



Pataki signs pact with Oklahoma Cayugas to settle land claim

By Michael Virtanen

Associated Press Writer

ALBANY, N.Y. (AP) - Gov. George Pataki and the chief of the Seneca-Cayuga Tribe of Oklahoma have signed an agreement to settle the tribe's New York land claim, establish a Catskills casino and provide for tribal collection of sales taxes.

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Oklahoma Cayugas



Photo by Phil Wisneski

Oneida Chairwoman Tina Danforth addresses the media during a press conference announcing a service agreement has been reached with the Village of Hobart. An extension of the current agreement with the Village Ashwaubenon was also announced. Hobart President Richard Heidel (center) and Ashwaubenon President Nubs DeCleene (left) were pleased with the deals.

Oneida Nation, Hobart reach deal

Service agreement marks end of long struggle between village and nation

By Phil Wisneski

Kalihwisaks

The Oneida Nation has agreed to pay the Village of Hobart \$135,813 for the first year of a three year service agreement. The next two years will be based upon the amount of land that the

Oneida Nation puts into trust that normally would be taxable to the village.

"We are very pleased that we are able to move forward in a cooperative governmental agreement," Oneida Chairwoman Tina Danforth said. "The agreement services both of our constituents in our communities because we realize that there is a lot of overlap in who are community people are."

The service agreement is a payment the Oneida Nation pays in lieu of taxes. The

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Service Agreements

Tribe responds to land claim settlement offer

Dec. 13 GTC meeting may need decision by membership

By Keith Skenandore

Kalihwisaks

A response to the State of New York's land claim settlement offer was due in the mediator's office on November 23.

Although there was no quorum at the November 13 General Tribal Council meeting, Bill Gollnick, general

manager of the Oneida Tribe of Indians of Wisconsin, said the offer was broad enough to include all of the interests that the tribe has expressed in its negotiations.

Gollnick could not get into specifics of the offer because the "response goes within the scope of the mediation process which is subject to the gag order" implemented by mediator John Tabner, a lawyer in Albany.

"The response basically speaks to some of the issues that the tribe sees to continually to resolve as they move

forward," said Gollnick.

With the negotiations advancing quickly Gollnick said meetings of the General Tribal Council are no longer in an update mode but rather very close to a decision making mode.

Disappointment of no quorum of the November 13 General Tribal Council (GTC) meeting has resulted in a newly scheduled December 13 executive session of the GTC, and Gollnick said the membership needs to participate.

"It will demonstrate that

we're moving down this road and the timeline for events may well be very fast paced once it starts rolling," said Gollnick. "We want to make sure the membership is prepared, ready and understanding the issues as they make their decision."

"We're in a mode of sifting through a number of different, sometimes conflicting, and sometimes complimenting issues," he said. "We're looking at the broad array of land claims in New York and assisting the State in understanding how best to proceed

to resolve a number of their issues at the same time. Within that context this is a moving target. Adjustments are being made as we go but I think in each case we've been able to advance positions that the State is considering."

Positions advanced in the claim is the option of a casino in the Catskills as an agreement to a monetary settlement. Gollnick said

"There has been no opposition to the proposal that we've been making thus far," he said, "and we see this as a productive process."

Gollnick, who just returned from participating in land claim meetings on November 21 and 22, didn't know if this process would be completed by the December 13 meeting, but he said it is possible. Reluctant on providing the revenue figures, he said he can address monetary issues at next months meeting.

"It's fair to say this is something that is going to provide for the financial welfare of the tribe going forward."

See Page 2

Land Claim

State reaches land claim settlement with New York Cayugas

ALBANY, N.Y. (AP) - Gov. George Pataki announced a settlement Thursday with the Cayuga Indian Nation of New York, giving the tribe a Catskills casino and at least 2,500 acres in the Finger Lakes region.

"After being landless for 200 years, and in litigation for 25 years, the Cayuga Nation is delighted that our long banishment from our ancestral lands appears to be ending," said Cayuga Nation Representative Clint Halftown.

The agreement - like the one brokered less than a week ago with the Seneca-Cayuga Tribe of Oklahoma - must be approved by the state Legislature and Congress.

Last week, the Oklahoma tribe agreed to drop its part in the 1980 land claim dispute in exchange for a Las Vegas-style casino in the Catskills. Both casinos will be in Monticello, about 90 miles northwest of New York City.

Under the settlement, the state can continue its appeal to lower - or have dismissed - the \$247.9 million federal court judgment obtained jointly by the tribes in 2001.

A federal judge set

See Page 6

New York Cayugas

Let the holiday season begin

Photos courtesy of Edmund Williams

The sights and sounds of the holiday season was kicked off with the 21st annual Time Warner Cable Holiday Parade on November 20. At right, the Oneida Veterans lead the parade route in downtown Green Bay. Below, the Oneida Nation School's Band performs holiday favorites, "Jolly Old St. Nicholas" and "Jingle Bells." The 5th - 9th grade student band is conducted by music teacher Calvin Siegrist.



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Local

From Page 1/Settlement offer in Oneida land claim to be discussed at December 13 General Tribal Council meeting

ward,” said Gollnick. “Our goal is to provide a fair and equitable settlement that realizes the value of what has been lost in the damages portion, and to establish a process whereby the tribe has a sustained benefit into the future.

“The deal with the State is that the casino revenues are going to be substantial.”

At the November 13 GTC meeting turned community meeting points consistently spoken to included a casino in the Catskills.

“As of right now that is part of the State’s offer to us,” said Gollnick, but that there are still issues that have to be resolved.

The Associate Press reported that the Seneca-Cayuga Tribe of Oklahoma and the Cayuga Indian Nation of New York (see related stories) have both agreed to a land claim settlement which in turn gives them each a casino in the Catskills.

However, Gollnick said the State of New York was not successful in getting congressional support for either agreement. He said a number of factors contributed to that decision.

“At this point there has been a lot of offers and a lot of discussion,” said Gollnick. “In many ways a lot of smoke and mirrors.

“The reality is there have been no confirmations of any tribe receiving one of the three (casinos) in the Catskills.”

He said the issues involve the Department of Interior and the Department of Justice who were not participants in the dialogues of the Cayugas agreements.

“There are issues within those agreements which we think are going to be very complex,” said Gollnick. “In the absence of support from the Department of Interior those proposals really can’t go anywhere.”

Gollnick’s positive outlook in the Oneida land claim can be justified in that their negotiations process have included both Departments.

“This is a process that’s continuing to move forward,” he said. He expects another meeting next week and said the negotiators will be on a schedule that will continue along that pace.

He said that both Cayuga agreements, more than helping or hindering, have brought forth an acknowledgment by the State of New York that the “Seneca Cayugas and the Wisconsin Oneidas are not ‘so-called’ out of state tribes.”

“They are successors of interest to a land claim that directly relates to the State of New York. As we’re resolving the issues, that’s no longer a question at the table.”


Gollnick said Governor Pataki was quoted in the New York press with the recognition that he’s prepared to deal with “tribes who are currently located outside of the State.”

“Certainly that underscores our credibility,” said Gollnick.

A commitment has been made to the GTC that the land claim will seek not only a monetary settlement, but land considerations as well.

“It’s about a land claim which is larger than a casino,” he said. “It includes land in New York and land considerations here in Wisconsin as well, are the points that we are continuing to move forward with, at this point appear to have a high level of support for.”

Arlinda Locklear, land claim attorney for the Wisconsin Oneidas, said that one of the casinos in the



A Night Out with Santa

Enjoy a personal picture of your visit with Santa Claus, a light supper, a gift for every child, and a wagon ride.

WHEN: Friday, December 10, 2004
WHERE: Civic Center in Site One
TIME: 6:00 - 8:00 p.m.
COST: FREE!

For more information, please contact: Tracy Hill at 833-0010

PLEASE JOIN US...

As we discuss issues concerning our youth today
All Oneida Families & Community Members
a Community Town Supper (alcohol free)
at... *Doxbee's Supper Club*

Monday, November 29th • 5:00PM – 7:30PM
Presented by CAPPS:
Community Analysis Process for Planning Strategies

...ATTENTION...
The CORRECT DATES for the ‘**Christmas on the Rez**’ festivities are listed below! The announcement which was published in the last issue of the Kali (Nov. 12, pg. 5b) was not updated. We apologize for the error.



Christmas on the Rez



...is back for another decorative season!

Once again, the Speical Events Department is proud to bring a little "light" to the reservation by sponsoring the 5th Annual "Christmas on the Rez". It's FUN, EASY and SIMPLE TO DO! Just read over the contest rules, fill out the registration form, return the form to the Special Events Department and then let your imagination take over!

NAME: _____

ADDRESS: _____
(Must be a street address) City Zip


PHONE: _____
Home Work

CATEGORY: Native American Other
(Please Circle Only ONE)

Contest Rules are as Follows:

1. Must be an enrolled Oneida Tribal Member who is Head of Household.
2. Must be at least 18 years old.
3. Must be a private residence or business within the reservation boundaries.
4. Must be outdoor decorations.
5. One residence or business per category.
6. Prizes will be awarded for 1st, 2nd, 3rd, 4th, & 5th place in two(2) categories.
7. All applications must be submitted by **Friday, December 3, 2004 at 4:30 p.m. NO EXCEPTIONS** will be made. All applications can be sent to Oneida Communications Department c/o Debbie Melchert P.O. Box 365 Oneida, WI 54155
8. Judging will take place on **Thursday, December 16, 2004**. Decisions of the Judges are **FINAL**.

For further information or questions, please call Debbie in the Communications Department at (920) 869-4340



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Kalihwisaks

"She Looks For News"

The Staff

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Reporter/Photographer: Phil Wisneski
Page Designer/Ad Rep: Yvonne Kaquatosh

Subscription Rates

Oneida Enrolled Members: Free
(Age 18 years & Older)
Non-Tribal Members & Business Organizations: \$24/Year

Deadlines

Every other Wednesday at 4:30pm

Office Hours/Location

Monday-Friday, 8am-4:30pm
Norbert Hill Center
7210 Seminary Rd, Oneida, WI 54155

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Fax: (920) 869-4253

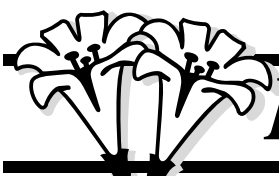
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Kalihwisaks is a member of the Native American Journalists Association & the Wisconsin Newspapers Association

Local



Passing On

Summers, Margaret

Mrs. Austin (Margaret) Summers, 95, of Oneida, died Thursday afternoon, November 11, 2004 at a local nursing home. The daughter of the late Noah and Celinda (Hill) Webster was born December 14, 1908. On June 29, 1929, she married Austin Summers in Milwaukee. He preceded her in death on June 10, 1990.

Margaret was a member of the Oneida Methodist Church, the Dodo Club and enjoyed teaching. Mrs. Summers worked with the Oneida Language Revitalization Program for about six years. She was always willing to help out in any way to save the Oneida Language. She would have visitors come and visit with her and go over some Oneida words; she would just enjoy the company. She would also tell stories in the language of her childhood. Because of Margaret and other elders that went before her, we are able to continue to teach our language. Survivors include three sons, Austin, Jr., Edgar, WI, James, Oneida, Donald, Green Bay, two daughters,

Loretta Skenandore, Green Bay, and Pamela Skenandore, Oneida, thirty-two grandchildren, sixty-eight great-grandchildren and six great-great-grandchildren, and one sister-in-law, Lydia Denny. She was preceded in death by her husband, three sons, Gilbert, Edward, and Philmon, two sisters, Elizabeth Doxtator, Cora Doxtator, and one brother, Melvin Webster.

The family of Margaret Summers extends a heartfelt thank you to the staff at Anna John Nursing Home for their kindness and care.

Bauman, Geraldine E. "Dean"

Geraldine E. "Dean" Bauman age 83 passed away today in Shawano. Dean is the mother of Carol and Deanna Bauman, Jeri (John Brueninger) Bauman and John Bauman all employed by the Oneida Nation. Other children are Mary (Keith Raasch, and Judy James) Ward of Shawano.

Funeral services were held Monday, November 22 at Zion Lutheran Church in Gresham. Swedberg Funeral Home of Shawano assisted the family with arrangements.

A towering steal

By Keith Skenandore
Kalihwisaks

Oneida Police is investigating a theft from the Cellcom tower located behind the Hilltop Shell Station.

A utility meter and face plate was stolen and the power supply was damaged, however, the backup power was activated and no power loss occurred.

The Oneida Police Department (OPD) was notified to respond to a complaint at W129 Service Road cell tower site for damage to the property on November 17.

Illegal entry was gained by cutting the triple strand barbed wire at the top of the fence surrounding the tower, according to Sgt. Marty Antone of OPD.

"We're looking for witnesses," said Antone.

The removal of the meter shows that the theft was done by someone who knows what they are doing.

"Workers said whoever stole the meter must have some smarts," said Antone.

"Or someone is very lucky."

Sparks were evident from metal touching the power lines would cause sparks.

Antone said they have



Photos courtesy of Marty Antone/Oneida Police Department

This utility meter and faceplate, inset, was stolen from the Cellcom tower site, W129 Service Road, on November 17, 2004. The Oneida Police Department is looking for witnesses or leads to this theft.

received a lead from the Green Bay Police Department with a similar crime taking place at a different location. This crime is being investigated by the Brown County Sheriff's Department.

The Green Bay Police Department has already taken one person into custody for damage at a local school.

Information related to the criminal damage to property,

theft and trespassing to W129 Service Road cell tower site can be forwarded to the Oneida Police Department by calling 920-869-2239. Incident number is 04-6059. The web page is police.oneidation.org if you want to send any tips by e-mail.

Responding officers are Lyle Metoxen and Sgt Marty Antone from day shift.

The site is posted no tres-

passing and persons caught vandalizing will be prosecuted under applicable federal, state and local laws.

Oneida Police is a community policing agency, community policing requires police and citizens to join together as partners in the course of both identifying and effectively addressing these issues.

Wisconsin tribal casinos fund agricultural foundation

Brown Deer, Wis. - The goal of the newly formed Wisconsin Agricultural Growth Foundation, Inc (WAGF) is to spur economic growth in Wisconsin's agricultural sector, specifically equine related enterprises, by funding grant requests to qualified projects and programs. WAGF will also provide college scholarships to youth who previously contributed to the growth and improvement of equine agricultural industry. The monies for these grants and scholarships will be provided by income generated from off-track betting at Wisconsin tribal casinos.

Programs and projects eligible for these grants must be dedicated to equine focused charitable, educational, benevolent and/or scientific purposes. Such programs include the University of Wisconsin - Department of Animal Science and School of Veterinary Medicine, Wisconsin State 4-H Horse Association, Wisconsin State Fair Park - Ag Village, Wisconsin State Horse Council, Wisconsin Stallion and Mare Development Fund, and other agricultural organizations exempt from taxation. The first deadline for grant applications is December 1, 2004. The inaugural grants will be presented in January 2005. Grants will continue to be awarded on a semi-annual basis.

A major focus of the foundation is awarding scholarships to deserving youth. Starting in 2005-2006, two students will receive college scholarships for \$2000.00 each year for four years. While recipients may major in any field, they must have previously been a member of excellent standing in a recognized equine or agricultural organization for at least three years. Interested persons need to contact the WAGF at 262-677-1377.

Since Wisconsin became a state, agriculture has driven its economy. The Wisconsin

Agricultural Growth Foundation, Inc. wants to contribute to the health and growth of this industry. Wisconsin tribal casinos are proud to support this endeavor with profits from pari-mutuel wagering. To get specific information on applying for grants or scholarships contact the Wisconsin Agricultural Growth Foundation, 3900 W Brown Deer Rd, Suite C-7, Brown Deer, Wisconsin, 53209 or call 262-677-1377. WAGF will be launching a website in the near future with up-to-

Food for thought



Photo by Phil Wisneski

The Oneida Nation Health Center held a food drive during the month of October. In all over twelve boxes of canned goods, dry goods and some tissue were collected. The collection was donated to the Oneida Pantry to help needy community members. Pictured above are (left) Gary Smith and Willie Funmaker of the Oneida Pantry.

The Oneida Community Nurturing Network Parenting Session

The community is invited to attend the
12th Nurturing Network Parenting Session
Thursday, December 16th from 5 - 7
Held at the Three Sisters Head Start Center
Meal and Childcare are provided

Topic: Family Mission Statements

Habit 2 of Stephen Covey's 7 Habits of Highly Effective Families is -- Begin with the end in mind. Do you have an end in mind for your marriage? Your children? Your purpose in life?

Creating your family mission statement gives you a destination and a compass. A family mission statement is a combined unified expression from all family members of what your family is all about and the principles you choose to govern your family life.

Facilitator: Edi Cornelius-Grosskopf
Family life Specialist

MUST Pre-register by calling
Connie at 1-800-416-6017 or 920-496-7860

The Oneida Community Nurturing Network is a consortium of individuals and organizations in our community. (The Community Education Center, The Cultural Heritage Department, The Domestic Violence Program, The Early Childhood Program, The Early Intervention Program, The Elderly Services Program, The Oneida Nation Elementary School, The Oneida High School, The Even Start Program, The Family Fitness Center, The Head Start Program, The Housing Authority Program, Kalihwisaks, The Library, The MIS Program, The Police Department, The Community Health Department, The Recreation Department, The Trust Department, The Wise Women Gathering Place Program, The YES Program, and the Youth Services Program) Each contributes in their own special way from providing advertisement to child care, to providing meals, door prizes, and most of time to help plan and create meaningful programs that help nurture families in our community. We welcome all that are interested in assisting in any way.

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Local

From Page 1/Service agreements reached with Hobart, Ashwaubenon

agreement entails that the village will provide primary fire protection to tribal lands and buildings, maintain roads serving Oneida properties, first responder services to tribal property, and secondary police back up when requested by the Oneida Nation and emergency rescue service when requested by the Oneida Nation.

The Oneida Nation agrees to financially assist the village during the agreement for the above said services. The Oneida Nation agrees to provide primary police service and ambulance and rescue service to tribal properties, but will call for back up when needed. The Oneida Nation also agrees to provide funding for specialized equipment that will improve fire protection or road maintenance.

Village of Hobart President Richard Heidel said he is proud that the agreement was finally reached. The Oneida Nation and the Village of Hobart were unable to agree to a service agreement under the former village president Len Teresinski.

“As I understand this process started maybe as much as seven years ago,” Heidel said. “It has been painfully long and marks the end of what has been a torturous process.” Heidel added, “This is a very equitable, honest, forthright acknowledgment of the



Photo by Phil Wisneski

Village of Hobart President Richard Heidel was pleased to reach an agreement with the Oneida Nation. The village and Oneida have been without an agreement over the past seven years.

interests and the benefits that both parties bring to the table.”

More deals

The Oneida Nation also announced the extension of their service agreement with the Village of Ashwaubenon. The village will receive three payments of \$100,000 for the extension of the current agreement. The Oneida Nation

and Ashwaubenon first negotiated an agreement in 1995 and have built a strong government to government relationship over the years.

“It’s been real easy to work with the Oneida Nation over the years,” Village President Nubs DeCleene said. “This is where we can show that communities and nations can work together.

Keeping the faith



Photos by Phil Wisneski

Oneida Area Faith in Action held their annual luncheon at the Radisson Hotel and Conference Center on November 19. The luncheon honored the volunteers that give their time and effort to make Faith in Action work. Above: Arlie Doxtator explains what Faith in Action does. Right: Pearl McLester encourages others to join the group.



Correction

Kalihwisaks Nov. 12, 2004 photo “Remembering those who served,” incorrectly listed Emroy Stevens in the United States Marines. He served in the U.S. Army.

More flu vaccine available

Oneida Community Health Center has received additional influenza vaccine. All individuals listed in the following categories should receive a flu shot. These guidelines were developed by the Centers for Disease Control and enforced in Wisconsin by an emergency order issued by Governor Doyle.

1. All children aged 6 - 23 months of age.
2. Adults aged 65 years and older.
3. Persons aged 2 - 64 years with underlying chronic medical conditions.

4. Women who will be pregnant during the influenza season.
5. Residents of nursing home and long term care facilities.
6. Children aged 6 months – 18 years on chronic aspirin therapy.
7. Health-care workers involved in direct patient care.
8. Out of home care givers and household contacts of children aged less than 6 months of age.

Just a reminder, the cost for all flu shots given at Oneida Community Health

Center will be \$ 32.00. The Oneida Community Health Center provides a number of services at no cost to eligible Indian people. Receiving a Flu shot is one of these free direct care services! To be eligible for health care services at no cost, you must be a member of a Federally recognized Tribe or Alaska Native Group and provide proof of descendency. All insurance and methods of third party reimbursement, such as Medicare, will be billed. Funds recovered through these sources are used to expand and improve services that will benefit all

clients of the facility and the community.

If you are NOT eligible for direct care services at no cost, you will be asked to provide proof of insurance or pay the \$32.00 fee at the time of service.

The remaining scheduled community flu clinic will be on Monday, November 29, 2004 from 4:00 PM – 6:30 PM. at the Oneida Community Health Center, 525 Airport Drive.

Call Oneida Community Health Nursing at 869-4840 with questions.

Oneida Area Faith In Action VOLUNTEER Program Needs...

VOLUNTEERS

Want to be a volunteer? We need individuals in the Oneida area who would like to join our volunteers. We need caring people in the community who seek personal fulfillment by giving of themselves to people in need of help. Services can include assistance with errands, transportation, respite care, light housekeeping, minor home repairs, recreational outings, shopping, gardening, light yard work, telephone reassurance, friendly visiting, weekend meals. If you feel you would like to offer your assistance, by giving an hour a week or more, please call 869-2448 and ask for Deb Ninham.

“A Neighbor’s independence depends on you”

Other Services Volunteers Can Provide:

1. Companionship/Conversation
2. Meal planning
3. Meal preparation
4. Light housekeeping
5. Help with laundry
6. General shopping
7. Grocery shopping
8. Transportation to appointments

9. Attend area special events
10. Dust and polish furnishings
11. Pick up prescriptions
12. Wash dishes
13. Escort on walks
14. Participate in Games/Cards
15. Letter writing/Correspondence
16. Sewing/Mending assistance
17. Care of house plants
18. Prepare grocery lists
19. Clip coupons for shopping
20. Take out garbage

VOLUNTEERS

21. Reading
22. Change linens
23. Date book upkeep
24. Arrange family photos
25. Maintain family scrapbook
26. Check Food Expirations/Freshness
27. Mail Bills and Letters
28. Participate in crafts
29. Record/Arrange recipes
30. Drop off/Pick up Drycleaning
- 31 .Organize closets/Pantries

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

Milwaukee SEOTS news and notes

SEOTS mission
Our mission is to provide for the well-being of On’yote’a.ka in south-eastern Wisconsin; preserving our culture and environment for the next seven generations.

SEOTS staff
The Southeastern Oneida Tribal Services (SEOTS) staff is here to serve you! If you haven’t been to our office yet, we would like you to stop in! Check your Kalihwisaks for SEOTS NEWS once a month for our events. If you don’t know the staff, come in and see us. Mark - director, Anne - administrative assistant, Carmen - administrative assistant, and Deb - community education specialist. The office is located on 2778 South 35th Street. Phone - 414.384.7740.

SEOTS office hours
Monday & Wednesday: 8am-6:30pm
Tuesday, Thursday & Friday: 8am-4:30pm
Saturday: 9am-12pm

Information around the city
211 Impact - Simply call 211 for help with life - food - shelter - health - crisis intervention, etc.

Pow Wow AA Group - All Welcome - Thursday’s - 8:00pm - 1st Baptist Church - 1576 So. 78th
Gerald L. Ignace Indian Health Center - 383-9526
Domestic Violence - Milwaukee Women’s Center - 272-5132 - Ext. 153 - Bagwajikwe Madosh is the Native American Case Manager/Advocate and available to assist any women or family members

Urban Circle of Voices - Milwaukee’s Native American Newspaper - 643-5510 - Vicky Rank
Interfaith Program for the Elderly - Meals on Monday and Friday - 11:30am - 631 N. 19th St.- First

Friday of the month at 5pm.
Movies and Library
The Seots office has a collection of movies and library books for check-out. A large selection of Native American books fiction and non-fiction. Books and movies can be checked out free of charge. Also if you have any past due books or movies, please return them so our library can be complete.

Cultural Heritage
Cultural heritage classes will be held twice a month on the 1st Tuesday and 3rd Tuesday every month. Our past teacher Randy Cornelius is in the Language Immersion class therefore our classes will be taught with a variety of cultural and historical tapes. Most of the tapes available that are Oneida specific. There will be time for discussion after each tape.
Dates: Tuesday, December 7 & 21st
Time: 6-7:30pm

Elder Christmas party in Oneida!
Elders will be celebrating in Christmas in Oneida at the Radisson! Seots will be taking a shuttle for this event. We will have enough room for the first 50 people, so you will need to reserve your seat. All details will follow.
Date: Friday, December 10th
Time: To be announced
Seating for shuttle need to be reserved – Call 384-7740

Holiday giving tree and food donations
The holiday giving tree will benefit our Native population in Southeastern Wisconsin and children in Oneida. Our food donations will be given to an area church that many of our Native families attend. Any donations will be appreciated!!!!

Oneida language class – check it out on computer!
Our Oneida language class is taught on a weekly basis. Our teachers are from the area and from Oneida. We are appreciative to all that teach the class, so our language can be carried on to our community. To help those that would like to study on your own, you can come into the office and use the computer and learn on your own any day of the week. We should try to learn our language since it is part of our culture. We invite all community members and their families to all classes and use the computers for learning the language.
Dates: Saturday, December 4, 11, & 18th
Time: 10am-12pm

Family Holiday party!
On Tuesday, December 28th bring your family and smiles to an afternoon of rocking and rolling at the bowling alley! Bowling, shoes, pizza and soda are on us. Join us from 1-3pm. We will reserve a spot for the first 40 people who register. Because this is a very popular event don’t delay reserving your spot. All children must be accompanied by an adult. We hope to see you there! Call 384-7740 to sign up.
Date: Tuesday, December 28th
Time: 1-3pm
Place: Burnham Bowl, 6016 W. Burnham, 5 Blks. South of Greenfield

Craft Class
Craft class will meet every Wednesday evening from 6-8pm. Craft class for the month of December will be ornaments for the holiday. If anyone has birch bark, please bring it to class. This is one of our most popular classes and if you can’t make it in the evening on Wednesday, come in on Tuesday morning at 10am, and I will get you started on your ornament. Come for

an evening of crafting, meet some new people and fun! Children are welcome to make ornaments but will need a parent to help with the project. This class will go into the month of December.
Date: Wednesday, December 1, 8 & 15th
Time: 6-8pm

Community Meeting regarding pharmacy pick-up
Join us as we discuss what steps need to be taken when the SEOTS office picks up your script in Oneida. Find out what your responsibilities are, SEOTS and the Oneida Health Center. We will RAFFLE a computer at the end of the meeting. You MUST attend to be eligible.
Date: Wednesday, December 15th
Time: 6:30-7:30pm

Video Hoyan!
This is the age of technology! You will have a chance to visit with your families up in Oneida through TV technology. We will also Raffle a computer off and you must be present to win! The time will be 12:00-4:00pm. Please bring a snack to pass. The office will supply beverages, bingo games and prizes. Call the office for details 384-7740.
Date: Saturday, January 1st
Time: 12:00-4:00pm

Computer lab now available for use
Use the lab for job search, school papers, resumes, information research and language study. Come and check out the lab. Classes will be coming and you will need to sign up and get your name on the list. Names will be selected randomly. Classes will be 8 weeks in duration and will be conducted in groups of 4. More information and starting time will follow in weeks ahead.
Call Seots for sign up. 384-7740

Oneida singers
Oneida singers meet every Monday at 6:30pm at the SEOTS office. They are available for events and services. Please contact Mamie at 643-8972.

Tsyunhehkwa
If you are interested in products from Tsyunhehkwa we may have what you’re looking for at the Seot office. We carry dehydrated corn, dried corn, wild rice, salsa, jellies and jams. If there is anything you would like that we don’t carry we would be happy to pick it up for you on our monthly van trip to Oneida.

Seots Board meetings
The board meets on a regular basis every 2nd and 4th Tuesday of the month. The public is invited.
Date: Tuesday, December 14 and 28th
Time: 6:00pm

Van Trip
Date: Wednesday, December 15th
Time: Van leaves at 8:00am sharp and returns at approximately 5:30pm

SEOTS van trip and script pick-up
Script pick-up: Wednesday, December 1, 8, 15, 22 & 29

Last day to call in meds for the following Wednesday pick-up is no later than 4:00pm each FRIDAY! You must order meds the week before each pick up. You cannot order the same week you are requesting a pick up unless you are going to pick up your meds or arrange to have someone else pick them up for you. Please do not hesitate to call us if you have any questions about this. Always make 2 calls - SEOTS & PHARMACY (If you don’t get your name on the SEOTS List, your meds will not be included in the pick up.)

Democrats balk at Gard’s plan to cut staff

MADISON, Wis. (AP) - Republican Assembly Speaker John Gard wants to trim legislative staff to cut costs, but how he wants to do it is drawing complaints from Assembly Democrats.

Under Gard’s new policy, all rank-and-file members of the Assembly will be limited to one full-time staff member when the Legislature comes back to the Capitol in January. Right now only freshman representatives are limited to one staffer and everyone else is allowed one-and-a-half full-time positions.

The new rules allow Assembly leaders, like Gard, committee chairs and members of the Legislature’s Joint Finance Committee to continue to hire additional employees.

Forty-seven of the 59 Republicans currently serving in the Assembly would be exempt from cutting staff under the new rules. In contrast, just eight of the 39 Democrats could keep additional staff.

Rep. David Travis, D-Madison, said Gard was going after Democratic staff to cover legal bills Republican leaders have run up over redrawing legislative districts, contesting criminal charges against some members and trying to block the governor’s efforts to negotiate gaming compacts with American Indian tribes.

Wildlife sanctuary thrives on military range

FORT McCOY, Wis. (AP) - A wildlife sanctuary has developed over the years in an unlikely place - a firing range and Wisconsin’s largest military installation.

Fort McCoy is home to a 60,000-acre wilderness that has changed little in six decades it has been under Army control. From amphibians to birds to mammals, wildlife and humans have coexisted relatively peacefully here.

There are 35 species of amphibians and reptiles, more than 200 species of birds within a 10-mile radius. Timber wolves and two nesting pairs of bald eagles have made the range their home, and platforms have been built for ospreys.

“A lot of people drive by and think it’s off limits and

just for military training, but there’s a lot of recreational opportunities,” said John Noble, fisheries biologist at Fort McCoy.

Some areas are used for military training - 28,000 soldiers have trained here since Sept. 11 terrorist attacks - and off limits for visitors, but people can hunt, fish and trap on parts of the property.

For example, the facility’s 2,000 gun deer hunting permits, which costs \$16 besides the state-issued permit, sell out regularly. Last year, more than 1,000 deer were killed at Fort McCoy during the gun-deer and archery seasons.

Among the 1,000-plus Fort McCoy employees are wildlife, endangered species and fisheries biologists, archaeologist and foresters. The Biological and Cultural

Resources Branch helps protect the environment here.

When officers want to send soldiers out into the field to fire weapons, camp out, shoot off artillery and drive tanks, they contact this team to make sure the area isn’t a habitat for an endangered species or a place scheduled for a prescribed burn or prairie restoration.

For example, to protect pockets of wild lupines covering 4,000 acres, a computer database keeps track of the number of soldiers, type and amount of ammunition and type of vehicles throughout the base, so the land can be re-seeded and leveled out.

“Obviously training comes first,” said Brent Friedel, program manager of Integrated Training Area Management. “We’ll say, if you really need

to do this, fine, but what are the costs? What do we need to do to rehabilitate the land?”

The effort has enabled Fort McCoy to have one of the few large populations of the endangered Karner blue butterfly, which relies on wild lupines to lay its larvae, in North America.

Fort McCoy is also full of scrub oaks, northern oaks, aspen, red maples and red pines. It has thousands of acres of jack pines.

A fire department is on hand not only to put out fires that occur during the training, but to do controlled burns of vegetation for training needs, prevention of fire hazards and to spur forest growth.

To provide different terrain for soldiers, trees also are thinned through timber sales, during which bidders are

advised they may be filled with lead from ammunition.

“The soldiers are concerned about the environment. You don’t see a tank just go through the forest knocking down trees,” said forester Jim Kerkman said.

Archaeologist also believe American Indian tribes used to live on this land. They have discovered a large number of flakes left from humans making stone tools from around 1,000 B.C. and pieces of ceramic pottery from around A.D. 700.

About 100 small areas are protected from timber cutting or military training because of their historical importance, said Stephen Wagner, an archaeologist from Colorado State University who has worked at McCoy since 1999.



HOLIDAY GIFT-A-RAMA

at the PARISH HALL on Saturday,
November 30, 2004

ATTENTION VENDORS!

Vendor Sales 10am to 4pm.


Ham & Shrimp Dinner with all the fixins squash, mashed potatoes & gravy, fruit cup, dessert, and beverage.

- \$6.50 for adults
- \$5.00 for over 55 and under 12.
- \$6.50 Carry-out dinners

Christmas Stockings for residents of Anna John Nursing Home. Sponsorships available \$8.00 each.

869-1041 Fax: (920) 869-1668
Email: food@oneidanation.org





Northeast Telephone Company

Discounted Telephone Service Available to some low-income consumers

Telephone service is considered a necessity for daily modern life, yet the cost of activating and maintaining the service may be too costly for some consumers. For this reason, the government provides two low-income programs for qualifying customers through the federal Universal Service Fund – Lifeline and Link-up.

These programs provide discounts on initial connection fees and monthly service for qualified telephone subscribers. In addition, residents of Native American Indian and Alaska Native tribal communities may qualify for expanded support for both programs.

The qualifications for these programs vary by state. To find out if you qualify or for more information, please contact your local phone company. Residents of Oneida, Pulaski, Mill Center and Krakow can reach Northeast Telephone Company at 822-3201 or 869-2201.

National

Consultant accused of cheating Indian tribes takes Fifth

By Jim Abrams

Associated Press Writer

WASHINGTON (AP) - In what could be his final words to the Senate panel he heads, Sen. Ben Nighthorse Campbell, the Senate's only native American, told a Washington consultant Wednesday that he represented the kind of people who have been defrauding American Indians for four centuries.

Michael Scanlon replied with seven assertions of his Fifth Amendment right not to testify against himself. His refusal to speak came at a Senate Indian Affairs Committee hearing on allegations that he and a companion bilked Indian tribes out of tens of millions of dollars while representing them on casino issues.

The hearing came hours after the Coushatta Tribe of Louisiana filed a lawsuit in a state court against Scanlon, Washington lobbyist Jack Abramoff and Abramoff's former law firm, accusing them of overbilling, negligence, fraud, taking tribal money for personal use and unfair trade practices. The

tribe paid Scanlon and Abramoff \$32 million to prevent another tribe from opening a competing casino nearby.

A federal grand jury in Washington is also investigating deals under which Scanlon and Abramoff received some \$66 million from the Coushattas and five other tribes to lobby for their casino and other interests.

Wednesday's hearing focused on the \$4.2 million the Tigua, or Yselta del Sur Pueblo, tribe of Texas paid Scanlon to help it win back a license to operate a casino.

Senators heard testimony that Scanlon and his business partner, in addition to falsely promising they had been assured the license would be slipped into legislation moving through Congress, had been working the same year with former Christian Coalition head Ralph Reed to lobby the Texas legislature to close the Tigua's casino in El Paso.

"For 400 years people have been cheating Indians, so you are not the first one," Campbell, R-Colo., told Scanlon. "But you are the

problem with what's happening to American Indians." Campbell is retiring at the end of this congressional session.

"They went to El Paso selling salvation and instead delivered snake oil," said Sen. John McCain, R-Ariz., who will succeed Campbell as chairman of the committee. Speaking in a crowded hearing room including many Indians, McCain asked Scanlon if he felt remorse. Scanlon took the Fifth.

Abramoff also refused to testify when he appeared before the committee in September. Scanlon didn't testify then because U.S. marshals were unable to serve him with a subpoena.

Carlos Hisa, the lieutenant governor of the Tigua, said he was outraged when he learned Scanlon was paying money to Reed's anti-gambling group and then billing himself as the key to helping the tribe get its casino back. "A rattlesnake will warn you before it strikes. They did everything behind our backs."

Scanlon is a former press secretary for House Majority Leader Tom DeLay, R-Texas. Abramoff boasted of his

friendship with President Bush, White House political adviser Karl Rove and members of the House leadership.

According to the testimony, the Tigua contacted Abramoff in February 2002, when they were having to close down their casino. He introduced Scanlon, who accepted \$4.2 million to lobby for federal support for restoring the tribe's gambling license. Scanlon paid half of that to Abramoff, who told the tribe he was working pro bono in exchange for a future contract with the tribe.

Scanlon and Abramoff told tribal officials they would attach the legislation to a major election reform bill, and had the support of two of the chief sponsors of that bill, Rep. Bob Ney, R-Ohio, and Sen. Christopher Dodd, D-Conn.

But Ney, in a statement, said he backed the Indian measure only after being assured by Abramoff that Dodd supported it. Dodd said neither Abramoff nor Scanlon ever contacted him on recognition of the Tiguas.

"I, like these Indian tribes and other members of

Congress, was duped by Jack Abramoff," Ney said.

Marc Schwartz, the tribe's public affairs representatives, told the hearing that the tribe had been asked to take term life insurance on tribal elders, with death benefits going to a private academy near Washington that Abramoff supported. They were also asked to pay for a \$50,000 golfing trip to Scotland that included Ney, Reed, Abramoff and Scanlon. Another tribe did contribute: Ney said he never knew Indian tribes were involved in the financing.

In both cases the Tigua refused, but it did make \$300,000 in contributions to political action committees at the business partners' urging.

As in the September hearing, the senators introduced e-mails between Abramoff and Scanlon in which the two made derogatory remarks about Indians. "I wish those moronic Tiguas were smarter in their political contributions," Abramoff wrote in one e-mail. "I'd love to get our mitts on that moolah."

From Page 1/New York Cayugas reach land claim settlement with New York

award after ruling in 1994 that the state had illegally purchased 64,000 acres of reservation land in Cayuga and Seneca counties more than 200 years ago. Both sides appealed the award and several related case rulings.

Pataki said the agreement would end the "substantial unrest and uncertainty" that has faced local property owners entangled in the dispute.

"The agreement will allow us to move forward with plans to establish a second casino in the Catskills," Pataki said, "which would create thousands of new jobs and provide a tremendous boost to the region's economy."

The agreement sets a cap of \$150 million on what the state will have to pay the New York Cayugas if the award is affirmed on appeal, said Martin Gold, the nation's attorney. Any award decided

by the court will be paid in 10 annual installments, starting in 2007. The Oklahoma tribe has agreed to reimburse the state for those payments.

More importantly, Gold said, if the award is upheld, the New York Cayugas can purchase - and exercise sovereignty - on up to 10,000 acres. The New York tribe has about 500 members.

"What the Cayugas care

From Page 1/Oklahoma Cayugas sign land claim pact

Pataki's office Friday evening announced the pact, signed by Seneca-Cayuga Chief LeRoy Howard and the governor. It still requires approval by Congress and the state Legislature.

"The agreement allows us to move forward with plans to establish the first of three new casinos in the Catskills, which would create thousands

of new jobs and provide a tremendous boost to the region's economy," Pataki said in a prepared statement. "Our agreement will also provide for the collection and remittance of state and local sales and excise taxes on products sold by the tribe."

Howard said the Seneca-Cayugas are pleased a quarter-century of litigation have

most about is the land. They want to re-establish their ancestral home," Gold said.

However, if the appeals court dismisses the award, the New York Cayugas can acquire only up to 2,500 acres, according to the agreement's provisions.

Other parts of the agreement are:

-The state and New York Cayugas will each pay \$3

million annually to the two counties.

-The state and tribe will negotiate a tax parity compact for all sales by Indian vendors of alcohol, cigarettes, gasoline and other products to non-Indians.

-Within two years of opening a Catskills casino, the Cayugas agree to close down any other gaming facilities, unless they are operating with

local government approval. The Cayugas currently operate two small electronic bingo parlors in Cayuga County that local officials are fighting in court to close.

The Seneca-Cayugas have been battling local officials over building a \$25 million bingo hall in Aurelius, near Cayuga Lake.

A federal judge set the \$247.9 million award to both Indian nations after ruling the state had illegally purchased 64,000 acres of reservation land in Cayuga and Seneca counties more than 200 years ago.

Both sides appealed the award and several related case rulings.

The Seneca-Cayugas in August offered to end their litigation and stake in the judgment in return for a state compact for a Catskills casino.

Scott Wood, a tribe spokesman, said then that the only land the Seneca-Cayuga Tribe would hold in trust in New York state would be wherever the casino is located.

In June, the Cayuga Indian Nation of New York and Pataki announced a tentative agreement, which would settle their claim to the 64,000 acres. In exchange for dropping the 1980 lawsuit, the New York Cayugas would receive \$247.9 million from the state over 14 years and get approval to operate a Las Vegas-style casino in Monticello, about 90 miles northwest of New York City.

However, the New York Cayugas rejected a final settlement offer, reportedly opposing any deal that would allow the Oklahoma tribe to have a presence in New York.

"At this point, the litigation with the New York Cayuga Tribe will continue," said Todd Alhart, a spokesman for Pataki.

News Around Indian Country

Former Navajo

Code Talker dies

WINDOW ROCK, Ariz. (AP) - Samuel Billison, Navajo who as a Marine during World War II helped invent a secret code based on the tribal language to confound the Japanese, died Wednesday of a heart problem, according to the Navajo Nation.

Billison didn't have a birth certificate, but he was born on the floor of a hogan on the Navajo reservation in the mid-1920s. He was believed to be about 78.

Billison and other Navajo Marines, called the Code Talkers, used the code and their native language to communicate troop movements and orders, developing a secret vocabulary that renamed military armaments and equipment using rough equivalents in Navajo.

Billison traveled throughout the world to carry the story of the Code Talkers who "offered their language to allow the citizens of the United States the freedom that we are able to enjoy today," said Lawrence Morgan, speaker of the Navajo Nation Council.

Billison, who earned a doctorate from the University of New Mexico in Albuquerque, served on the Navajo Nation Council and the Navajo Area School Board Association, helped reorganize the education system under the Bureau of Indian Affairs, was a member of the former Kinlichee school board and had been Kinlichee chapter president, Morgan said.

American Indian center in financial straits again

WICHITA, Kan. (AP) - The Mid-America All-Indian Center is in financial trouble again, and city officials are considering the fate of the riverfront facility.

When the center couldn't meet payroll last week, museum director Chris Dendure gave up his own paycheck so his four employees could get paid.

That incident has observers wondering if the 28-year-old center, which provides social services and entertainment to American Indians in a wide swath of south-central Kansas, can remain open without financial assistance.

Representatives of the center met with Wichita city officials Friday to discuss the problems, but City Manager George Kolb said the city hasn't decided what it wants to do.

Earlier this month, the city, which owns the building that houses the center, requested a number of documents, including financial and insurance records, board minutes and a list of current programs. Officials said they are reviewing the records.

We're trying to work with them ... for the sake of the cultural institution of the city," said John D'Angelo, director of the city's department of arts and cultural services.

City police and the FBI also are looking into the center's finances after an unknown amount of money from the center's general fund was discovered missing in September.

What's Happening!

Monday, November 29, 2004

BUSINESS UNIT INFORMATIONAL MEETING

EXECUTIVE SESSION: Update and Settlement Consideration

Time: 1:30 P.M. to 3:30 P.M.

Where: Community Education Center

FMI: Call Lee Thomas at 490-3537.

Friday, December 10, 2004

A NIGHT OUT WITH SANTA

Time: 6 P.M. to 8:00 P.M.

Where: Civic Center in Site I

Enjoy a personal picture of your visit with Santa Claus, a light supper, a gift for every child, and a wagon ride.

FMI: Call Tracy Hill at 833-0010

Saturday, December 11, 2004

CHRISTMAS DANCE AT HOLY APOSTLES CHURCH

Time: 6 P.M. to 11:00 P.M.

Where: Parish Hall

Music by: Cherry Bounce Door Prizes and Raffles, Cost is \$7 per person. Hors d'oeuvres will be served. Come and celebrate the Holiday Season!

Monday, December 13, 2004

GTC MEETING LAND CLAIM

EXECUTIVE SESSION: Update and Settlement Consideration

Time: 6:00 P.M.

Where: BCCR/NHC

Alternate date of Monday, December 20, 2004 6 P.M.

BCCR/NHC Food will be provided at 5:30 P.M. **Please bring your Tribal Identification for check-in purposes.**

Thursday, December 16, 2004

THE ONEIDA COMMUNITY NURTURING NETWORK PARENTING SESSION

Time: 5 P.M. to 7:00 P.M.

Where: Three Sisters Head Start Center

Meal and Childcare are provided

Facilitator: Edi Cornelius-Grosskopf FMI: Call Connie at 1-800-416-6017 or 920-496-7860.

Thursday, December 16, 2004

CHRISTMAS ON THE REZ JUDGING

All applications **MUST** be submitted by **Friday, December 3, 2004 at 4:30 p.m.**-No EXCEPTIONS. FMI: Call Debbie Melchert in the Communications Dept. at (920) 869-4340.

Please call the *kalihwisaks* office at 869-4280, 4277 or 4279 to include events in this section.

Letters & Opinions/Legislative Review

Letters to the Editor

Let's make a good strong government

For give me I really don't have enough time to write today. Please protect any person or groups whom want complete liberties, righteous, peace for we the people. Once again our government disrespect (we the people for G.T.C budget meeting on 11-13-04 without a quorum and past 325.288 millions budget for their self mostly, which will reduce social programs or cancel some with planning to build new offices for O.B.C government at the cost of our blood, sweat, tears for those family members whom in need, will cost us around 40 millions dollars and also talking about building a new culture heritage building for millions more. (We must stop them.) Another disappointment our government is responsible for on 7-7-03 G.T.C meeting our government and our chair person testify we have more money, which were receive form corruption from our casino of 11 millions as a flyer stated, not our government. (Thank for

our two queens action Rochelle Powless, Linda Dallas which they both were fired, all gaming commissioner now refuse to check any machines from 4-24-04. At this event we the people were missing 11 millions dollar from only 256 gaming machines were investigate on 4-23-04 Rochelle Powless, Linda Dallas (when we have over 700 machines at this time, clearing we were missing more then 11 millions (It is most likely around 33 millions missing) when once a year, monthly, weekly.) On 11-27-04 Saturday 9 a.m. I will petition for us at site 1 baseball diamond next to enrollment office till 6 p.m. I need your help.

I will attempt to prove we have a making of a good strong ethic government (please come on 11-27-04 9 a.m. - 6 p.m., I can't do this myself.)

Gratitude to Kalihwisaks for one of the best newspaper in town.

Kerry Rae Brunette
761 N 25th St., 9
Milwaukee Wis. 53233



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.

ATTENTION!

IMPORTANT NOTICE

Meeting date correction
**GTC MEETING
LAND CLAIM
EXECUTIVE SESSION
UPDATE AND SETTLEMENT
CONSIDERATION**

Monday

December 13, 2004

6 p.m.

Alternate date of Monday,

December 20, 2004

6 p.m.- BCCR/NHC

Food will be provided at 5:30 p.m.

**PLEASE BRING YOUR TRIBAL IDENTIFICATION
FOR CHECK-IN PURPOSES**

PLEASE NOTE :

The land Claims GTC meeting scheduled for December 6, 2004 has been rescheduled to Monday, December 13, 2004 at 6 p.m. with an alternate date of **Monday, December 20, 2004**

Legislative Update

Oneida Business Committee

Due to no quorum at the 11/13/04 General Tribal Council Meeting for Land Claims, the Business Committee has rescheduled this meeting for Dec. 13, 2004 at 6:00 p.m., in the Business Committee Conference Room. General updates have been provided through executive community meetings for the past 6 months or so. Now we are ready to have greater dialogue with the membership about the negotiations. I encourage the eligible Oneida voters to please attend these very important meetings.

Service Agreements with two local municipalities and Oneida are complete and another almost complete. The Oneida Tribe and the Village of Ashwaubenon renegotiated their service agreement. And for the first time in history, we have negotiated a service agreement with the Village of

Hobart. This is a major accomplishment for both the Tribe and Hobart. The benefit of both of these service agreements will ensure that our communities are helping each other with fire and rescue, as

well as working cooperatively for police protection. Both Villages realize the economic impact the Tribe has on the Northeastern Wisconsin and Fox Valley areas, as well as our status as a sovereign nation. As such, they have agreed not to object to our placing lands into trust unless the tax on a specific parcel creates an economic drain on their tax base. The service agreement with Outagamie County is expected to be complete very soon.

LOC

The Legislative Operating Committee continues forward with the development of a Labor Code, revised



Councilwoman Trish King

Administrative Procedures Act, Judiciary, and Constitutional Amendment.

My Office

A representation of the Business Committee and the P.R.O.U.D. Team traveled to

Mississippi October 24 to 26, 2004. This was the final step of due diligence that the Commerce Team wanted to complete prior to finalizing a recommendation for the development of a Commerce Division. Let me step back a bit to provide you with a brief update. Since 1982 the General Tribal Council has given several directives for the Business Committee to: a) separate tribal programs from tribal enterprises; b) the Legislative Branch (OBC) be removed from the day to day activities of tribal operations and focus on legislation; and c) create a Commerce for the Tribe. This Business

Committee has focused on implementing these directives and have been working on the development of a Commerce Division. A Charter team was formed and now the final recommendations are being developed which will also call for action plans and transition plans. It is the sincere desire of the Business Committee to complete this project plan for consideration by the General Tribal Council at a special meeting no later than the end of April, 2005.

Community

We are fast approaching the Holidays and many community fund raisers are taking place. I am looking forward to volunteering with my family at the Thanksgiving Feast on November 26, 2004 at the Parish Hall. This is an excellent time to be with community and family members and to give thanks for all the good things we have in life. Have a safe and happy Thanksgiving.

Sweku Akweku Ukwehuku Legislative Operating Committee

The Oneida Business Committee has forwarded draft amendments of the Election Law to the January General Tribal Council meeting. The following changes are being proposed: 1) 7 election board members instead of 12 (election board has authority to have as many alternated appointed as needed) 2) If an election board member is removed, per the Oneida Removal Law, that person will be ineligible for the election board for 10 years. 3) An incumbent's name may not be placed on a ballot if the election would result in the incumbent beginning an additional term of office for a particular entity prior to scheduled expiration of the term he or she has not yet completed for that entity. 4) Streamlined appeal process for candidate eligibility determinations and for the contesting of election results. 5) New Caucus time lines. 6) All elections will be held on Saturday from 8:00a.m. - 7:p.m. 7) General elections shall be held on the 1st Saturday of July. 8) The election Board will certify election results instead of the Oneida Business Committee. Please watch for the January Semi Annual mail out for a copy of draft amendments to the election law.

Project P.R.O.U.D.

Update

Project P.R.O.U.D. is continuing to move forward and the next phase of the project will be communicated to the organization in the very near future. As a reminder, the intent of the P.R.O.U.D. project is to combine "like" function areas. One area of challenge is Commerce. Upon initial review, the technical staff working on Commerce needed to complete all appropriate research. Research included identifi-

cation of all applicable laws which may have had a negative impact on the business currently owned by the nation. The need to protect our businesses under the auspices of tribal sovereignty is critical to our

continued growth and success. Such laws include Federal, State and Internal Revenue Service laws. I am satisfied that diligent research has been completed and we are now ready to move forward into the next phase. Please continue to watch for updates in upcoming editions for more information.

Travel

Social Services Building - Oneida, WI. October 18, 25, 2004. Cost: \$0.00. Benefit: October is Domestic Abuse Awareness Month. Participated in the programs offered which promoted awareness, education and healing for domestic abuse.

Doxbees - Oneida, WI. October 21, 2004. Cost: \$0. Benefit: Participated in the Roast & Toast for Secretary Julie Barton. This event was sponsored by Oneida Amvets. Proceeds from the event are filtered into the Oneida Community through many initiatives of the AmVets organization.

Formerly known as Decaster Property - Oneida, WI. October 22, 2004 Cost \$0.00. Benefit: Retreat of the Oneida Business Committee. The purpose of the retreat was to prioritize initiatives of the current Oneida Business Committee.

Packer Stadium - Green Bay, WI - October 24, 2004. Cost: \$0.00. Benefit: Participated with 75 Oneidas (Veterans, Drummers and Dancers) during the Green Bay Packers and Dallas game.

Oneida Health Center -



Councilman Brian Doxtator

Oneida, WI. October 27, 2004. Cost: \$0.00. Benefit: Provided information, and promoted, the Oneida Tribal Conduit. Tribal employees place amounts of money into an account managed by Oneida's state lobbyist. Political donations are made from the conduit to recommended State politicians.

Radisson Hotel and Conference Center - Oneida WI. October 27, 2004. Cost: \$0.00. Benefit: Participated in a political forum for local candidates campaigning for local and national political offices.

Sonny King Memorial Center - Civic Center - Oneida WI. October 27, 2004. Cost: \$0.00. Benefit: Assisted with judging the children's Halloween costume contest. (Ooooh, scary)

Radisson Hotel and Conference Center - Oneida WI. October 29, 2004. Cost: \$0.00. Benefit: Participated in the Get out the Vote Rally. A few speakers included: Ted Kennedy, Adam Beach, Alyssa Burhans, Louis Taylor, Apesanahkwat, Ernie Stevens and J.D. Hayworth.

Paper Valley Conference Center - Appleton WI. November 2, 2004. Cost: \$0.00. Benefit: Provide historical and cultural information and storytelling to the Appleton Rotary organization.

Radisson Hotel and Conference Center - Oneida WI. November 4, 2004. Cost: \$0.00. Benefit: Provide historical and cultural information and storytelling to Milwaukee school teachers.

Radisson Hotel and Conference Center - Oneida WI. November 5, 2004. Cost: \$0.00. Benefit: Dialogue with members of the Oneida Appeals

Commission and Grants Department regarding the application for a grant.

Radisson Hotel and Conference Center - Oneida WI. November 5, 2004. Cost: \$0.00. Benefit: Participated as a celebrity chef with Councilwoman King for the event, "Taste of the Town." This fund-raising event is sponsored to raise monies for the Local Boys and Girls club. Our food item was, Pumpkin Shell Soup. We took 1st place in our category. I have the recipe.

Radisson Hotel and Conference Center - Oneida WI. November 9, 2004. Cost: \$0.00. Benefit: Listened to the presentation regarding the schematic design for the Oneida Cultural Center. This project is be cooperated with the Oneida Cultural Heritage Department, Oneida Planning and three architects (all whom are Oneida).

Oneida Police Department - Oneida WI. November 10, 2004. Cost: \$0.00. Benefit: Meeting with Senior Management Team regarding Project Proud. We are in the final stages of the Organizational Structure. The Senior Management Team is currently working on a communication plan. The communication plan will include communication to tribal employees, members of the Oneida community and constituents of the Oneida Nation.

Oneida Turtle School - Oneida, WI. November 18, 2004. Cost: \$0.00. Benefit: Provided storytelling to the Oneida FACE Program.

Syracuse University - Sryacuse, NY. November 19, 2004. Cost: \$481.50 Benefit: Attended a conference on Iroquois Sovereignty.

Wah i'lu ne'n
Yawat'ko'kiwa ne'n
Akweku Ukwehuko.
Teylueayate

Sports/Recreation

Oneida recreation news

Teen Christmas Party

Submitted by Aaron Jozwiak, Recreation Specialist

Friday, December 3rd, the Oneida Recreation Department will be hosting a teen Christmas party for all boys and girls between the ages of 11 to 18. The Recreation Department will take the first 60 to sign up to Ashwaubenon Lanes for a night of bowling. The teens will be treated to pizza and refreshments as well as be eligible to win door prizes. The Christmas party will be a kick off to a monthly Teen night which will take place the first Friday of each month. The Christmas party will start at the Civic at 6:00 and will end back at the Civic at 8:45. For more information regarding this event, please contact Conrad or Aaron at 869-1088 or Jed or Molly at 833-0010.

Hoop it Up!

Submitted by Oneida Recreation Department

Basketball is in the air and Oneida Recreation is the place to be for the fun and excitement of the game. On Monday Nights, we start the week off with the 3rd and 4th Grade coed basketball league. The team's names are the Pistons, the Rockets, the Heat and the Bucks.

Then, Tuesday nights, the 6th grade girls play right before our 5th Grade boys, and to finish off the evening the 6th grade boys play at 7:30. The 5th and 6th graders are playing in a Green Bay Area Basketball league against area parochial schools. The first games of the season are on November 30th with games on our home court.

The 7th and 8th grade girls are participating in the Green Bay Area Youth Basketball League. They practice on Wednesday nights from 6:00 -7:00 p.m. and play in area basketball gyms on Saturday's.

We end our week with the 5 to 7 year olds on Friday playing from 5:00 - 6:00 p.m. where they are learning basic skills such as dribbling, passing and shooting.

We would like to thank all parents that have volunteered their time to help coach our youth. Also, as a reminder, our youth basketball tournaments are being held on December 27th, 28th, 29th, and 30th. If you would like to volunteer for scoreboard, clock or book we could really use your help. Please contact Kim Diemer at 869-1088 if you are interested.

ATTENTION RECREATION MEMBERS!!!

With another year coming to an end, all Recreation memberships are due to expire on December 31, 2004. For a number of years, our membership fees have stayed the same. However, due to circumstances beyond our control, the Recreation Department has found that we do need to increase the cost of membership fees. So, as of January 1, 2005, Recreation memberships will now cost \$5.00 per year instead of \$2.00. If you have any questions, please feel free to contact the Recreation Department at 869-1088.

Oneida Nation girls build on past success

By Phil Wisneski
Kalihwisaks

The 2004-2005 Oneida girls basketball team returns three starters this season and is looking to get over the hump and win the WIAA regional final game. The last two seasons the Thunderhawks advanced to the regional final game but failed each time in attempting to make the coveted trip to sectionals.

In order to do that Oneida must replace the schools all-time leading scorer, Maria Stevens. Stevens has graduated and is playing at Haskell University in Lawrence, Kansas.

Coach Cheryl Stevens said that the loss of Maria Stevens is dramatic, but that she has faith in the returning players to step up and improve. Stevens also said that she expects her new players to come in and make huge impacts on the game to soften the blow of losing such a great player in Maria Stevens.

"I'm really happy with what I have seen in practice thus far," said Stevens. "The girls have great chemistry together on and off the court."



Photo by Phil Wisneski

The 2004-2005 Oneida girls basketball team: Back Row: (l-r) Head Coach Cheryl Stevens, Twyla Danforth, Stakwas Danforth, Louis Stevens, Raeanne Funmaker and Irene Danforth. Front Row (l-r) Kah'htit Delgado, Jessica Skenandore, Riannon Boyd, Lenita Cornelius, and Luanne Funmaker.

Returning this season are senior starters Irene Danforth and Jessica Skenandore and sophomore Lois Stevens.

Danforth, the top returning scorer, is out of the lineup for four weeks. She broke her foot the second day of prac-

tice and is scheduled to miss anywhere from five to seven games.

Coach Stevens is looking to Skenandore and Lois Stevens to pick up the slack in Danforth's absence.

"Those other girls are

going to have pick up there games, while Irene is out," Stevens said.

Another returning player that will see significant minutes this season is Lenita Cornelius. Coach Stevens said Cornelius had improved

Oneida Nation boys getting defensive

By Phil Wisneski
Kalihwisaks

The 2004-2005 Oneida boys basketball team will have a different feel to previous years.

This year's team has a new coach and a new outlook. Gone are 1,000 point scorer Roberto Hill to graduation and 16 point per game scorer Louie Ortiz to a school transfer. Coming in however is a new attitude on playing in your face defense and refreshing outlook on getting better each and every day in practice.

First year head coach Kyle Wisneski made the move from the junior varsity coach to varsity this season. He held the junior varsity job for two seasons. Wisneski looks at his team with a sense of optimism that this team will do whatever it takes to win and that includes hard work.

"I've run them pretty good the first week and the team hasn't squawked back or complained one bit," Wisneski said.

"That's encouraging to see that they are willing to work hard," he added. "We may not



Photo by Phil Wisneski

The Oneida Nation boys basketball team. Front row (l-r) Joseph Big Medicine and Rollie Christjohn. Middle row (l-r) Freddie Hernandez, Carl Bridges, Anthony Gutierrez, Darrell Skenandore, and Josh Cornelius. Back row (l-r) Head Coach Kyle Wisneski, Scott Lynk, Zack, Jameson Wilson, Bobby Mathews, Loli Hill and Assistant Coach Tek Skenandore.

have the most talented team since I've been here, but this team definitely is working the hardest."

Oneida has been able to get

by on playing an up-tempo style game in the past and has been able to outscore opponents when needed. This year's team has only two

returning players with varsity experience and an emphasis is being placed on defense under Coach Wisneski.

"We don't have three guys

tremendously from last season and has looked good so far in practice.

The Thunderhawks have a good crop of new talent this season as well. Transfers Stakwas Danforth and Twyla Danforth will play the low post this season. Both have good size and will be used heavily.

Other newcomers include freshmen Kah'htit Delgado, Luanne Funmaker and Raeanne Funmaker and senior Riannon Boyd.

Coach Stevens has placed some lofty goals on this year's team..

"I want to match last year's team and make it to sectionals," Stevens said. "We don't have that dominant player this year, but our depth and bench will be better than in years past."

The Thunderhawks next home game is December 6 at 6 PM at the Turtle School against the Conserve School.

"I've got a great set of girls this year and they all have great attitudes. It looks like we we may have another good season," said Coach Stevens.

that can drop in 20 points on any given night anymore," Wisneski said.

"We need to play better defense than in years past."

Leading the Thunderhawks this season will be senior Jameson Wilson. Wilson averaged 10 points per game last season and lead the team with eight rebounds per game.

"Jameson has really taken a leadership role this season," Wisneski said. "We are going to need that from him, to show the younger players what it takes to be successful at the varsity level."

Also returning is senior Loli Hill. Hill played sparingly last season, but will be looked upon to play some heavy minutes this season.

"Loli has improved a lot since last season and he is always going hard, Wisneski said. "You like to see that from your senior players."

Top newcomers include Rollie Christjohn, Jermain Delgado, Carl Bridges, Josh Cornelius, Bobby Mathews, Anthony Gutierrez, Scott Lynk and Josh Christjohn.

Staying safe this winter season on the ice

Submitted by Teresa Holschuh-Sieja: Aquatic Trainer/Supervisor

As we still have some beautifully warm days we don't really think about how cold the water really is at this time of the year.

Falling off a pier, breaking through ice on a lake, being thrown into the water as a boat swerves--these accidents can suddenly put a person in cold water. Exposure to cold water leads the danger of immersion hypothermia. Hypothermia is a life-threatening condition in which the body cannot maintain normal body temperature and the body cools. Hypothermia occurs when cold or cool temperatures cause the body to lose heat faster than it can produce it.

When a person falls into cold water the temperature of the skin and of the blood in the arms and legs drop. At first, the victim may have trouble breathing and then slowly become unable to use

their arms and legs. The temperature of the heart, brain and other vital organs gradually drop. Shivering begins. The victim may become unable to think clearly. The victim may become unconscious. If the temperature drops more, death from heart failure is possible, but drowning may occur first. A few ways to protect against hypothermia are: When near cold water--playing, working, hunting, fishing--remember that cold water is dangerous even if one does not intend to go in.

Join in water activities only when and where it is possible to get help quickly in an emergency. Always wear a U.S. Coast Guard approved life jacket while boating. Have life jackets at hand whenever near cold water; wearing is best. If you will be out in cooler or rainy weather, wear rain gear, a warm hat and layers of clothes or insulated clothes. Avoid cotton, wear fabrics containing wool or synthetic

blends instead. Wear a wet suit for skin diving, surfing and kayaking.

Carry matches in a waterproof container. It may be necessary to build a fire to warm up after a fall into cold water.

Do not drink alcohol for the sensation of warmth. Alcohol actually increases loss of body heat.

People who fall into the water wearing winter clothes, especially heavy boots or waders, usually panic because they think they will sink immediately.

But winter clothes can actually help you float. Heavy clothes also help delay hypothermia. Tight-fitting foam vests and flotation jackets with insulation can double the survival time. If a person falls into the water wearing a snowmobile suit or other heavy winter clothes, air will be trapped in the clothes and will help the person float. Simply lie back, spread the arms and legs, perform a

"winging" motion with the arms to move toward safety.

Hip boots, waders and rubber boots often trap air when someone falls into the water. Relax, bend the knees and let the trapped air in the boots bring you to the surface quickly. While on your back you can float in a tuck position. Bring the knees up to the chest, let the hips drop, keep the head up and back,

Having a party?

Submitted by Teresa Holschuh-Sieja

Just because it's getting cold out doesn't mean you can't have a great party! Why not have your next family gathering at Oneida Family Fitness Center. We have several different areas available to serve your needs. All we need from you is a signed contract and payment at least one month in advance. \$50.00/per hour for members. \$65.00/per hour for none members.

paddle backwards with the hands to safety.

You can also float on the front. Keep the head raised, bend the knees, paddle forward with the arms in the water towards safety.

Enjoy the winter sports season, but please remain safe and use common sense when traveling on ice.

Rent the Pool: Get wet splashing around, riding the noodles, playing Marco Polo!

Rent Studio B: Have a Card Party, Baby Shower, Pizza Party!

Rent the Family Activity Room: Play Pool, Ping Pong, Shuffle Board, Darts!

Rent the Gymnasium Have a HUGE Party, Play Volley Ball, Basketball, Dodge ball. Make your plans Today! Contact Teresa Holschuh-Sieja or Todd Shelto at 490-3730

Spirit

A collection of various beaded necklaces and jewelry items displayed on a dark surface. The items include several long necklaces with colorful beads in shades of blue, green, yellow, and red. There are also shorter necklaces, some with large, ornate pendants, and a few bracelets. The jewelry is arranged in a somewhat haphazard manner, with some items overlapping others. The background is dark, making the colorful beads stand out.

Business

Georgia-Pacific signs supplier agreement with Nature's Way Tissue

American-Indian owned company in Green Bay to supply customized tissue, towel and napkin products to commercial markets

ATLANTA – Georgia-Pacific Corporation announced today the formation of an Alliance with Nature's Way Tissue Corporation, a Minority Business Enterprise (MBE) located in Green Bay, Wisconsin, to supply Towel, Tissue, Napkin and Wiper products for the Away-From-Home market. Nature's Way is the only American Indian owned tissue company in the paper industry.

"This strategic alliance is just the beginning of how Georgia-Pacific will provide innovative supply solutions to customers desiring to increase their involvement with, and support of, minority-owned businesses," explained Bill Sleeper, GP Vice President Marketing.

"We view Nature's Way and its product offerings as an environmentally-sound, strategic investment for our tribal investors," added Art Skenandore, Nature's Way Tissue Chairman and CEO and member of the Oneida Nation. "Georgia-Pacific is a well-established, global compa-

ny. We're a new company. They'll be our mentors in the areas of sales, marketing, distribution, customer service and supply chain efficiencies."

Skenandore added, "Our Company was founded on the themes of relationship and renewal." Both companies are focused on creating strong, long-term relationships with customers. GP's Sleeper stated, "We're stepping back and taking an in-depth look at our entire business – from the consumer 'back to the papermaker' – to make sure everyone is aligned in the development and distribution of our products," Sleeper stated. "If you look at our business - our employees, our business partners and our vendors – we are striving to be closer to, and more reflective of, the communities that we serve."

Skenandore believes that the partnership with GP will not only strengthen relationships with customers, but has the potential to benefit other tribes as well. "Many tribal communities are strategically located near current GP operations. We hope the partnership that we develop with GP in Green Bay will potentially provide an economic model for other tribes in conjunction with Nature's Way Tissue to expand our diversity partnerships with GP."

Georgia-Pacific has a deep understanding of, and a long-term commitment to, diversity. This is reflected both within the organization and in its selection of suppliers. "In

terms of the companies that we purchase supplies and services from," said Lissa Owens, Manager of Supplier Diversity at Georgia-Pacific, "our mission is to expand our network of qualified, diverse suppliers who will in turn add value to Georgia-Pacific and increase its shareholder value and market leadership." She added, "This agreement with Nature's Way is proof of our commitment to take the spirit and practice of diversity through the supply chain, to consumers."

Nature's Way Tissue Company has 86 employees in its two manufacturing facilities in Green Bay. The Company is located on 19 acres with 100,000 sq. ft. of current production space and has the capacity to produce over 350,000 cases per month of towel, tissue and napkin products. The facility operates 24 hours a day, seven days a week. One of the facilities is located within the original Oneida Tribe Reservation and qualifies as a Hub Zone designation.

Both Georgia-Pacific and Nature's Way Tissue are committed to using renewable resources. More tissue is produced at GP's mills in Green Bay than at any other mill in the world, and the mills have been using recycled fiber to make both commercial and retail tissue products since the 1970s. Nature's Way Tissue Company uses 100 percent recycled fiber with high-post consumer content as well as a unique and exclusive 100 percent cotton tis-



Photos courtesy of Georgia-Pacific Artley Skenandore,

Chairman/CEO of Nature's Way, left, shakes the hand of Bill Sleeper, vice president of marketing for Georgia-Pacific in forming a business alliance. Looking on is Steve Peters, general manager and owner/partner of Nature's Way, and Jerry Hawkins, director of marketing napkin category for Georgia-Pacific. At right, Skenandore and Sleeper check out some tissue.

sue.

The companies signed a five-year agreement that extends through 2009.



Nature's Way gets new equipment



Photo by Phil Wisneski

Cutline

From Page 1B/Traveling with Spirit

people to question things and find their own answers. We talk about people being reborn, but some people aren't even born yet-they don't have a spiritual life. We have a lot to live for and this show is all about that. If people see it they will know. There are so many points to it. Even little kids sit through it!"

Each show is unique because the dancers pay attention to the people in the audience and base their performance on who is out there.

"The cast is so into it with the audience. They work the audience by paying attention to kids or honor elders in the audience. The dancers on stage do that and it's cool."

"We want to get the show



Photo courtesy of Kelly Allen

Spirit the Seventh Fire travels with its' own venue, a 750 seat tent that can be set up in any city.

back on the road, and be the best," Skenandore said. "There's not a dance show like this with so much meaning in it. This is one of those things that is hard to market

because you can't compare it to anything. It's the most beautiful show anybody in the whole world can either see or feel. I'm just happy when someone gets to see it."

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920-833-7952**

Resume Writing Workshop: Interviewing Skills, Résumé Writing, and Career Assessment

Monday, November 29, 2004 or...
Friday, December 17, 2004

Oneida Community Education Center
2632 S. Packerland Dr. • Green Bay, WI
10AM – 2PM 4 Hours (1 class)

Call: 496-7860 • Meals provided!

What is the Oneida Nation working on? Business Unit

Informational Meeting
Monday, November 29, 2004

1:30 To 3:30 pm

**Community Education Center
2632 Packerland Drive**

Updates on...

- a. Experiential Education & Adventures
- b. Management Information Systems (MIS)
- c. Comprehensive Plan
- d. Human Resources Department
- e. Tsyunhekw^ Retail Center
- f. Internal Service Support Survey
- g. Gaming
- h. Seven Generations Planning Corporation

Please come and receive an update about some of the projects the Oneida Tribe is working on!

If there are any questions/suggestions about or for this meeting, please address them to Lee Thomas at 490-3537 at Central Accounting. Thank You.

Education

A feastful day in Oneida...



Photos by Yvonne Kaquatosh
 Above, Grandparents and Great-Grandparents enjoy an afternoon feast in the cafeteria at Norbert Hill. The Oneida Headstart students along with their parents and faculty put on the event on Friday afternoon, November 19, 2004. A feast hosted by the students at Three Sister's was held the previous day. At left is Elijah Metoxen, 4, with his Grandmother Janet Danforth.

Ft. Lewis roiled by article called demeaning to Indian students

By Electa Draper
 Denver Post Staff Writer

Durango — Fort Lewis College has been rocked by a culture clash involving the director of its crown jewel, the Center for Southwest Studies. Andrew Gulliford has infuriated many students and faculty with a recent article about what it's like to teach American Indians. On Wednesday afternoon, the Faculty Senate criticized him and asked for an investigation. Published in the October edition of American Studies International, the article is an anecdotal work describing the rewards, difficulties and cross-cultural complications of having a student body that is 18 percent American Indian. In it, Gulliford described his American Indian students as "polite and well-groomed" and "quiet, almost to a fault, slow to speak up, reticent to challenge professors." Students have complained that the comments are paternalistic at best and subtle racism at worst. "It's not even romanticism," said 28-year-old student Bill Mendoza, an Ogalala Sicangu Lakota from South Dakota. "It's almost dehumanizing." Gulliford used many real first names in the article in relating stories about family curing rituals and sacred tribal sites and objects. He also used excerpts from student works to illustrate his points. But he did not ask permission or inform students that their information was to be published. Gulliford admitted at a crowded campus forum Tuesday night that he made many serious mistakes and begged forgiveness from the students he named. He declined to be interviewed by The Denver Post. Fort Lewis was an Old West cavalry post that evolved into an Indian boarding school, then a rural high school and eventually a four-year state college. The school was charged by Congress in 1911 with the "sacred trust" of educating American Indians "on terms of equality with white pupils." When the federal government gave the campus to the state of Colorado, it also mandated that American Indians attend free of tuition, Fort Lewis history professor Duane Smith said. Gulliford's article exploited and betrayed Indian students,

Mendoza said. "We viewed higher education as a place of sanctity, a place where we could balance two worldviews," he said. "But we find we have no one to confide in." Mendoza and Leah Carpenter Kish co-founded a new group, the Student Alliance for Appropriate Representation. At a crowded campus forum Tuesday night, the alliance confronted Gulliford and condemned the work. They alleged it is full of inaccuracies, distortions and generalizations. They claimed it also violates students' privacy and intellectual-property rights. "We don't want this to be just about angry Native American students," Carpenter Kish said. "It's disgusting that any students would have to defend themselves against such an invasion of privacy. But this is also a culture war. And it must be fought." The Faculty Senate on Wednesday unanimously endorsed a resolution written by the college's Intercultural Committee that called for the college president to investigate Gulliford's work as "a matter of urgent ethical concern" and, if appropriate, to discipline him for what they consider "callous disregard of the privacy rights of Native Americans ... and reinforcement of stereotypes." The college's Institutional Review Board looked at the work after its publication to determine whether research subjects were treated ethically under federal rules. It found that, under such guidelines, the work did not qualify as research and was out of the board's purview. Gulliford did not methodically collect data, the board concluded. Dave Eppich, assistant to the college president, said Fort Lewis does not attempt censorship of a faculty member's work in a peer-reviewed journal. It would violate his academic freedom and rights of free speech, he said. However, the president, Brad Bartel, is interviewing each of the students cited in Gulliford's article as part of a complete review of the situation, Eppich said. Staff writer Electa Draper can be reached at 970-385-0917 or edraper@denver-post.com.

NWTC to present "Wisconsin Forward Award Challenge Workshop"

Additional seminars to be offered in December

Green Bay Northeast Wisconsin Technical College's Workplace Learning Services will host a special workshop next month for executive and management teams of local companies that are interested in implementing a high performance/quality management system. The Wisconsin Forward Award (WFA) Challenge Workshop will be held Tuesday, December 7, 2004, from 8:00 a.m. - 4:30 p.m., in the Center for Business and Industry, on NWTC's Green Bay campus. With this interactive workshop, top leaders and decision-makers from participating companies will practice using self-assessment as a tool toward continuous improvement. While learning to utilize the WFA/Baldrige Criteria for Performance Excellence, participants will start the assessment process and develop a partial action plan. The seminar fee includes continental breakfast, lunch, and materials: \$195 per person for the first two participants from the same organization; \$175 per person for each additional participant from the same organization. For more information or to register, go to <http://online.nwtc.edu/wls> or contact Lisa Francour at (920) 498-6971 or (800) 422-NWTC, extension 6971, or lisa.francour@nwtc.edu. Wisconsin Forward Award serves to advance the competitive advantage of Wisconsin organizations by providing opportunities to assess their operations against established standards modeled after the internationally-recognized Baldrige Criteria for Performance Excellence. Whether large or small, in business, education, health-care or manufacturing, WFA encourages and supports future-thinking Wisconsin enterprises in their quest for customer-focused quality and excellence in performance management by providing education, assessment tools and recognition. NWTC's Workplace Learning Services is offering additional seminars geared toward business and industry next month:

- On the Job Training—December 7-8
- The Basics of Selecting and Interviewing Employees—December 8
- Principles of Lean Manufacturing—December 9
- Managing Conflict—December 10

 All of the seminars listed above will be held in the Center for Business and Industry. For more information or to register, go to <http://online.nwtc.edu/wls> or contact Lisa Francour at (920) 498-6971 or (800) 422-NWTC, extension 6971, or lisa.francour@nwtc.edu. Workplace Learning Services strives to raise the performance of organizations and workplace learners through consulting and providing entry level to advanced training anytime, anywhere, anyway.

Oneida Nation Elementary School Honor Roll 2004-2005: 1st Quarter

Honors 3.0-3.49

3rd Grade	
Shantel Skenadore-Barnes	3.035
Paul Christjohn	3.056
Vincent Webster	3.094
Majesty Batiste	3.139
Christopher Cooper-Schexnide	3.228
Maritza Nieto	3.298
Muriel King	3.333
4th Grade	
Eveyonna Ortega	3.000
Annaluisa Skenandore	3.095
Fredrick Miller	3.117
Michael Mills	3.131
Leo Powless	3.159
Carissa Metoxen	3.203
Abalone Paprocki	3.290
David White	3.478
5th Grade	
Guadalupe Martinez	3.143
Kalene Beechtree	3.211
Nelson Rivera	3.235
Colleen Cornelius	3.295
Brandon Andrews	3.322
Anna Cornelius	3.376
Devonne Skenandore	3.412
Bradley Sievers	3.489
Anthony Cornelius	3.498
6th Grade	
Jesse Escamea	3.302
Edward Santiago	3.413
7th Grade	
Shanica Hill	3.129
Jada House	3.174
Durant Summers	3.242
Ericka Behringer	3.450
Maria Metoxen	3.496
8th Grade	
Alysha Longboat	3.079
Mesaen Wheelock	3.111
Garrett Miller	3.128
Louis Guerra	3.134
Brian Denny	3.227
Douglas Reed	3.254
Martin Stevens	3.338

Submitted By: Yvette Peguero, Assistant Principal, Oneida Nation Elementary

High Honors 3.5-3.79


3rd Grade	
Josanna Cornelius Daubon	3.534
4th Grade	
Aleah Jimenez	3.565
Caymen Bert-Morales	3.653
Noelle Metoxen	3.696
5th Grade	
Jordan King	3.519
Michael Santiago	3.554
Jordan Smith	3.558
Tinea Bailey	3.591
6th Grade	
Lily Smith	3.586
Arron Lara	3.592
Maurense Beans	3.698
Cortney Dunham	3.749
Jade Doxtater	3.751
7th Grade	
Joshua Smith	3.560
8th Grade	
Jose Zayas	3.667
Highest Honors 3.8-4.0	
3rd Grade	
Yewanaka > yu Brooks	3.895
7th Grade	
Layni Stevens	3.979
8th Grade	
Kyle White	3.857

Good News/Culture



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!



Ambrose Ray Day Bedeau

Ambrose Ray Day-Bedeau newborn son to Josephine Webster and Opie Day-Bedeau was born on August 8, 2004 at St. Mary Hospital in Green Bay, WI. Ambrose was born into the Bear Clan and his Oneida name is: layu'kwalo'loks (he harvest tobacco) Ambrose weighed 6 lbs., 3 oz. and 18 inches long. The proud maternal grandparents: Jean Webster and Great-Grandparents: Art & Rita Webster. The proud paternal grandparent: Charlene Day-Bedeau of Minnesota. Ambrose has two older brothers: Floyd and Joshua.



Kierra Rose Schlueter

Kierra Rose Schlueter was born to Jamie Schlueter of Mayville, WI on September 21, 2004 at St. Joseph's Hospital in West Bend. Kierra weighed 6 lbs., 14 oz. and measured 20 inches in length. The proud maternal grandparents are Karen and Kevin Weber of West Bend, WI and Arthur Schlueter of Iron Ridge, WI.

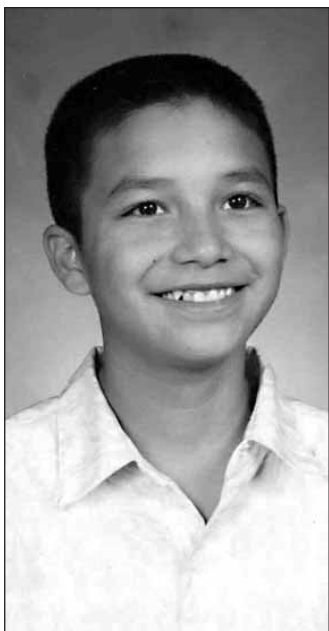
To our readers...

"Good News" submissions mailed in without payment will **NOT** be published. **Payment** for "Good News" wishes **MUST BE** made at time of submission.

Questions?
Call Kalihwisaks at 869-4277, 869-4279 or 869-4280

Happy 3rd Birthday

To our "Teeny Bopper"
Trevor
 on November 30th!!



We Love You very much!!
 Mom, Kirby, and the rest of the Family!

Happy ? Birthday

Tammy
 on November 28th!!



With much Love from....
 your brother & sister,
Trevor & Liana

kalihwisaks

NEXT DEADLINE is... **Wednesday, December 1st, 2004 @ 4:30 P.M.** with a **PUBLISH DATE** of... **Thursday, December 9th, 2004** Questions, please call: **920-869-4280** or **Toll Free: 1.800.236.2214 ext. 4280**

Lola>nhaus Ohkwa=li Ahato=late

He knows How the Bear to Hunt

Lola>nhaus ohkwa=li ahato=late>. Wah&=nise tsi> nu tshutakaha=w&= ne>n I<nukwehu=w# He knows how the bear to hunt. Along time ago about the time the The Oneida's

sh#<ku nuy&kstet nukw&= tshith<n#<se. Kalhowa=n^se Tsi> nu nihutolatst&khwa. still New York State there they were yet. there were big forests yet, where they used to hunt.

Kalutow<n^se nya>tekahs%<kwake tho yotu=n\$ okhale> nya>tewahyakesh&. Ne &hte> There were big trees, too all kinds of nuts there grew and all kinds of berries too. I guess

aol\$<wa s%<tsi> kan&kle> nya>tekaly%<take tahn& tyonale>s^se>. N#< kati> w\$ that's why that they were so plentiful, wildgame and they were so fat. So then

lakhsoth^ e=s% lokalat&=ni tsi> nihola>nha&=ne ohkwa=I\$. ahato=late. He my grandfather so many stories he told about how he knew the bear To hunt.

&skah &tlatste> n^ ki ale> wi wahto=late>, tahn& tyonut#<ni okhale> tyohw<tsy&k<se. One time now was the time again to go hunting and it was very hilly and rugged country.

Yotili>w&ks< k<s kany%< kawil<h&wi okhale> w\$ kany% kw&h nok tsi> t<hswiskw&ht n< They are ugly too if she has a baby and then if you would only wound her when

<salu>tete>, n#< s< tetyotely<>tha=lek t<twal&hat, <sahu=lekhwah you shoot her, another thing to worry about she will run after you, take your gun away from

Kany%< <sahnu=tl&ne tahn& tsi> nihotihul%<t<se ne> tho ne> &skah ok watn<yata>as you if she catches you and the kind of guns they had At the time, one only shell it used,

laotih&=le. Th% k<s yak<> niw<to=I# usahatin<y&ta=ne> laotih&=ye, n< kati> ale> wi= their gun. (Musket) It took, it's said too much time to put another shell in their gun, so now then

lato=lets tho wahya>to=I^ne ohkwa=li. N< ki ok wi laulhe wahat#<ko okhna> wah%hsle> tho again this hunter there found a bear. So right now he ran away and she chased him,

y&k< tsi> kaluto=t& tho e=I^ ok yehotahs#htu kwah k<s yak<> nok it's said, that among the trees he was dodging behind the trees, you could, they say,

sayola=k&ele> tho wa>tkatsi>el%<lane ka=&ks okhale> akte> n&=wa hear the noise where her claws were tearing the trees and some place else

yeheslate tsi> kaluto=t&. Tho thi=y&t tsi> niy%<le he'd be standing among the trees. It was that way until

wa>tkahwish^he> kwah nok tsi> yot&=u tsi> kat&ke> n< kwi laulhe n&=wa th% she got so tired and she was just lumbering along now then he this time that

nukw&> sahat%<lyahte> tsi> nu-kw&= thon&hsote> . Tahn& yak<> tsi> nihon&hsote, this time he drove her towards his house. And it's said, that near his house,

kwah yak<> \$<si niw& kah<tehy<. Wahutye=I^ th% tayok#<tohte ne>n quite, they say, is a large field. they were surprised to see coming this

ohkwa=I\$ n< w\$ ne= tok^ske wahonat#tsh< ne>n kan&hsku that\$<tehu> bear, now they were really afraid those in the house sitting around

ya>tehakik&=nele kwah ki ok tutku=t&hkwe th% nutaya=wenu=hoti. looking it just kept right on coming in their direction.

Wahatye=I^ n# n^hke, tahatoli=eti, ne> lotol&thu . Kw&h yak<> tho They soon found this way, he was driving it him that went hunting. Just they

kanuhse&kta elh&ha o=n^ kwah i=k^ tahae>sh<niy%ste> wahl&=tate> wah&lyo ne>n ohkwa=li say near the house, just now a real good and careful aim he took to shoot he killed the bear.

N< kwi n#< tok^ske wahotihnehal-k% wahuwali>wanu=t&=se n&hte> aol\$<wa yah %ksa tehalu=t&=tu Now they were really surprised, they asked him why right away he didn't kill it

tshathy&=tl&ne, wah^<lu ne>n lato=lets "s%<tsi> kwi yoya>t&kste tho niyo=I# when they first met, he said the hunter, "because she is so heavy that far

nutukwakwisl&=ti." I should struggle with it."

A Collection of Oneida Stories; Pg 15-18.
 Told by Fillmore Cooper to Guy Elm (3-22-39)
 Transcribed and Taped by Maria Hinton (11-19-80)

Tsi'niyukwalihota
 The Oneida Nation Museum
 Presents

TREES OF PEACE

Celebrate our similarities and differences
 this winter holiday season.

Send us or drop off at the museum
 homemade holiday decorations for any
 winter holiday, from Hanukkah and
 Winter Solstice to Christmas and
 Ramadan. Decorations will be on
 display in the museum exhibit gallery
 until New Year's eve.

Decorations can be turned in between
 Nov. 8th and Dec. 10th.

Contact the Oneida Museum for further information. 920.869.2768

Oneida Clocks for Sale!

\$20.00



In Purple, White, or Black trim.
 Call Richard at (920) 490-2472
 Ext. 16 to order.

ONEIDA

PARENTING PROGRAM

will be offering Parenting
 Classes scheduled to begin
 in January.

For more information, please contact
Heather Lee
 Parenting Program Coordinator
 at 490-3788 or
hlee@oneidanation.org

Board Vacancies

Oneida Child Care Parent Advisory Committee (PAC) (2) Two Vacancies: Qualifications: Shall serve a two (2) year term. Shall have one (1) parent of a child enrolled in the Airport Child Care Center. Shall have one (1) community member. **Deadline date of application is December 10, 2004.**

Oneida Pow Wow Committee (1) One Vacancy: Qualifications: Shall serve a two (2) year term. May be required to perform the supervisory duties in regard to a Pow Wow. **Deadline date of application is December 10, 2004.**

Oneida Cemetery Board (1) One Vacancy: Qualifications: Their 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 of the Cemetery Board is lifetime. Duties: Shall meet whenever a burial is requested by the kin or other interested party for a deceased Oneida Indian or other person permitted. **Deadline date of application is December 24, 2004.**

Oneida Environmental resource Board: (3) Three Vacancies: Qualifications: Shall be an enrolled Oneida member. Shall serve a three (3) year term. Shall participate in all required training within one hundred eighty (180) days from appointment. No ERB member may be employed by the Oneida Environmental Health and Safety Department. **Deadline date of application is December 24, 2004.**

Position Available

STAFF ATTORNEY

Salary - Negotiable dependent upon experience. Position Summary: This position will include but not limited to, legal research, drafting decisions, provide training, and assist with strategic planning & development to enhance the Oneida Tribal Judicial System. To request a copy of job description, call (800) 261-2163 Ext. 5300, e-mail: madams@oneida-nation.org <mailto:madams@oneidanation.org>, or contact the Oneida Tribal Judicial System at PO Box 19, 3759 W. Mason St., Oneida Wisconsin 54155. Applicants must submit a cover letter & resume. **Closing date:** December 31, 2004. **Proposed start date:** February 14, 2005.

Oneida Nation Jobs

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

PC Support Specialist

Salary: (Negotiable dependent upon education & experience.) **Position Summary:** The PC Support Specialist role is to provide support expertise to various business units. The MIS Department has established a career progression path where candidates may qualify for a range of specialist positions ranging from entry level depending on education and experience. Continuation of position is contingent upon funding allocation.

Closing Date: November 28, 2004 **Proposed Start Date:** As Soon as Possible

Teacher Aide Position #01049

Salary: G-00 (Determined by the Administration Salary Schedule) **Position Summary:** This position requires incumbent to have patience with all school age children. Incumbent will assist the teacher with planning and implementing educational programs. This is a non-exempt position and reports to the appropriate School Principal. Continuation of position is contingent upon funding allocation.

Closing Date: November 29, 2004 **Proposed Start Date:** January 31, 2005

Recreation Supervisor Position #01743

Salary: G-09 \$38,313/Annually (Negotiable dependent upon education & experience) **Position Summary:** This position is responsible for the development and operation of the recreation facility and supervision of staff at the Hwy H Recreation site. Incumbent will plan, develop, organize, coordinate, and implement scheduled recreational activities for the Oneida Community. Incumbent will assist in development and monitoring of the program budget and grant funding. Standard Operating Procedures, provide statistical narrative reports. Incumbent must be willing to work evenings and weekends as needed/required. This is an exempt position and reports to the Assistant Director-Recreation. Continuation of position is contingent upon funding allocation.

Closing Date: December 2, 2004 **Proposed Start Date:** As Soon As Possible

Medical Records Data Entry Position #00100

Salary: G-04 \$11.41/Hr (Negotiable dependent upon education & experience) **Position Summary:** This position is primarily responsible for data entry of all information from Patient Care Component which is entered into the computer system. However, this position also greets, receives and directs all visitors to the appropriate departments of the Oneida Community Health Center in a professional, respectful and courteous manner. Incumbent will accurately enter all patient information as needed/required. This is a non-exempt position and reports to the Medical Records Supervisor. Continuation of position is contingent upon funding allocation.

Closing Date: December 7, 2004 **Proposed Start Date:** As Soon As Possible

Medical Records Clerk - Behavioral Health Position # 00320

Salary: G-04 \$11.41/Hr. (Negotiable dependent upon education & experience.) **Position Summary:** This position will ensure all medical records are available and retrieved upon request and are stored in a secured area at the end of each working day. This position will provide quality service to both internal and external customers by furnishing accurate information, researching and resolving problem issues and provide assistance as requested on a timely basis. This is a non-exempt position and reports to the Medical Records Supervisor. Continuation of position is contingent upon funding allocation.

Closing Date: December 7, 2004 **Proposed Start Date:** As Soon as Possible

Administrative Assistant I Position #01912

Salary: G-03 \$9.92/Hr (Negotiable dependent upon education & experience) **Position Summary:** This position is responsible for the secretarial, clerical and administrative duties required to support the daily operations of the DPW facilities. The ideal candidate will possess excellent secretarial/clerical skills ad be self-motivated, organized, independent and possess strong written and oral communication skills. Incumbent must possess the ability to work well under pressure and meet strict deadlines. Administrative duties include, but not limited to, taking, typing and distributing minutes of all departmental meetings, filing, copying, composing and typing letters, ordering supplies, submitting accounting requirements, and budge (program and enterprise) monitoring. This is a non-exempt position and reports to the DPW area Manager. Continuation of position is contingent upon funding allocation.

Closing Date: December 8, 2004 **Proposed Start Date:** As Soon As Possible

Wait Staff Pool Position #06039

Salary: G-00 \$5.15/Hr + tips **Position Summary:** This position is responsible for service of food/beverage in a friendly, courteous and timely manner, resulting in guest satisfaction. This is a key, non-exempt position and reports to the Food/Beverage Supervisor Continuation of position is contingent upon funding allocation.

Closing Date: December 8, 2004 **Proposed Start Date:** As Soon As Possible

Legal Notice

Oneida Appeals Commission: Original Hearing Body: Notice of Probate: Re: 04-TC-091 In the matter of the estate of **Martha Romona Skenandore**, Deceased. The estate of deceased Martha Romona Skenandore, who is an enrolled member of the Oneida Nation, has entered into probate before a hearing body of the Oneida Appeals Commission. A hearing shall take place on December 16, 2004 at 9:00 am for all heirs and parties-in-interest to the estate, at the Commission office: located at Ridgeview Plaza, Suite 1: 3759 W. Mason St.; Oneida WI 54155. Inquiries for additional information may be directed to: Administrator/Clerk, Oneida Appeals Commission P.O. Box 19 Oneida, WI 54155 (920) 497-5800

Public Hearing Notice

Purpose: Pardons. A pardon is the formal and public act of forgiveness of a crime. The pardon is available to tribal members only and is effective within the Oneida Tribal Employment System only. The following pardon applicants will be considered at the below mentioned public hearing: Eva M. Doxtator, Lawrence Fields, Koy Skenandore, and Kelly Braaten.

When: December 7, 2004
Where: Business Committee Conference Room
Time: 1:30 P.M.

If you would like to obtain a copy of the above proposed policy or have any questions as to the public hearing process you may contact Peril Huff at the Legislative Reference Office, via GroupWise phuff@oneidanation.org Or call 1-800-236-2214 or 869-4376. The Legislative Reference Office fax number is 1-920-869-4399. Copies of this proposal are also available on the LOC Website: www.on-loc.org

Public Hearing Notice

Purpose: Amendments to Oneida Nation Gaming Ordinance (ONGO) which relates to the fingerprinting of applicants for a gaming license, a criminal history check on all applicants, forwarding the names of rejected gaming license applicants to the NIGC and publishing procedures for Player Disputes.

When: January 4, 2004
Where: Business Committee Conference Room
Time: 11:30 A.M.

If you would like to obtain a copy of the above proposed policy or have any questions as to the public hearing process you may contact Peril Huff at the Legislative Reference Office, via GroupWise phuff@oneidanation.org Or call 1-800-236-2214 or 869-4376. The Legislative Reference Office fax number is 1-920-869-4399. Copies of this proposal are also available on the LOC Website: www.on-loc.org

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Radisson®

RADISSON HOTEL & CONFERENCE CENTER GREEN BAY

Job Opportunities

Owned and operated by the Oneida Airport Hotel Corporation

Servers	Full &Part Time	\$3.50 + tips	Ensure service of food and/or beverage to include the order taking and delivery.
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.
Banquet 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
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

Sales Executive

Three Clans Hospitality Consulting, a division of Oneida Airport Hotel Corporation, is in the business of helping Native American Tribes develop the full potential of their hospitality ventures. Three Clans will help clients with hotel operations, design of standards and implementation and sales and marketing diagnostics.

POSITION PURPOSE:
Responsible for working with the operations team of Three Clans Hospitality Consulting to meet and exceed budgeted revenue; Special emphasis on prospecting hotels with performance assessment and consulting service needs.

ESSENTIAL FUNCTIONS:

- Identify, qualify and solicit potential tribal hospitality needs.
- Prospect potential clients using direct mail, tribal organizations and internet marketing.
- Represents Three Clans Hospitality Consulting at trade shows as specified by the President. Works with other members of Hotel sales team and Three Clans Hospitality Consulting to work and set up exhibits.
- Attend appropriate events, and tradeshow to generate sales.
- Respond to customer inquiries, meet and greet clients and promote and sell Three Clans Hospitality Consulting services.
- Generate and execute effective, strategic agendas for trips to “feeder” cities.
- Develop and maintain a client database and effective trace system.
- Assist with the creation of Three Clans Hospitality Consulting promotional materials and collateral.

REQUIREMENTS:

- 5 years of hospitality or consulting sales experience required.
- Operate daily with a high level of autonomy.
- Must possess excellent verbal and written communication skills.
- Negotiation, selling and problem solving skills.
- Ability to analyze client needs, negotiate pricing and offer additional service.
- Ability to multi-task and work under time constraints, customer demands, and extensive hours at times.
- Proficient computer skills including Microsoft Office programs.
- College degree in Hospitality, Business or related field preferred. Any combination of any