe that John Kerry will work with Indian nations to find a resolution to these longstanding and historic claims. John Kerry co-sponsored the Wampanoag Indian Claims Settlement Act. John Kerry voted for a bill to grant federal recognition of the Lumbee Tribe in North Carolina. If given the chance, John Kerry will appoint Supreme Court Justices who will recognize tribal sovereignty and will not sell out tribes over state



Councilman Paul Ninham

rights.

If this is your first time to vote, whether you are 18 or 80, this is the one election where every single native voter will count. For Indian people, this election is about protecting our sovereignty, expanding health care, improving education, and building a strong economy. Tribal communities will have a better chance of doing all that with John Kerry in the White House and Democrats in Madison.

Gov. Doyle, a Democrat, needs help to continue standing up against Republicans who acts against our efforts to build a strong, healthy community. I will be voting for Tom Nelson, a Democrat from Kaukauna who will

fight for us in Madison. Tom Nelson says he will support legislation that recognizes the sovereignty of Wisconsin's 11 Indian Nations while Becky Weber, his opponent, said she'd like to attend a hearing to learn more about it. Tom Nelson said he will not support the use of Native American names and likenesses for mascots. Becky Weber said she would let communities address this issue.

Sen. Dave Hansen continues to fight the good fight for Wisconsin's Indian people. He courageously stands up in the state Legislature on our behalf. We need to be sure Dave Hansen is re-elected.

As a tribal community and an Indian Nation, we have a lot at stake on Nov. 2. The protection of our sovereignty is up to you and me. Please get out to vote on Nov. 2.



Kalihwisaks

Letters To The Editor Policy

Letters must be limited to 500 words. All letters are subject to editing and **must have your signature, address and phone number for confirmation. Confirmation of letters will be needed before publication. Kalihwisaks** has the right to refuse publication of submitted letters.

Effective January 1, 2001 per Kalihwisaks Policies & Procedures, Section I (c)(4), "Individuals will not be allowed to submit more than eight (8) letters per year regardless of topics." For more information on Kalihwisaks Policies & Procedures, please contact (920) 869-4277.

Guest articles and editorials that appear in the **Kalihwisaks** are not necessarily the views or opinions of the Kalihwisaks' staff, Editorial Board or the Oneida Nation of Wisconsin.

Although Kalihwisaks requires a final signed submission from our readers who write in, you can e-mail us now - and send the hard copy through the mail - to ensure we get your submission in time for the deadline day. E-mail your letters to: **Keith Skenandore - kskena@oneidanation.org**

If you have any questions, please feel free to call (920) 869-4277.

General Tribal Council Land Claim Meeting
(Executive Session)
Update & Current Negotiations

November 13, 2004
10:00 AM
BC Conference Rm.

Please bring your tribal ID for check-in purposes



Sports/Recreation

Recreation news and notes

Just 4 Kicks
Submitted by: Kim Diemer

Congratulations to all of the kids participating in this year's 2004 Fall Soccer League. It was a huge success! Besides learning how to dribble, juggle, pass and shoot, much fun was had by all. During this year's league, each child partook in a program called Just 4 Kicks! Each child shot goals for five minutes and tried to get people to sponsor them for the amount of goals scored within the five minutes. The high scorer from the 9-10 year olds was Josanna Cornelius with 39 goals, Grace Skarlupka with 35 goals in the 7-8 year olds, and Rachel Kelly with 38 goals in the 5-6 year olds. Top fund-raisers were Louisa Mehojah, Shawnetta Williams, and Bryce Hill. The money raised will go toward a Pizza Party and T-shirts that will be worn during a halftime appearance at the University of Wisconsin Green Bay soccer game held on Friday, October 22.

Oneida Recreation
2004 Coed Softball
Submitted by Recreation Staff

The fall softball season came to an end on October 18. This year's top seeded team was Rod Hill's team (The Casino). They went into the playoffs with a record of 4-0 against Tim Ninham's team who were 0-4. Ninham's team gave them a good run but came up short, having got knocked out of the playoffs. The second playoff game was Tonya Webster's 2-2 team against Levi King's team, who were also 2-2. King's team character came out victorious. King's team was heading to challenge the undefeated Casino team. The championship game lasted all seven innings with the casino playing with only eight players. With nothing going the Casinos way, the King's racked up the runs. Anything could happen during play-offs, even knocking off the top seeded team! Congratulations to Levi King's team! Throughout the season they have shown great sportsmanship. Recreation would like to thank the four teams that participated in this year's league.

*Don't forget Recreation's Coed Volleyball League that starts up this November! Now accepting the first four teams! If you have any questions or concerns, please call Kim Diemer at 869-1088.

October Sports and Fitness Report

The County H gym has a lot of activities to offer this November. There will be Boys High School Basketball, Boys 7th & 8th Grade Basketball and Boys 4th, 5th and 6th Grade Basketball. We will also continue Tae Kwon Do and Little Ninjas Classes in November. This will be my last report from the County H Building as I am transferring to a Teen/Advocate position with the Social Services Department. I want to thank the staff and my supervisors for providing a great place to work. Thank you.

Thunderhawks fall in first round

By Phil Wisneski
Kalihwisaks

The Oneida Nation Thunderhawks came into the WIAA tournament with a boat load of momentum after winning their last four matches of the season. That momentum however was thwarted by a talented Sheboygan County Christian squad that received the number one seed in the regional. The Eagles downed Oneida 10-25, 14-25 and 10-25.

Oneida wasn't really close in any game and it showed on the scoreboard.

Coach Melinda Danforth said she was disappointed in her team's performance, but was still very proud of her team and the what they accomplished during the season.

"I know our girls can play 90 percent better than what they showed during the last game," Danforth said.

The first game jitters really showed. The Thunderhawks had trouble in nearly every aspect of the game, most notably serving and returning spikes by the Eagles.

"I think the girls kind of psyched themselves out a little bit," said Danforth.

The closest Oneida would get in the first game was 5-9, before the Eagles ran away with the game.

Game two was much of the same as Oneida players were caught out of position numerous times and seemed to be a step slow in reacting to spikes. The Thunderhawks scored three straight points to cut the lead to 10-20 , but it was too little, too late.

The third and final game was a s close as 5-11, but nine straight points by Sheboygan County Christian, put the game out of reach and ended

the Thunderhawk's season. Coach Danforth was not pleased with the teams performance in the final game, but was proud of what her young team did during the season.

"They walked off the court with their heads high," Danforth said. "They were proud of what they did during the season."

Coach Danforth was very happy with effort the squad showed during the year and she said that this past year proves that our girls can compete.

"I'm looking forward to coaching the young talent that we have," Danforth said.

Danforth is proud of the way her team gelled during the season, on and off the court.

"They were able build relationships with each other off the court and that makes me most proud," Danforth said. "I really enjoyed this season and am looking forward to next year already."



Photos by Phil Wisneski

Above: Irene Danforth shouts words of encouragement to her teammates during the WIAA tournament against Sheboygan County Christian. Below: Jessica Skenandore dives to try and dig a spike against the Eagles. Oneida lost the match 10-25, 14-25 and 10-25.

Stevens honored at Haskell as standout alumni

The Haskell Indian Nations University honored seven former standout athletes on September 25. Oneida tribal member, Ernie Stevens, Jr., a graduate of 1983 was honored for his great achievements in basketball during his attendance at Haskell and for his success since his graduation. Induction ceremonies were held 10 a.m. Saturday at the Haskell Stadium Arch before the Homecoming activities to be held that day. Ernie is the youngest inductee to be given this honor.

Ernie was out of a job and looking for work to support his family and he credits Mrs. Eva Danforth who was working at Job Service at the time, for talking him into getting his GED and going to college. He never finished high school and never had the chance to play scholastic sports. He would travel to basketball tournaments and play against great Indian players like Phil Homeratha, Steve Daney, Steve LaCoieur, all from Haskell and wanted to be like them. He decided to go to Haskell because a of it's family legacy aspect. His grand-

mother, Maria Hinton, attended Haskell when it was a boarding school. With the urging of friend, Rick Hill, he packed up his willing family and moved to Kansas. It was a struggle at first but soon Haskell staff and students became their family away from home and did what they could to help Ernie and his family survive. Ernie and Cheryl were married in Lawrence, Kansas during the basketball season of 1982.

Ernie learned to play ball in his young adult years, just four years before attending Haskell through the teachings of Oneida greats like Sonny King, Ed King, Sr., and Ronnie John. Although he started late, at 6'4" his size was a great asset and he learned quickly. He went out for Haskell men's team as a walk-on and was became an immediate starter.

When he attended Haskell it was still a 2-year Junior College. During his era there, Haskell has had the best record in the last 25 years. Ernie was voted, Mr. Hustle his Freshman year, an award rarely given to a big post



Stevens, Jr

player. He was voted Outstanding Sophomore player during his second year, as well as receiving 2 scholastic scholarships for his honor roll achievements. He was chosen as Team Captain for both years, and helped to lead the team to the Junior College Regional Playoffs both years. He was a tough force in the paint, almost unstoppable and a tremendous defensive player.

Ernie and his wife credit Haskell for their educational values and for starting them on the road to a very successful life. Ernie was Vice President of the Student Council and also ran youth

basketball camps during the summer months. A past councilman for the tribe, past Vice-President and Treasurer of the National Congress of American Indians (NCAI), Ernie is now the Chairman of the National Indian Gaming Association (NIGA). Cheryl is the Director of the Grants Office in Oneida.

Today, Haskell is a 4-year accredited University with over 1,000 Indian students. Haskell seems to be a family tradition now with Ernie and Cheryl's children, Brandon, Maria and daughter-in-law TeAta now attending Haskell University. Their son, Ernie III, graduated from Haskell in 2001 and now attends UW-Oshkosh, and their daughter Margaret will transfer from United Tribes to Haskell next fall.

When presented with a plaque and coin commemorating the year Haskell opened it's doors, Ernie had asked Cheryl up to the podium. He surprisingly presented her with the plaque and coin he received saying that he would not have done so well in college nor have got-

Oneida wins final football game

The Oneida football saved it's best game for last. The Thunderhawks defeated Living Word Lutheran 14-8 on October 21.

The win was the first win of the season for Oneida .

Eddie Metoxen lead Oneida with 130 yards on 17 carries, while teammate Jermaine Delgado ran for 110 yards on ten carries. Metoxen started the scoring in the first quarter with a 30-yard touchdown run. Delgado then followed with a scamper of touchdown run of 80 yards.

"He broke three tackles, did a spin move and he was gone," said Oneida coach Nathan King.

King said he is proud of the 20 boys that stuck with the team during the season and is exciting about next year.

ONHS boys basketball vacancy

There is an opening for boys basketball coach. Starts Nov. 15. For more info call Lance Kelley at 869-44990

Basketball Meetings

All boys and girls basketball players and parents must attend a mandatory meeting for ONHS.

Girls meeting is November 4 at 6 pm in BC conference room.

Boys meeting is November 9 at 6 pm in the BC conference room.

ten so far in his life had it not been for her.

The other honorees are: Phil Homeratha, the Fighting Indians' women's basketball coach. Homeratha, a 1961 Haskell graduate, was a football, basketball and track standout for the Tribe.

Wayne Post oak, a former football and basketball standout who also was the school's men's basketball coach in the 1970s.

Danny Littleaxe -- A 1961 grad and a three-sport standout. He is a former governor of the Absentee-Shawnee tribe.

John Edwards -- A 1955 grad who was an alternate sprinter on the 1964 U.S.Olympic team. In 1991, outwards was named Haskell's outstanding alumnus.

Larry Spybuck -- A 1958 graduate who was a standout baseball catcher and later played men's fast-pitch softball for Haskell.

Phillip Coon -- A 1941 grad who played baseball and basketball. Coon was a survivor of the Bataan Death March during World War II.

Jim Begay, Gordon Skenandore, Jo Oudenhoven, Winnie Howard, Cookie Kurowski, Dorothy Ermenc, Ken Hill, Jane Salzman, Marena Pamanet, Jack Johnson, Linda Doxtator.

Watch for our next bowling league, which is set to start in January. For more information on Elder programming, please contact Tracey Hill @ 833-0010.

Creepy, Crawly, Cooking Class

Submitted by: Shara Summers

The Social Recreation Room at County H was full of Halloween Spirit this month. We cooked up all sorts of creepy foods in Cooking Class on Tuesdays and Thursdays from 5:00 to 6:00 p.m.. The kids loved making

mummy dogs, pumpkin pudding, witches' fingers, slime, rotten teeth, and caramel apples. They enjoyed eating them even more. The whole building is decorated and ready for fun, so come check out the food and fun in Social Recreation in November.

It's a "Bowling" Good Time

Submitted by: Tracey Hill

The Oneida Recreation's



Photo by Dwight Nale/Appleton Post-Crescent

Challenger the Eagle perches atop the arm and hand of trainer Al Cecere after soaring to mid-field during the national anthem and also during the Oneida Nation of Wisconsin’s halftime performance.



Photo by Dwight Nale/Appleton Post-Crescent
Before Challenger the trained bald eagle could land he took off near the top of Lambeau Field prior to kick-off between the Green Bay Packers and the Dallas Cowboys on October 24, 2004.



Photo by Phil Wisneski

Challenger soars high above the 72,000 in attendance at Lambeau Field.

Photo by Phil Wisneski

Oneida Nation dancers kept the crowd enthused with a snake dance prior to the release of Challenger. Over 50 dancers performed during halftime of the football game.



Photo by Scott Elm/Inset by Phil Wisneski

The awestruck Lambeau crowd watches as Challenger prepares to land on Al Cecere’s arm. Challenger is part of the American Eagle Foundation.

Music from the heart: Amy Carol Webb concert

It’s probably safe to say that Amy Carol Webb isn’t expecting to be famous. After all, playing honest, from the heart acoustic music isn’t going to get the attention of a business more focused on the Britneys of the world.

Amy Carol Webb performs in the 9th annual Oneida Concerts: Night Sun Series presented by the Oneida Nation Arts Program (ONAP) Sat. Nov. 6th, in the Norbert Hill Auditorium in Oneida, WI. Chef Arlie Doxtator will serve his Pumpkin Creme Brule featured in the Nov/Dec Native Peoples Magazine.

But that doesn’t mean there aren’t rewards.

The mother of two teenage sons, Webb tries to not force her music or career onto their lives. “I figured that they have their own lives,” she said during a recent phone interview. “I had a CD release party, and my oldest son came to see the show for the first time in at least a year. After it, on the car ride home, he said, ‘Mom, that was awesome.’ And then he put his headphones on and went back to listening to his music.”

Making fans one listener at a time -- by word of mouth, by performing at every opportunity, even if you have two teenagers back at home -- is how Webb has built her career. She brings her gentle and heartfelt

music to the Norbert Hill Auditorium for a concert at 7:30 p.m. Nov. 6.

Webb is touring behind “Faith, Fortitude, Friends,” her recently released CD.

The disc was in the formative stages for several years. “It started out as ‘Faith and Fortitude,’” Webb explains. “It’s a musical answer to the times we live in. It took a while because I was waiting for these different musicians to come through south Florida, so they could record their arts. It was clear that there was a new direction, so it became ‘Faith, Fortitude and Friends.’ Those are the three things that get us through.”

The self-released CD’s 11 songs tackle not just problems of the day, but also matters of the heart. Though all of them are special to her, Webb did mention a couple of songs that stand out in her mind.

“‘Oh, Abraham’ is one of those songs that came out in a rush,” Webb said. “The song addresses that the three major monotheistic religions in the world can all trace their lineage to Abraham, but all three of them are in conflict all of the time.”

“Some Special Occasion” has a different affect on Webb. The song finds a couple that are past the last chance to show their deep love for one another. “It’s the story of a man and a woman and it basically asks us



Amy Carol Webb

to love each other every day -- and not to wait for some special occasion.”

The rest of the album looks at matters of importance -- from violence to finding peace to making a life with another person -- and, most important for this style of music, it tells stories. Webb has a knack for bringing her characters out in a few well chosen words, making the best songs here live well beyond the bounds of the three or four minutes that they last.

Musically, Webb possesses a commanding voice, one that is both well trained, but also free to roam within the world of each song.

Webb grew up in a musical household, with both parents heavily involved -- her father, for example, was a concert pianist. That led her

down the path of music quite early. Her original studies, however, weren’t in the style she eventually chose.

“I studied opera for four, five years,” Webb said. “It came down to going to New York and do musical theater, or go to the West Coast and my own music.”

She headed to California, but never left her background behind. “It’s a distillation of all these influences,” she said.

After years developing her music on the West Coast, Webb turned to concentrate on raising her family. They moved to south Florida. “My ex-husband got transferred to Florida and we came along,” Webb said.

After that relationship ended, Webb and her children stayed in south Florida. There, she found a fresh stew of musical influences from the collision of cultures that have settled in the area.

She also found a staging ground for her return to the music business. Since then, she has made half a dozen other albums and toured -- when she has the chance. Raising two sons means she usually clusters her concerts in a single area, and plays over a long weekend.

Since her style of honest acoustic music isn’t likely to get the attention of Clear Channel, Webb knows she

has to build the audience on her own terms. Webb is not just happy with where her music has gone, but also where her spirit has gone. Through the years of living, of playing music and raising a family, she has found peace, and even enlightenment.

“Children come already knowing who they are,” Webb said, explaining that journey.. “We spend a long time trying to learn that again.

Like any music lover, Webb finds new music to love -- from the similar stylings of Ani DiFranco to the more pop influenced music of John Mayer and the late Elliot Smith. She even keeps in touch through her sons, who have let her here the intense and moody sounds of Bright Eyes and the neo-garage of the White Stripes.

And the music bug has been caught by another generation. “My 14-year-old got an electric guitar for Christmas. And he’s asked me to help him learn to play.

Amy Carol Webb performs at 7:30 p.m. Nov. 6 at the Norbert Hill Auditorium, N7210. Chef Arlie will serve desserts and coffee at the show. Tickets are \$12 adults, \$8 students and elders (in advance) and \$15 adults, \$10 students and elders (at the door). Doors open at 7 p.m. For more information, call 920-490-3830 or visit oneidanationarts.org.

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Education

Knowing the difference in those college degrees

About College Degrees

A college education is an attainable goal for every student. However, every student should know his or her options when deciding which route to pursue. Below is a brief overview of some degrees available.

Associates Degree (A.A., A.S., A.A.S)

An Associates Degree, also known as a "two-year degree", is just that: a college degree that can be earned in approximately two years (if attending full-time). You can receive an associate of arts (AA) or associate of science (AS) degree after completing two years of study similar to the first two years of a four-year college. Community colleges or four-year universities offer associate degrees. After earning an AA or an AS, you may transfer to a four-year college to complete the requirements for a bachelor's degree. The associate of applied science (AAS) degree is awarded on completion of technological or vocation programs of study.

Northeast Wisconsin Technical College and College of Menominee Nation are area colleges that offer Associate Degrees.

Bachelors Degree (B.A. or B.S.)

A Bachelors Degree, also known as a "four-year" or undergraduate degree, is awarded at many colleges and universities in Northeast Wisconsin. Some colleges include: UWGB, Silver Lake College, and St. Norbert College.

The Bachelor of Arts degree is a liberal arts foundation which offers students a broad background in communication, critical thinking, and problem solving skills, as well as the ability to learn. These are highly transferable skills that employers value. These skills provide the flexibility needed for dealing proactively with changing job functions.

The Bachelor of Science degree is more mathematics or science oriented. This degree may require fewer general education courses and more math and/or science courses. Some bachelor of science programs are career or research oriented--for example, accounting, computer science, and nursing.

The main difference between the B.A. and the B.S. is that a B.A. has additional college requirements such as foreign language, additional literature and social sciences. Majors such as business, psychology, economics, mathematics, and the natural sciences offer both bachelor of arts and bachelor of science options. The degree you choose to pursue depends largely on your talents, interests, and goals.

Some area colleges in which you can attend to receive your Bachelor degree are: Silver Lake College, Lakeland College, University of Wisconsin-Green Bay, and St. Norbert College.

Masters Degree (M.A., M.S., M.Ed., MBA)

A Masters Degree is a Graduate Degree. What this means is that one is extending their education beyond their Bachelors Degree. Depending on the subject, a Masters degree can mean many different things. In general, a

Masters curriculum is challenging, and in many cases, the programs are highly selective. Also, it is very common to sum up one's degree by the completion of a Thesis. This is usually a scholarly research paper ranging from 40 to 150 pages. Some programs allow students to take additional credits in lieu of the Master's thesis.

It is safe to say that the more advanced degree one is pursuing, the more specialized their course of study becomes. This is emphasized even further in the acquisition of a Ph.D.

Doctorate/Ph.D.

A Doctor of Philosophy degree, abbreviated Ph.D., is the highest academic degree anyone can earn. Because earning a Ph.D. requires extended study and intense intellectual effort, less than one percent of the population attains the degree. Society shows respect for a person who holds a Ph.D. by addressing them with the title "Doctor".

The essence of a Ph.D., the aspect that distinguishes Ph.D. study from other academic work, can be summarized in a single word: research. To extend knowledge, one must explore, investigate, and contemplate. The scientific community uses the term research to capture the idea.

A Ph.D., also known as a Doctorate, is considered a terminal degree. What this means is that this is the last degree that one can earn in a particular field. In most cases, a Ph.D. is the culmination of a very long academic career (after an Associates, after a Bachelors, and after a Masters, respectively!!). Like the Masters, the Ph.D. track is characterized by intense specialization and even more intense research. At this level, students are expected to conduct very advanced--perhaps groundbreaking--studies. Also, it is common to culminate one's Ph.D. curriculum by publishing a dissertation. This is a research "paper" describing whatever it is the student in question has researched in the course of his graduate study. In general, a dissertation may take several years to write, with pages numbering well into the hundreds. Most university professors, and many professionals in advanced positions (school principals, scientists, etc.) hold PhDs.

There are only a few institutions in Wisconsin that offer Doctoral Degrees. Included are: University of Wisconsin-Madison, Milwaukee, Marquette and just this year, Marion College.

How will a degree help me?

According to cybercollege.com, a personnel manager for a large company recently stated that in going through the stacks of resumes she gets every day, she first looks for people with a college education. She said she even puts those with a master's degree on the top of the pile for first consideration.

Is it because she thinks these people are better qualified? "I'm not sure if what they learn makes them better qualified," she said, "I've just found that the people who can get through four or more years of college have at least proven they can meet dead-

lines and can handle some responsibility."

So in her mind it appears to be "the process" rather than "the product" that's most important.

Some people believe that for every occupation there is a specific corresponding academic degree that goes with it. While there are occupations that require specific academic majors for certification (i.e.-nursing and engineering), most do not. In addition, studies have shown that most graduates are working in career fields that are not directly related to their undergraduate program of study.

What might help here is to consider college majors as if they were falling along a continuum. At one end of the spectrum there are degree programs that are highly spe-

cialized in nature and which are providing specific knowledge skills pertinent to a given occupation (i.e.- nursing). At the opposite end of the spectrum there are the "purer" liberal arts degrees (i.e. Liberal Studies, English) which provide broad based and highly transferable skills. In the middle of the continuum lie degree options which are somewhat focused in terms of specific knowledge acquired and yet are still quite transferable.

In order to receive more information on higher education opportunities, contact the Gaming Career Services department at 429-3050.

Sources: Rivier College Career Services, George Mason University, Purdue website, Monster Careers.com, degreeseek.com

Students help with wetland project



Photo courtesy of Tony Kuchma

Oneida Nation High School students assisted with a wetland restoration project on Cooper Road near the buffalo herd. The students placed erosion control fabric and pulled cattails back on October 15. Assisting with the project were, l-r, Kristy Melchert, Richard House, Yenstagwas Danforth, Twyla Danforth, Latisha Denny, Josh House, Julio Flores, Kenny Torres, Anthony Gutierrez, Teachers Becky Nutt and Cindy Thomas, Jackie Smith, Justine Gauthier and hiding, Russell Powless. For more information regarding the project call Wetland Program Coordinator Tony Kuchma at 496-5346.

Poet Laureate Sweet will read works at UW-Green Bay

GREEN BAY - Wisconsin Poet Laureate Denise Sweet will give a reading of her work at 3:30 p.m. Thursday, Nov. 4 in the 1965 Room of the University Union at the University of Wisconsin-Green Bay, 2420 Nicolet Dr. The public is invited to the free event.

Sweet, a member of the faculty at the University of Wisconsin-Green Bay since 1990, was named to the four-year term as Poet Laureate in September by Governor Jim Doyle.

Sweet has presented more than 200 readings throughout the U.S., and in Canada, Mexico, Guatemala and Great

Britain.

Sweet published a poetry book, "Know by Heart" in 1991. Her collection of poems, "Songs for Disarming" won the 1997 First Book Award from Returning the Gift: the Native Writers Circle of the Americas. The following year, the book won the Posner Award for Poetry given by the Wisconsin Council of Writers. Sweet's poems have



Sweet

appeared in many journals and in two four-author collections, "Days of Obsidian, Days of Grace," and "Nitaawichige: Anishinaabe Poetry and Prose."

Sweet's poem, "Veteran's Dance: After

Oklahoma City," received a second place award at the Santa Fe Indian Market's first poetry competition, and her poem "Constellations" is part

of a permanent installation at the Midwest Express Center in Milwaukee.

Sweet was one of five U.S. writers sponsored by the U.S. Embassy to attend the First World Congress of Indigenous Literatures of the Americas in 1998 in Guatemala.

The reading will be followed by a reception. The Humanistic Studies academic unit at UW-Green Bay is the event sponsor. Sweet teaches courses in Humanistic Studies, English, and American Indian Studies, and is a former chairperson of American Indian Studies.

Father's Week at Headstart



Photos by Phil Wisneski

Above: Oneida Head Start students ride the John Deere train at the pumpkin patch. Inset: Kamey Counard races through the corn maze. Left: Doue Thomas cuts his son's, Tahatak Thomas, pancakes at the Father's Breakfast. Father's Week ran from October 18 through October 22. Fathers were invited to participate in the classroom, have breakfast and join the field trip to the pumpkin patch.



Suicide prevention: Let’s talk about the problem

Submitted by Carol Bauman
EAP Counselor

Once again the issue of suicide prevention in our community has surfaced. As a result, the Oneida Health Center, Behavioral Health Staff, Oneida Police Department, Employee Assistance Program and other departments met together this past year and looked at what procedures existed and how they could be improved.

There have been many responses to the community over the years. In 1987 there were 8 suicides in our community and that is when the Mental Health program began. Dr. Orman had been coming to the OHC once every couple of months. But that wasn’t adequate for our needs. So Bob Fresen was hired parttime as a psychotherapist to see clients and he worked with Dr. Orman to admit those folks who required hospitalization. In the spring of 1988 George Kamps was hired and he took over the Mental Health Program and Bob began an employee assistance program for the Tribe. From 1988 until 1995 these two programs really grew. There were 3 positions in EAP and in Mental Health there was a clinical supervisor, regular weekly visits by Dr. Orman and his wife Millie and a staff of 7 or 8 plus a billing department, records management and support staff. The AODA program was also in full swing then, and all three programs under the direction of Social Services. There were still suicides in the community. Not as high as 8 in one year, but the loss of even one person is tragic.

In the past few years there have been no suicides in the community. That’s not to say that there haven’t been people who have contemplated or tried. Nor is this an indication that we need to let our guard

down. In fact, now, more than ever we need to renew our efforts to reach out to the community to let you know that we’re here to help. Life is becoming more difficult to deal with because of rising costs in just living, the pressures that our children face from their peers and advertising, the fact that both parents need to work in order to make ends meet, pressures of the jobs, the ‘in-betweeners’, a husband or a wife who need to take care of their elderly parents as well as their own family and work full time. Sometimes we just need to talk with someone, someone who will listen, who understands, who has the time we need to help sort things out or has suggestions that will help us. Someone who will just let us say what we need to say that we can’t say out loud within our families. There are times when we all feel that we can’t go on anymore, life just seems too much of a struggle, it would just be better not to wake up.

That’s when a call to the access numbers 869-2711 24 hours a day, 7 days a week, or 490-3701 from 8-4:30 weekdays can be helpful. Keep a lookout around the community and at your worksite for brochures and information and post this information near your telephone.

When a person calls 869-2711 during the day the call will be directed to the triage nurse and she’ll do an initial assessment over the phone as to the needs of the caller and proceed from there. After regular work hours (8-4:30) the calls get switched to an answering service. The person there will contact the oncall provider who will conduct an assessment over the phone as to the needs of the caller and proceed from there.

When a person calls 490-3701 from the hours of 8:00 to 4:30, they’ll be asked if this

involves an employee. If so, they’ll be hooked up with an EAP Counselor. If not, they will be connected with a member of the Rapid Response Team for assessment and action. SUPERVISORS and MANAGERS take note: This service is available to you 24/7 as it is for the rest of the community. If you encounter an employee who shows signs of depression and clearly needs some help, and it’s after 4:30 p.m. and before 8:00 a.m., call 869-2711. The employee’s needs will be dealt with appropriately upon

The importance of family time

Submitted by Sara Vanevenhoven
Oneida Family Fitness

Perhaps it is difficult to spend as much rich time with your children as you would like. This is a great season to remember your own childhood and to think afresh about the childhood you want to give your children. You may want to establish a new weekly tradition, such as cooking breakfast together on Sunday morning. You may want to make a big change in your schedule. Have the courage to look honestly at what you want and take action toward it.

We can use the process of goal-setting in many aspects in our lives. Spending quality family time could be another area where setting goals can be very beneficial. Many people make the mistake of generalizing their goals. For example, if they want to be more active in their children’s school work, they need to be very specific. It needs to be quantifiable and within a specific time period. Write down exactly what you want to accomplish.

Goals need to be challenging and realistic. If you know

assessment and EAP will be notified for followup. The Business Committee backs OHC in providing care and funds to every member of the community and that includes our workforce. No one will be turned away from getting the help they need.

This is not license for anyone to misuse or to ‘cry wolf’ in order to receive services more quickly. The assessment will determine the action needed to take on behalf of the caller.

Now that Behavioral Health (Mental Health and

that your child needs special attention after school with homework, you need to be available for them. Asking questions of yourself can also help you make these goals more attainable. Are you working when they are getting home from school? Or maybe it is matter of planning. Prioritizing your time management skills may also be an answer. Getting up one hour earlier each morning may help you accomplish all that you want to get done so that when your children are home, you will have time for them.

An acronym used frequently by goal setting experts; called SMART.

- S-Specific
- M-Measurable
- A-Attainable
- R-Realistic
- T-Tangible

This method can be highly effective in goal setting and finding out what it is you want to do and how to take action. This is a very good acronym for families to learn together. Teaching your children this useful tool can also help them achieve their goals and find out what they want to accomplish in their own lives.

AODA) have been moved under the direction of the Health Center, and EAP, although organizationally under HRD, however has it’s offices in the west wing of Social Services, along side of Behavioral Health, changes in response to the community continue to improve. The west wing is currently undergoing the second phase of remodeling in order to improve confidentiality concerns of the community by having it’s own entrance put in. Concerns about improving response time to community

members receiving services are being addressed and a number of changes are occurring. We all recognize that this is an important investment on the part of the Nation, an investment in our number one resource, our people.

We welcome comments, suggestions on further improvements that can be made in our delivery of services. These can be dropped off or sent to Carol Bauman, EAP Counselor 920.490.3716 P.O. Box 365 Oneida, WI 54155.

Contract Health Deadline to Submit Bills

The Deadline to submit medical bills to the Contract Health Department for eligible services received during the period of:

October 1, 2003 through September 30, 2004 is: DECEMBER 31 AT 4:30 PM

Please bring in any bills for consideration immediately.

If you were referred by the Oneida Community Health Center for a service eligible for payment with Contract Health funds during the above period, you must submit all related charges for consideration by the above deadline.

If you have charges waiting to any emergency room visit, eligible for payment with Contract Health funds during the above period, you must submit by the above deadline.

It is your responsibility to submit bills by the deadline. Failure to do so will result in the patient being responsible for any charges due.

Also, remember the Contract Health Department, per Federal regulations, must have proof of residency on file in order to process any bills for payment (residency is verified every 6 months). Acceptable forms are utility bills, rent receipts, and paychecks stubs.

If you have any questions please call the Contract Health Department at (920)869-2711

Flu season nothing to sneeze at

By Phil Wisneski
Kalihwisaks

Flu season is just around the corner and along with it comes the aches, pains, runny noses and nausea that usually accompany the flu bug.

Unfortunately that isn’t the worse news. The worse news is that there is a major shortage of the flu vaccine.

According to the Centers for Disease Control and Prevention (CDC), they were informed that their major supplier of the flu vaccine would not be able to distribute any of it’s flu vaccine to the United States.

The major supplier, Chiron Corporation in Liverpool, UK, had it’s license suspended by the Medicines and Healthcare Products Regulatory Agency (MHRA) in the United Kingdom.

The Oneida Community Health Center originally received only 500 doses. After meetings with public health department in both Brown and Outagamie counties, the clinic was granted another 650 doses. Last year the clinic gave 2,300 vaccinations to the Oneida community.

“It’s going to effect us in terms of last year, we had no restrictions on who could receive the vaccine,” said Director of Clinic Programs Debbie Danforth. “This year it’s going to be a little but tighter. We are encouraging

community members to call us for an appointment and the qualification screening can usually be done over the phone.”

Current qualifications needed in order to receive the flu vaccine are: children ages six to 23 months, adults 65 years and older, persons two to 64 years with underlying chronic medical conditions, women who are pregnant during the influenza season, residents of nursing homes and long-term care facilities, children ages six months to 18 years on chronic aspirin therapy, health care workers

involved in direct patient care, out-of-home caregivers and household contacts of children less than six months of age.

Flu vaccines are available at the Oneida occupational Health beginning November 1, 2004. Employees can call 405-4492 to set up an appointment.

The Oneida Community Health Center will be holding clinics on; November 5 from 10 am to 12 noon, November 10 from 1:30 pm to 3:30 pm, November 17 from 1:30 pm to 3:30 pm and November 29 from 4 pm to 6:30 pm.

The loss of a major supplier cuts the flu shot availability in the United States in half to about 58 million doses. Another 3 million doses of the nasal-spray flu vaccine is also available.

According to the Centers for Disease Control and Prevention between five and 20 percent of the United States population will get the flu. More than 200,000 people are hospitalized from flu complications each flu season. Approximately 36,000 people die from the flu each year .

Oneida Community Health Nursing 2004 Community Flu Shot Clinic Schedule

Oneida Community Health Center, 525 Airport Drive	Friday, November 5, 2004	10:00 AM - 12:00 PM
Oneida Community Health Center, 525 Airport Drive	Wednesday, November 10, 2004	1:30 PM - 3:30 PM
Oneida Community Health Center, 525 Airport Drive	Wednesday, November 17, 2004	1:30 PM - 3:30 PM
Oneida Community Health Center, 525 Airport Drive	Monday, November 29, 2004	4:00 PM - 6:30 PM

We will NOT be holding flu clinics during our Tuesday walk-in immunization clinics. Please refer to above dates and times. Feel free to call the Oneida Community Health Nursing Department at 920-869-2711 with further assistance.



Flu Vaccines

available beginning

Monday, November 1, 2004

Oneida Occupational Health Nursing

701 S. Packerland Drive

Monday - Friday

6:30 a.m. - 4:00 p.m.

(closed 12:00-1:00 p.m.)

GUIDELINES

Adults aged 65 years and older

Persons with an underlying chronic medical condition

(i.e. heart, lung or metabolic problems, asthma, emphysema, diabetes or kidney failure)

Women who are pregnant

Health-care workers involved in direct patient care

Out-of-home caregivers & household contacts of children 6 mths or less

Any on-site flu clinics scheduled will be announced Monday mornings.



Good News

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) 869-4280 for more information. There is **NO CHARGE** for birth announcements. Please include baby's full (first, middle & last) name, parents (first & last), d.o.b., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (names only). Also, if the baby was given an Indian name, please include the correct spelling and meaning. Please include phone number where you can be reached during the day!

Jacob Thomas Christjohn

Jacob Thomas Christjohn, newborn son to Lori Best and Tom Christjohn, was born on Wednesday, October 6 at Aurora Women's Pavilion, Milwaukee. Jacob weighed 9 lbs., 12 oz., and measured 22 inches in length. The proud fraternal grandparents are Fox and Karen Christjohn. The proud paternal grandparent is Donna Best. Jacob is the great-grandson of John Basner. He has 3 siblings.

Lorelei Rose Miller

Lorelei Rose Miller, newborn daughter of Sarah J. and Shanon J. Miller, was born on August 31 at St. Vincent Hospital, GreenBay. Lorelei weighed 5 lbs., 7 oz., and measured 18 inches in length. The proud maternal grandparents are Annie and Earl A. Buchman III of Seymour. Paternal grandmother is Janet Kraning.

Carmella Ariana Sanchez

Carmella Ariana Sanchez, newborn daughter of Kristie Aragon and Gerry Sanchez, was born on October 18, 2004, 5:31 am at Naval Medical Center Portsmouth, Virginia. Carmella weighed 6 lbs., 12.5 oz., and measured 20.5 inches in length. The proud maternal grandparents are Yvonne Kaquatosh and Kirby Metoxen, and Robert and May Aragon Sr. Paternal grandparents are Lucrecia Rodriguez and Gerardo Sanchez. Maternal great grandparents are the late Beatrice and Melvin Waupoose and the late Clifford J. Kaquatosh Sr. Carmella is the great-great granddaughter of Mildred Kaquatosh, Lillian and Tony Aragon Jr., and Tony Aragon Sr.

Happy 2nd Birthday

November 9, 2004

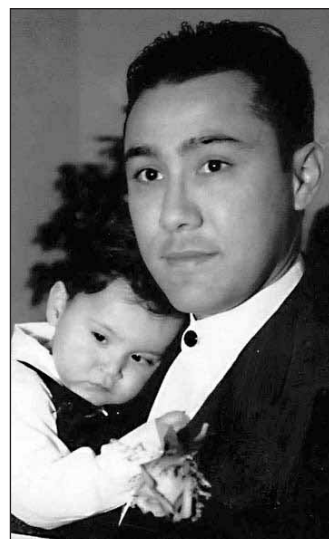
Caleb Aguirre



♥ Our number one grandson ♥
Love Grandma and Grandpa Ninham

Happy 2nd Birthday

Caleb Carl Aguirre



Love Daddy!

Happy 2nd Birthday

to my Little Man
Caleb



Love Mommy!

Happy 10th Birthday

Bryce Elm



Love Mom, Daniel, Grandma, Grandpa, Tamara, Tasha, Meg, Skylee and Nannah

Happy Birthday

Dale L. House III



Love Mom, Grandpa, Roy and Daril

Happy 1st Birthday

to our Handsome

Wayne Michael Little Eagle Williams

on November 4, 2004!



Enjoy Your Day!
Love Mom & Dad,
Orianna, Jashon and Leanah

Volunteers Needed 5th Annual Thanksgiving Community Feast November 24 & 25

Food Prep, Set-Up Crew,
Food Servers,
Dishwashers,
Clean-Up Crew

Contact Brian Duxtator
at bdox@earthlink.net or
call 869-2170

-kalihwisaks
NEXT DEADLINE
is...Wednesday,
November 3, 2004 @
4:30 P.M.
with a PUBLISH
DATE of...
Friday,
November 11, 2004
Questions, please
call: 920-869-4279 or
Toll Free:
1.800.236.2214
ext. 4279

Bay Beach Wildlife Sanctuary

November 2004 Calendar of Events

Animal Stories for
Preschoolers: White-tailed
Deer

Monday, November 1, at 10
a.m. and again Monday,
November 15 at 1 p.m.

Children and their families can learn about deer during Animal Stories for Preschoolers. Sanctuary staff will read the short story "Winter Harvest" by Jane Chelsea and "Deer at the Brook" by Jim Arnosky. After the stories, participants can view the live deer exhibit. Cost is \$1 per resident or Friends member and \$1.50 per non-resident. Pre-registration is required by calling (920) 391-3671.

Antler Antics

Saturday, November 6 at 1pm

White-tailed deer are a part of Wisconsin's history. Come find out what's special about these animals and why they are important to Wisconsin's wildlife. Cost is \$1 per resident or Friends member and \$2 per non-resident. Pre-registration is required by calling (920) 391-3671.

Antler Antics

Tuesday, November 9 at
6:30 pm

Hosted at the Nature Center, the Birds of the World program will introduce participants to native Wisconsin birds and birds from around the world. A tour of the Resch Conservation Wing will feature exhibits of a few songbirds species that migrate back and forth to the tropics. Cost is \$1 per Green Bay resident and Friends member and \$2 per non-resident. Pre-registration is required by calling (920) 391-3671.

Owl Prowl

Tuesday, November 30 at 5pm

Be on the look out for who-o-o's out there. Join Sanctuary staff while trekking the trails in search of owls. Come dressed for the weather. Cost is \$1 per Green Bay resident or Friends member or \$2 per non-resident. Pre-registration is required by calling (920) 391-3671.

Visit the Bay Beach Wildlife Sanctuary Web site at:
www.baybeachwildlife.com.

A Special Thank You

The Family of Shirley Hoover would like to express their gratitude to all of the following people, who helped in the care of Shirley. All the ladies Prom elderly services who showed their love and support. We would like to thank Unity Hospice for all their care and services. Barbara & Benny Skenandore for helping with the food, you were there without hesitation and it is much appreciated. Also for everyone else who helped serve the food, setup, clean up & those who donated food and supplies:

Duane & Pauline Skenandore
Brad & Melody Skenandore
Dorothy & Leroy Skenandore
Cathy Metoxen
Geraldine Parker
Gary Adams Jr. & Emilie Balbuena
Julie King & Tracy Christensen
Randy Parker & Tracey Hill
Heidi King & ED Delgado & Jennifer Green

We would also like to thank her doctors Dr. Koch, Dr. Rai, and her favorite Dr. Joseph Ladika. A special thank you to "Gina the Angel" as Shirley called her. And thanks to Rev. Good and Father Dewey Silas and the Oneida Singers.

THREE SISTERS Pow-wow October 30, 2004 Turtle School

Harvest



Celebration

Public is Welcome

FREE
ADMISSION

Emcee: Mike Pelter

Arena Director: Pat Madrid

Grand Entry
1:00 PM & 7:00 PM

CONTACT THE ONEIDA POW-WOW COMMITTEE @ (920) 496-7897 FOR FURTHER INFORMATION

To our readers...

"Good News" submissions mailed in without payment will NOT be published. Payment for "Good News" wishes **MUST BE** made at time of submission. Please review the following price options:

Message with Photo:

- ☐ 1 col. @ \$8.00
- ☐ 2 col. @ \$16.00
- ☐ 3 col. @ \$24.00

Message Only:

- ☐ 1 column @ \$3.00
- ☐ 2 column @ \$6.00
- ☐ 3 column @ \$9.00

(There is an additional **\$5.00 charge** if message only is over 20 words and message with photo is over 40 word limit!)

Questions?

Call Kalihwisak's at 869-4277

To place a classified, call the Kalihwisaks 1-800-236-2214

THE CLASSIFIEDS

Oneida's Best Marketplace!!

Board Vacancies

Oneida Land Commission (1) One Vacancy: Qualifications: Shall serve a three (3) year term. Shall be a member of the Oneida Tribe. Shall reside in Brown or Outagamie County. Shall not be employed by the Division of Land Management **Deadline date of application is November 12, 2004.**

Oneida Nation Veterans Affairs Committee (4) Four Vacancies : Qualifications: Must be a member of the Oneida tribe of Indians of Wisconsin who have served honorably on active duty in the Armed Forces of the United States o America Honorable Service. Honorable Service is defined as: a person who has been inducted into or voluntarily entered into active duty in one of the service branches and who did not receive a discharge from active duty with that branch due to “less than honorable conditions.”, Active duty is having served 181 days or more of continuous duty unless discharged early for a service-related disability, Served as a member of the Selected Reserve and who has completed at least six years in the Reserves or National guard or who was discharged early because of a service connected disability. Shall be a citizen of good standing. Shall serve a three (3) year term. **Deadline date of application is November 12, 2004.**

Personnel

Commission (1) One Vacancy: Qualifications: Must be an enrolled member of the Oneida Tribe. The entire combined membership may not consist of more than two (2) members from any one division of the oneida Tribe, nor less than seven (7) community members. Shall serve a two year term. The membership may not be such that a conflict of interest or nepotism is created as defined in these by-laws: Nepotism is created by the following relationships: father, mother, husband, wife, brother, sister, daughter, son, father-in-law, mother-in-law, daughter-in-law, brother-in-law, son-in-law, grandparent, grandchild, step-children, step-parents, or significant other. Conflict of interest is a conflict between, the private interests and the official responsibilities of a person in a position of trust. A member may not be an employee of the Human Resource Department, or any advocacy group (department) or any other recognized hearing body within the Oneida Tribe. **Deadline date of application is November 12, 2004.**

Arts Board (1) One Vacancy: Qualifications: Shall be seven (7) members of which four (4) shall be enrolled members of the Oneida tribe of Indians of Wisconsin. Shall serve a term of three years. The maximum amount of time a board member can serve will be two (2) consecutive three year terms. Provide the opportunity for people to explore and enhance lifestyles which involve the arts by providing assistance in pro-

gram development and design. The Oneida Nation Arts Board shall act in an advisory capacity which maintains a cooperative and communicative relationship with the program staff and upper management. **Deadline date of application is November 12, 2004.**

Oneida Hall of Fame Selection Committee: (9) Nine Vacancies : Qualifications: Shall be an Oneida tribal member. Term of the Selection Committee members shall expire thirty (30) days after the induction ceremony which will be held at the Oneida tribe Pow Wow in July. Shall meet within thirty (30) days of being appointed. the Selection Committee shall abide by their own by-laws as ratified by the Oneida Business Committee. **Deadline date of application is November 12, 2004.**

Cemetery Board (1) One Vacancy : Qualifications: There shall be six (6) members who shall make up the Oneida Tribal Cemetery Board. Shall be able to represent the Traditional People on the Cemetery Board. The term is lifetime. Duties: Shall meet whenever a burial is requested by the kin or other party for a deceased Oneida Indian or other person permitted. Shall be responsible to maintain vital statistics of the deceased and to report such information as may be required by the Oneida Tribe. The board or it’s delegates shall control the cemetery and beautify the same, and may establish regulations respecting it. **Deadline date of application is November 12, 2004.**

Southeast Oneida Tribal Services Advisory Board (SEOTS) (1) One Vacancy: Qualifications: Shall be a member of the Oneida Tribe. The board shall consist of seven (7) members. Shall reside in the Southeastern Wisconsin area for their term of three (3) years. Applicants must agree to firm commitments for attending training, Board and General Tribal Council meetings, functions and other events as established by the Board, SEOTS Advisory Board office or the tribe. Purpose: It shall be the purpose of the SEOTS Advisory Board to set missions and goals for the deliver of services; to act as liaison between the Oneida Social Service Program serving Southeastern Wisconsin and the Oneida people residing therein; to review the program’s administration; provide guidance in all the functions of the SEOTS Board; and to adhere to the appropriate chain of command in any and all relative communications. **Deadline date of application is November 12, 2004.**

Oneida Seven Generations Corporation (2) Two Vacancies : Qualifications: All board members must have at least five (5) years experience in one (1) or more of the following areas: real estate, commercial development, business management, risk management, finance, tribal government or accounting. The majority of the members must be voting members of the General Tribal Council (GTC),

the amount of non-Oneida board members will not exceed two (2). The term of office will be five (5) years with the exception of the non-Oneida board members who are limited to one five (5) year term. **Deadline date of application is November 26, 2004.**

Oneida Housing Authority (2) Vacancies : Qualifications: A board member may be a member or non-member of the tribe. No person shall be barred from serving on the Board because he/she is a tenant or homebuyer in a housing project of the Authority. Term of office shall be four years. Purpose: the Oneida Housing Authority shall be organized and operated for the purpose of: remedying unsafe and unsanitary housing conditions that are injurious to the public’s health safety and morals. Alleviating the acute shortage of decent, safe and sanitary dwellings for person of low income. Provide employment opportunities through construction, reconstruction, improvement extension, alteration or repair and operation of low income dwellings. **Deadline date of application is November 26, 2004.**

Miss Oneida Committee (1) One Vacancy: Qualifications: Shall serve a two (2) year term. Shall be a Native American. **Deadline date of application is November 26, 2004.**

Dream Home

2966 Ferndale Drive: Open House - November 9 from 11:30 AM - 1:30 PM and November 10 from 4 PM - 6 PM. Application deadline is November 16, 2004. The home has three bedrooms and one bath. Selling price is \$100,000. Minimum down payment is \$5,000. Please contact the Division of Land Management at (920) 869-1690.

Oneida Nation Jobs

Note: Oneida Nation jobs posted “until filled” may close without notice.

Air Quality Specialist Position #01693
Salary: G-06 \$14.69/Hr. (Negotiable dependent upon education & experience.) **Position Summary:** This position will assist in planning, developing and establishing an appropriate infrastructure for an effective Tribal Air Quality Program on the Oneida Reservation. Incumbent will plan strategies and implement policies and provisions of the Clean Air Act. This is a non-exempt position and reports to the Health & Industrial Services Director. Continuation of position is contingent upon funding allocation.
Closing Date: November 3, 2004
Proposed Start Date: January 3, 2004

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Job Fair

Bank Support Positions

Monday, November 1st • 1pm-7pm

Monday, November 15th • 8:30am-7pm

Green Bay Service Center

2870 Holmgren Way


in Green Bay

You know we’re expanding our branches, now come find out just how much we’re growing behind the scenes as well. At this exciting event, you’ll have the opportunity to meet with representatives to discuss the wide variety of **full and part-time service positions** for a variety of shifts available at our Green Bay Service Center. If you’re ready for a career that’s going places, this is one event you don’t want to miss!

It’s time to get associated with competitive compensation, excellent benefits, career development and advancement opportunities. If you cannot attend the Job Fair, please apply online or view additional opportunities at: **www.associatedbank.com**. EOE M/F/D/V

Associated Bank

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Radisson®

Job Opportunities

Owned and operated by the Oneida Airport Hotel Corporation

RADISSON HOTEL & CONFERENCE CENTER GREEN BAY

Servers	Full &Part Time	\$3.50 + tips	Ensure service of food and/or beverage to include the order taking and delivery.
Sous Chef	Full Time	Dep. On Exp.	Hires, trains and directs the kitchen staff and operations related to servicing all kitchen related activities in order to ensure successful functions and repeat business.
Event Lead Server	Part Time	Dep. On Exp.	One plus years wait staff experience required in a lead position. Ability to coordinate on the spot event activity and provide direction to assigned wait staff. Flexible schedules, days, evenings and weekend shifts available.
Event Wait Staff	Part Time	\$3.00 + tips (Average \$12.00/hr)	Previous wait staff or customer service experience necessary. High level of guest interaction & customer service. Flexible schedules.
Housekeepers	Full & Part Time	\$7.50 (+ \$1.25 on Sat/Sun.)	Clean guest rooms & public areas.
Cocktail Servers	Part Time	\$4.00 + tips	Service of beverage and/or food to the guests in a friendly, courteous, and timely manner, resulting in guest satisfaction.
Beverage Supervisor	Full Time	Dep. on Exp.	One year of bartender’s experience. Supervisory skills preferred. Bartender’s license required.
Bartenders	Part Time	\$6.00	To service beverages and/or food to the guests in a friendly, courteous and timely manner, resulting in guest satisfaction
Reservations	Full Time	\$7.75	To answer telephone inquires in a courteous manner, employing sales techniques in order to secure & process reservations.
Restaurant Supervisor	Full Time	Dep. on Exp.	2+ years supervisory & wait staff experience required, ability to facilitate and lead in a changing environment.
Guest Services Supervisor	Full Time	Dep. on Exp.	Provide guidance, leadership and ongoing training as the lead guest service representative ensuring consistent quality customer service is delivered
Reservations	Full Time	\$7.75	To answer telephone inquires in a friendly and courteous manner, employing sales techniques in order to secure & process reservations.
Guest Service Representative	Full Time	\$8.25	Greet and registers guests, provides prompt and courteous service, and closes out guest accounts upon completion of stay to meet the Radisson Hotel and Conference Center in Green Bay with high standard of quality.