

~~See Page 3~~



Waste Station

Listening Session



From Page 1/Chairwoman says legislative audit report good for State

releasing the gaming revenue for each tribe.

Tom Krajewski, a spokesman for the Forest County Potawatomi Community that runs two Wisconsin casinos, cautioned the state should not view the tribes' profits as an open pot of money to draw from as it tries to close a budget deficit expected to be \$2.6 billion for the two-year period that begins July 1.

Krajewski said the tribe uses that money to finance a series of government expenses like water and sewer systems, nursing homes and economic development.

"Frankly, this \$428 million does some of the things that are necessary but not everything that is necessary," he said.

Nation said Doyle was open to longer compacts and expanding the kinds of games tribes are allowed to offer in exchange for the larger payments. Doyle also said he is in

favor of negotiating the general terms of state-tribal gaming compacts as a group, rather than individually.

The audit noted that Wisconsin receives 2.5 percent of gaming revenues, while Michigan receives 3.4 percent and New Mexico 3.1 percent. Iowa and Minnesota receive less than 1 percent. Connecticut receives 24.8 percent.

Krajewski said the amount of money the state could get through the larger payments would be small compared to how much it could receive through negotiating longer compacts, allowing an expansion of the games the tribes can offer and raising betting limits, among other things.

He said the tribes would likely invest more in their casinos and surrounding amenities like hotels if they had longer compacts, for example. He said that would result in increased income and sales taxes for the state.

Currently, the compacts run five years, requiring the tribes to pay off any projects they undertake within that timeframe, Krajewski said. Extending them to 20 years or 30 years would allow for more long-term financing that he said would likely result in more development.

"What a shot in the arm that would be," he said.

The audit also raised concerns about a "fairly limited number of financial audits of casinos." It found not all casinos have been reviewed routinely and on-site compliance audits have never been conducted at any of the Ho-Chunk nation casinos.

The Ho-Chunk nation accounts for 27.1 percent of the electronic gaming devices and 21.3 percent of the blackjack tables operated in Wisconsin.

"Gaming staff indicate they were denied access to the records to complete their reviews in July 1998 and June

1999," the audit said.

Ho-Chunk spokesman Mark Butterfield said he was not familiar with the allegation and declined to comment.

Danforth says in the audit report, it stated in fiscal year 2001-02, the Division of Gaming used an authorized staff of 14 full-time equivalent employees and spent \$1.5 million to monitor gaming activities at tribal casinos. It conducts three types of reviews: compliance audits, financial audits, and inventory reviews.

"This equates to approximately \$100,000.00 per person," said Danforth.

The report also indicates that six positions were funded from sources unrelated or not fully related to these positions.

"As citizens of Wisconsin, we are concerned as to how the Division of Gaming uses their budget and expends our revenues," said Danforth.

Because the report does not define "broader purposes," the Wisconsin tribes are wary of what the State may include under this area and these purposes are not substantial according to the Legislative Audit Bureau.

The tribes state, under the Indian Gaming Regulatory Act, the only payment that can be required is that of regulatory costs.

Oneida tribal officials are also concerned with a Memorandum of Understanding which they have entered into with the state. The MOU reads, "The governor shall undertake his best efforts within the scope of his authority to assure that monies paid to the State shall be expended upon economic development initiatives to benefit Tribes within Wisconsin; and, economic development initiatives in regions around casinos; and, promotion of tourism in Wisconsin; and to support of

programs and services of the county in which Tribe is located."

Danforth states, "The understanding between the Oneida Nation and the State is that our payments to the State would come back to benefit the greater Northeast Wisconsin region. We would hope that 'broader purposes' can be defined and limited to fit the scope of the agreement between the Oneida Nation and the State.

She added, "We have directed our staff to meet with our local municipal leadership and their representatives to cooperatively develop a plan on bringing our dollars back to Northeastern Wisconsin.

The tribe will reserve any further comment until they have had the opportunity for a full review of the lengthy (88 page) audit report.

The Associated Press contributed to this story.

From Page 1/Proposed waste transfer station opposed by tribe

with various Tribal departments and Intergovernmental agencies to communicate our concerns to the surrounding local government representatives," stated the tribe.

A former dump-site, the site of the proposed waste transfer station, was acted upon by the county in the 1970's. At that time, the County Board took action promising that once the dump was closed (after twenty years of operation), it would be made a park.

"With the recent decision of the County's Solid Waste Committee, the park that was promised by the County will instead become a major operation of over two-hundred trucks per day, each day," stated the tribe. "This is a radical departure from what had been promised, and is a development that raises serious public safety and environmental concerns."

"The Oneida Nation will continue to make sure every effort to ensure the County keeps its word. This is the

environmentally responsible decision to make."

Previous Oneida tribal governments, in the past, authorized the purchase of lands that surround the site, thinking that a park would one day be at that site. Since the closing of the site three years ago, tribal members have also been utilizing that land, and their adjoining lands for recreational purposes.

A lawsuit by the village of Hobart was filed against the county seeking a court-ordered stoppage of work at the site. The village's lawsuit maintains that the county did not get the required permits to build the transfer station and that a license had not been applied for, or granted, for its operations.

The tribe supports the town of Hobart's lawsuit. Tribal members have joined with the residents of the Town of Hobart to peacefully oppose the construction of the Waste Transfer Station and to provide informational materials to those who stop by.

Oneida has been monitoring the developments and peacefully voicing our opposition," stated the tribe. "The Village of Hobart has joined us in opposition to the construction of this Waste Transfer Station."

"As we are once again faced with an environmental burden on our reservation, we intend to do all we can to oppose this proposed Waste Transfer Station."

The Green Bay Press-Gazette reported that during the weekend, lawyers representing Brown County and its Solid Waste Management Board asked for dismissal of the suit. The county denied allegations that it did not get the required permits needed for construction.

At Hobart's Dec. 3 village board meeting, President Len Teresinski said the board would take further action regarding the lawsuit once the county responded. Hobart's next meeting is at 5:30 p.m. Dec. 17.

From Page 1/Group negotiations preferred

format, said Oneida tribe spokeswoman Bobbi Webster.

"Gaming is important to all of us, and it's important to get as much done in the most expeditious way we can," Webster said.

The compacts outline the terms for operating Indian casinos in Wisconsin. The state will send the first expiration notice in February to the Lac Courte Oreilles.

Oneidas compact is scheduled to expire in early November, however Webster said either party - state or tribe - is required to give "180 day notice with the intent not to renew their compact."

The United Tribes of Wisconsin is seeking longer-

term compacts, higher betting limits, a betting-age limit of 18 instead of 21 and the removal of the hours restrictions of blackjack operation.

Doyle, who takes office Jan. 6, is too early in the transition process to address individual issues, Nation said.

Gaming Administrator Scott Scepaniak believes group negotiations would work.

"There are a number of common issues," he said. "But there are also some issues that are unique to each tribe."

Mark Butterfield, public relations officer with the Ho-Chunk Nation, told the Press-Gazette their tribe experi-

enced anxiety during the first round of negotiations because it was the last one to sign a compact. He said collective negotiations would help keep the talks fair.

CORRECTION...

In the November 29th issue of the *kalihwisaks* on page 2A, "Thanksgiving Harvest: An evening of sharing with loved ones", information provided incorrectly listed Jennifer Stevens as the daughter of Ernie Stevens Jr. She is in fact the daughter of Ernie Stevens Sr. We apologize for any inconvenience this may have caused!

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kalihwisaks
"She Looks For News"

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

Local

Check please!



Photo by Phil Wisneski

Chairwoman Tina Danforth accepts a check worth \$10,000 from Sodak. Sodak distributes gaming devices to the Oneida Casino. The casino won a drawing that will pay \$10,000 for the next four years in the form of a scholarship fund. Along with the chairwoman are (L-R) Joe Olujic, Craig Cottrell(Sodak Representative) and Sandy Mahn.

From Page 1/Business Committee's listening session hears proposed tribal compensation system

by "listening."

The topic for discussion was the tribal compensation system.

In July 2002 the General Tribal Council passed a resolution, #7-08-02-A, which directed the Oneida Business Committee to commence the revamping of the tribal employee compensation system.

The scope of the project includes recommendation of a system that is flexible and easy to adjust as economic dictate, determine competitiveness to market and give recommendations to reduce liability, standardize current job positions and align with basic requirements in the industry, assess accrual methods for exempt employees, time limits on accruals, procedures for access to vacation/personal time per department and accrual liability, and develop flexible bonus and incentive options for all employees that can be adjusted to current market conditions.

Councilman Vince DelaRosa, chairman of the Legislative Operating Committee which developed the proposed system, said the business committee has worked with the human resources department and management to seek an outside and impartial consultant(s) to review the tribal compensation system and formulate a method for its revamping. He said 19 Request for Qualification (RFQ) were sent to management firms and that three were returned.

"Your going to see mechanical policy changes and system maintenance," said DelaRosa.

The RFQ process will serve as a basis for proceeding. It will direct the consultant(s) to review, but not limited to the following areas of the Oneida Nation: gaming employee compensation, governmental employee compensation, enterprises employee compensation, elected official

compensation.

Fred Muscavitch, area manager of Social Services, said the tribe's current system has created three different pay scales and that the three percent cost of living increase is a hindrance.

Geraldine Danforth, area manager of the Human Resources Department, said there are actually six different pay scales, and that they evolved from the three percent increases.

A brief history of the tribe's wage system showed that in 1990 General Tribal Council took action to give employees in the positions of Grades 1 to Grade 7 a three percent cost of living adjustment (COLA) due to the tribe's cost containment. Each time a three percent COLA was given a new pay scale evolved.

Vice-Chairwoman Kathy Hughes recalls in 1983 when bingo took off that "everything we (tribe) did focused on jobs and employment."

She said the new minimum wage was not what the tribe wanted for the reservation.

"What we did not only improved the standard of living on the reservation, but in the surrounding communities as well," said Hughes.

She now says it's not necessary to pay those wages that are now outside the boundary.

Bill Gollnick of the land claims resolution office said he was encouraged by the division of the process into four different areas, however, he is also hearing things that "echoed in the past."

"A comprehensive cut is what's needed," said Gollnick.

Lori Webster, employee of the tribe's accounting department, said one of her many concerns is that the managers interpret things differently across the board when it comes to incentives and bonuses.

"I want fairness," said Webster.

DelaRosa said the new proposed system will come before the GTC in January and should be ready for the

2004 budget cycle.

"We're never going to run into this problem again," said DelaRosa.

As for the listening session and it's effectiveness, Richard Moss, manager of gaming's valet department, said he would like to have seen a better attendance.

"The way they handled it (listening session) will probably bring more people to it when they find out that they actually are listening to us," said Moss.

He was encouraged by the process of the session and that everybody got to say what

Oneida - The Oneida Tribe of Indians of Wisconsin will receive nearly \$600,000 to treat diabetes, especially among children and teenagers.

Health and Human Services Director Tommy Thompson, a former Wisconsin governor, announced \$100 million in grants to Native Americans and Alaska Natives on Tuesday, Dec. 9.

According to Thompson's department, the Oneidas will receive \$597,990 during the April 2003 grant cycle, making it the largest grant in Wisconsin during that time frame.

Funded through the HHS' Indian health services, the grants will go to 318 tribal, urban Indian, Indian organizations and Indian health programs to support diabetes prevention and treatment programs, including efforts to reduce cardiovascular disease

associated with diabetes.

On average, Native Americans and Alaska Natives are 2.6 times more likely to get diabetes than non-Hispanic whites of similar age, according to the HHS. "All Americans should

know that you don't have to be a marathon runner or starve yourself to prevent diabetes," Thompson said in a release. "You can take small steps to become more active and improve your diet that will make a real difference."

~ NOTICE ~

Wednesday, December 25, 2002

B.C. Meeting is CANCELLED.

All agenda items will be forwarded to the January 2, 2003 re-scheduled meeting.

Wednesday, January 1, 2003

B.C. Meeting RESCHEDULED to

Thursday, January 2, 2003 at 9:00 a.m.

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The Oneida Nation Arts Program & Community Members Present...

"Coming Home"

Holiday Variety Show

Tentatively set for...

Thursday, December 19, 2002

Reception to follow!

Norbert Hill Auditorium - 6:30 p.m.

The Holiday season is right around the corner and a lot of our loved ones will be coming home...

With this in mind, what better way to bring the community together but for an evening of fun and entertainment!

Do you have a talent that you have been dying to share with your community? Now is your chance!

If your talent ranges from acting, singing, dancing, playing an instrument, and/or telling a couple jokes...what ever it may be you can be a part of the show!

For further information contact Jennifer M. Stevens at: Work: 869-4403 or home: 437-1493.

What's Happening!

September 2002 - June 2003

040 Meetings every Saturday

All are Welcome. TIME: Noon - 1:00 pm

WHERE: 2488 Babcock (Corner of 172 & Babcock)

December 2002

"Coming Home"... Holiday Variety Show! Presented by Oneida Nation Arts Program and community members. For more information contact Jennifer Stevens at 869-4430 at work or at home at (920) 437-1493.

December 12 & 13, 2002

The **Enrollment Office will be CLOSED** due to Inservice.

Friday ~ December 13, 2002

Kalihwisaks Deadline for December 20th issue.

December 13, 2002

"Christmas on the Rez"... is back for another decorative season! The deadline for entries is **Friday, December 13** with judging to be held on Thursday, December 19. For more information or questions, you may contact the Communications Department at (920) 869-4340.

December 13, 2002

Oneida Nation Museum "YOUNG ARTISTS CONTEST" Oneida community artists, aged 16-25, are invited to submit original artwork—painting, drawing, sculpture, poem, or short story for the 2003 Museum exhibit. The **Deadline for entries is December 13**. Prizes will be awarded. For entry form, call 869-2768.

December 20, 2002

Deadline for nominations for the AmVets Community Service Awards.

Please mail your nominations to: Jim Martin, PO Box 444, Oneida, WI 54155

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

December 24 & 25

Tribal Offices closed at Noon on Dec. 24 and closed all day on Dec. 25. Merry Christmas!

Wednesday ~ January 1, 2003

Tribal Offices closed. Happy New Year!

Regularly scheduled BC Meeting rescheduled for Jan. 2, 2003

Monday ~ January 6, 2003

Annual General Tribal Council Meeting, at 6:00 p.m. in the Business Committee Conference room, Norbert Hill Center.

Thursday ~ January 9, 2003

Blues & Rock musician, *Star Nayea*, performs in the **ONEIDA CONCERTS: Night Sun Series** at 7:30 p.m. in the Walter Theatre, St. Norbert College, DePere, WI. Doors open at 6:30 p.m. General Seating. Tickets: \$12 for adults, \$10 for senior citizens and students with ID. Box Office (920) 403-3950.

Thursday ~ January 23, 2003

TIME: 6:00 PM

The 8th Annual Community Awards Banquet will be held at Doxbee's in Seymour.

Thursday ~ February 6, 2003

Country singer, *Lorrie Church*, performs in the **ONEIDA CONCERTS: Night Sun Series** at 7:30 p.m. in the Walter Theatre, St. Norbert College, DePere, WI. Doors open at 6:30 p.m. General Seating. Tickets: \$12 for adults, \$10 for senior citizens and students with ID. Box Office (920) 403-3950.

Thursday ~ March 13, 2003

Modern Dance Troupe, *Rosy Simas* & Company, performs in the **ONEIDA CONCERTS: Night Sun Series** at 7:30 p.m. in the Walter Theatre, St. Norbert College, DePere, WI. Doors open at 6:30 p.m. General Seating. Tickets: \$12 for adults, \$10 for senior citizens and students with ID. Box Office (920) 403-3950.

Jo's Log Cabin

Half Price Sale on... Silver!

Wednesday & Thursday

December 18th & 19th

8 A.M. to 4 P.M. BOTH DAYS!

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State & National

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 SEOTS staff is here to serve you! If you haven’t been to our office yet, we would like you to stop in! If you’re looking for the latest *Kalihwisaks*, forms of enrollment, education information or any other information pertaining to our community, we may be able to assist you. We also have a book with job listings for local and state jobs. Cultural classes, language classes, community education, meetings and just plain fun activities are planned throughout the year! 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 S. 35th Street. Phone - 384-7740.

SEOTS extended office hours

Monday - Wednesday
8-6:30pm
Thursday & Friday
8-4:30pm
Saturday 9-12pm

Oneida language class

We would like to send a hearty farewell to Kelly Clark and her family who will be leaving the Milwaukee area and moving out West. We were very fortunate to have Kelly as one of our Oneida language teachers for as long as we did. We will miss her dearly and we wish only the best for her family as they forge a new path. Good Luck!!

Renee Pfaller teaches at the SEOTS office located at 2778 S. 35th Street every second and fourth Saturday 10 - 12pm.

January 11th & 25th

Home visits to the shut-ins

SEOTS staff will visit tribal members that have identified themselves as home bound and would like to be visited. Please call us if you or someone you know would like a visit.

Holiday giving tree

The SEOTS Holiday Giving Tree benefitted those children in south-eastern Wisconsin who are in foster care. We thank everyone that donated for the Holiday! SEOTS Holiday food drive

The food went to our foster children and their families for the holiday. We thank everyone for their contributions!

Craft class

Craft class for the month of January will begin on the second week of January. Craft for the month is to be announced. Come and join in for crafting, socializing and fun!

Wednesdays, January 8th, 15th, 22nd & 29th.
(no class on the 1st)
Time:6:00pm

Cultural heritage class

Randy Cornelius will be at the SEOTS office to host cultural heritage on January 7th, at 6pm. There will be a potluck dinner and we ask that you bring a dish to share. Cultural heritage classes thereafter will be at 6:30pm via the phone with Randy on Tuesday evenings.

Tuesdays, January 7th, 14th, 21st & 28th
Time: 6:30 (except the 1st Tuesday of the month

when Randy is her class is at 6:00)

Free passes to the Betty Brinn Children’s Museum

The museum is specifically geared for children ages 10 and under. We have free passes to the museum that are good until 12-31-02. The passes are good for two adults and four children. Just call the SEOTS office and we can get them to you. If you have any other questions concerning the museum we ask that you call Lisa Balster, the museum manager of early childhood programs at (414) 390-5437 ext. 271.

Just a note about the Betty Brinn Native American night. The turn out for the Native American community was great! We had 95 people come for a night of family fun!. Some families were able to receive a membership for a year. If you missed out, don’t fear, we hope to do this again next year.

American heart walk

Congratulations to all that participated in the Heart Walk! The total raised by Team American was \$1933.00!!!!!! That is excellent! We had a great turn out for the walk! We had 30 participants in the walk. We had a lot of fun! I’ll be looking forward to next year. If you have any prizes coming call or stop at the office to pick them up if you haven’t already done that.

DoDo Club

The DoDo Club meets on Saturday mornings at 10am. If you are a grandparent and are looking for a nice place to meet other grandparents and work on various native crafts, join them on the second and fourth Saturday.

Saturday, January 4th & 18th

Time:10:00pm

Tsyunhehkwa

If you’re interested in products from Tsyunhehkwa we may have what you’re looking for at the SEOTS office. We carry dehydrated corn, dried corn, maple syrup, 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 advisory board meetings

The SEOTS board meets the second and fourth Tuesday of the month at 6pm. The meetings are open to all Oneida tribal members.

Tuesday, January 14th & 28th

Time:6:00pm

Oneida intertribal singers

The singers practice every Monday at 6pm. They are available for events. For more information please call Mamie at 643-8972.

Monday

Time:6:00pm

SEOTS monthly van trip to Oneida

Prescription pick-ups are twice a month. The first Monday of the month (January 6th) and the third Wednesday of the month (January 15th). The Wednesday pick-up is our regularly scheduled trip that community members are able to go on. Please call to reserve your seat early.

Please be sure to call your prescription refills in to the Oneida Health Center Pharmacy THREE days prior to the pick-up date. Prescriptions may not be ready if you fail to call in early enough. Also, don’t forget to call the SEOTS office to have your name added to the pick-up list.

Important van trip note--please

read

Please note that the monthly van trip to Oneida on the third week of the month for the winter will be contingent on the weather. Now that we are going into the winter months check with the SEOTS office the day before the trip to see if we will still go. Last year the weather was a problem. The north winds love to dust the highways affecting our plans. This year we will not make the trip if snow or ice is predicted anytime for that day. This includes the Green Bay area. Alternate plans will be made in the event that the weather does not want to cooperate. I love you all!

Drum Class

Drum class will not be meeting until further notice.

Dance Class

Dance class is continuing in January but will not be held the first two weeks of the month. The group is really enjoying learning all about Native dance, traditions and dance etiquette. If you are interested and would like to learn Native dance steps, socialize and have fun, come and join Mark Denning! Mark is an excellent teacher and would like to see you there!

January 20th & 27th

Time:6:00

Hoyan

Call the office before hand for time and ask if Hoyan is indeed an on going event.

(This event will only be held if we have a volunteer organizer)

December 24th the office will be closed at noon.

December 25th the office will be closed.

January 1st the office will be closed.

News Around Indian Country

Oklahoma tribe plans bingo in upstate New York

AUBURN, N.Y. (AP) - The Seneca-Cayuga Tribe of Oklahoma plans to build a high-stakes bingo hall on land it recently bought in upstate New York.

The hall will be on 229 acres of land in Aurelius and Montezuma in Cayuga County, not far from Cayuga Lake.

“We plan to build and operate a Class II bingo hall on the property,” said Jay White Crow, a member of the tribe who has moved into a house on the property. “We have a contractor ready to go as soon as we get the necessary approvals from the National Indian Gaming Commission and the weather breaks.”

Optimistically, they said, the bingo hall will open in less than a year and employ at least 200 workers.

White Crow, who is helping coordinate plans to build the bingo hall, said he did not expect it to take long to get the necessary gaming commission approval. The tribe already has the required ordinance for the bingo hall it operates in Miami, Okla.

He said no local or state government approvals are required for a Class II gaming license.

The Seneca-Cayuga Indians, based in Miami, Okla., and the Cayuga Indian Nation of New York sued the state in federal court for the return of their ancestral homeland. They were awarded \$247.9 million in damages, an award the state is appealing. Arguments are scheduled to be heard in January in the 2nd Circuit Court of Appeals in Manhattan.

The Cayugas of New York are not involved in the bingo hall or land purchase.

Old trader’s cabin foundation unearthed

LA CROSSE, Wis. (AP) - Archaeological digs in western Wisconsin uncovered the site of an Indian village, various artifacts - and even the foundation of a fur trader’s cabin near Prairie du Chien.

“The foundation is a big find,” said Ryan Howell, a researcher with the Mississippi Valley

Archaeology Center that was involved in the summer digs. “There are very few left in Prairie du Chien, and even less excavated for archaeological purposes.”

The foundation was found in July under about a foot of soil on a private landowner’s property on the southern end of Prairie du Chien during

survey work for a proposed U.S. 18 highway bypass.

Howell said the limestone slabs were probably from the cabin of a small-scale fur trader, dating back to the end of the 1700s or early 1800s.

Along with the intact foundation, the dig unearthed such items as musket balls, buttons, jewelry and clothing pieces, personal items, a sword or dagger blade, brass thimbles, brass kettles, pipe pieces and French gun flints.

“This was my biggest find this summer and the most interesting because it is such a rare find,” Howell said.

The state Transportation Department and an engineering firm sponsored the dig.

Two other digs over the summer at communities along the Mississippi River in western Wisconsin were at a farm site in Onalaska and on land owned by the U.S. Army Corps of Engineers in Stoddard.

At Onalaska, a 27-member crew including University of Wisconsin-La Crosse students, regional archeologists

and community volunteers worked at a farm that is planned for redevelopment as a residential neighborhood. The work at the Meir Farm continued for six weeks.

After scraping away a layer of earth with a bulldozer, the students discovered remnants of a village from 500 years ago. Pot remnants were used to date the site.

“We found a lot of refuse and ceramic pots,” said Danielle Benden, a UW-La Crosse senior and teaching assistant for the field work.

Regional Archaeologist Ernie Boszhardt said the remnants were from the Oneota, who probably were ancestors to the Ho-Chunk and Ioway tribes.

Among the finds was the shoulder blade of a bison, which had been used as a garden hoe, indicating the land’s former occupants where not only hunters and gatherers but also farmers, Benden said.

The students’ finds are being analyzed by the Mississippi Valley Archaeology Center.

Kalihwisaks 2003 Schedule

Deadline

January 2
January 15
January 29
February 12
February 26
March 12
March 26
April 9
April 23
May 7
May 21
June 4
*June 12
June 25
July 9
July 23
August 6
August 20

Publish

January 9
January 23
February 6
February 20
March 6
March 20
April 3
April 17
May 1
May 15
May 29
June 12
*June 17
July 3
July 17
July 31
August 14
August 28

The deadline dates above are the dates that material is to be submitted to the Kalihwisaks Office. *Deadline dates are Wednesdays (every other) unless otherwise noted, and publish dates are Thursdays (every other), unless otherwise noted. Material can be dropped off at the Kalihwisaks Office, Room 1400 (Basement Level) of the Norbert Hill Center, located at N7210 Seminary Road, or mailed to Kalihwisaks Office, P.O. Box 365, Oneida, WI 54155. Information may also be sent via e-mail or phoned in to kskena@oneidanation.org, Ph. 869-4277; ykaquato@oneidanation.org, Ph. 869-4280; pwisnesk@oneidanation.org, Ph. 869-4279; otherwise call 920-869-4340 or 1-800-236-2214. The *Kalihwisaks* Fax# is 920-869-4252. Material must be received no later than 4:30 p.m. on the above deadline dates. ***This is only a tentative schedule. If changes in the schedule are necessary, the revised schedule will appear in the Kalihwisaks.***

Legislative Review

Chairwoman's Corner

Balance Everyone's Needs

Greetings to the Oneida community. It is with blessings of good health and hope for our community and our families that I bid you a warm heart-filled holiday seasons greeting.

AKWE KU USKAH TSI THUWATILHUNYANIHT (Let us all be mindful to give thanks to our mother earth for she sustains us)

It is with these thoughts and words of appreciation and thanksgiving that I plan to pursue the endeavors and issues that are before the current Business Committee. It is important that we manage the needs of the people in balance with the needs of the organization. It is with the best of intentions that we are moving forward in the areas of land claims, gaming compact negotiations, and diversifying our economy. The following are updates on these areas:

Land Claims Update

Progress continues to be made on the Land Claim Settlement. One sign of progress is that the mediation process which was originally scheduled to be concluded on December 1st, has been formally extended by Judge Kahn until May 31st.

It is anticipated that further discussions focusing on land in the traditional homeland will continue this month, and a review of proposed sites may be imminent. The State of New York has appointed two individuals to work with us in this process.

We are continuing to monitor the developments of the other Nations in New York and are confident that our government-to-government approach is the most appropriate. The opportunity to build a solid and long-term relationship with the State of New York is the key to educate them on the issues of the Claim while demonstrating the benefit of various alternatives to bring the Claim to closure. We feel that we have the right team to assist in making this happen.

Gaming Compact Update

The United Tribes is continuing to meet in regards to the gaming compact negotiations. It is our hopes to negotiate collectively with the State, having all 11 Tribes at the table to argue our four (4) main points: 1) Longer com-

pacts, 2) Raise betting limits, 3) Change age limit back to 18, and 4) new scope of games. The last United Tribes meeting was hosted by Bad River on December 6th. It is our hopes to have an informal meeting with Governor-Elect Doyle in the very near future, before our next United Tribes meeting, which is scheduled to occur hear in Oneida on December 20th.

Internally, we have been meeting regularly on our compact strategy. We have named our new core compact negotiation team. This team is comprised of Vice Chair Kathy Hughes, Council member Curt Danforth, a representative from the Oneida Law Office, a representative from Gaming, and myself.

This primary negotiation team will identify other members for their support team which will include the remaining Business Committee, one (1) representative from Communicaitons, one (1) representative from Legislative Affairs, legal staff, and administrative support.

Additionally, subcommittees have been formed to concentrate on strategies pertaining to lobbying activities in both the state and in Washington D.C. Council members Vince DelaRosa and Paul Ninham are heading these efforts.

Economic

Diversification/Tourism

An important question we continually need to ask ourselves will always be: "What is best for the Nation?" Diversifying our economy is something The Oneida Nation must strive for. Although the gaming industry has proven to be a profitable venue for our Nation, we realize we still need to seek other viable and profitable economic ventures.

Seven Gens Corporations is Tribally chartered and has been designed to develop business opportunities and to promote economic diversification on behalf of the Tribe. They are innovative in their structuring of recent business dealings by partnering with each entity bringing something to the table. We have entered into joint ventures with existing companies in the past, and have been quite successful in doing so. We have made substantial gains in our investment portfolios.

Currently there are some

business opportunities being presented to the Tribe which I think are very noteworthy that we should consider and pursue. I cannot elaborate just yet as to what these opportunities are as they are still in the primary stages. However, as more information becomes available and I am able to divulge that information, it will be brought forward to the General Tribal Council for consideration.

In regards to Tourism, the Great Lakes Inter-Tribal Council (GLITC) has recently submitted an Administration of Native Americans (ANA) grant application to the for their "Wisconsin Native American Travel and Tourism

Project." Oneida has sent a letter to the Commission in support of GLITC's efforts.

We recognize the need to diversify our tribal economies to look at other business ventures beyond gaming. The primary goal of the tourism development project submitted within the grant application is to help us identify and develop heritage-, culture-, or nature-based tourism attractions and to promote those attractions through domestic and international market development strategies. Another goal is to establish a Wisconsin Native American Tourism Center and a centralized Wisconsin Native American Tourism Website

with links to local Tribal tourism web sites. As a result, we hope to be able to increase the number of new business start-ups and jobs within our communities as well as provide increased career opportunities for our youth.

We believe this project will be an excellent opportunity to broaden our Tribal economy.

We look forward to working with GLITC and the Administration of Native Americans on this important social/economic development project.

In closing, I wish everyone "Happy Holidays." We are a community which is truly blessed and for this we should



**Chairwoman
Tina Danforth**

be thankful. May we all face the new year with good spirits, hope, and blessings.

Skana. (Peace)

BC Briefing...

BC Update

Sekoli. Sweku Akweku Ukwehuwene

I pray life is good for you and your family. Although life is busy at the Government level, there are few things to update the citizenship.

Land Claims

There are many issues revolving around land claims. The largest issue is our own philosophies of land and what land claims mean to ourselves. Currently, mediation meetings are taking place with the parties to the Oneida Land Claims Settlement/Lawsuit. The mediation deadline has been extended until May 1, 2003. The Land Claims Negotiation team is: Cristina Danforth, Kathy Hughes, Curtis Danforth, Loretta Metoxen and Bill Gollnick. Lastly, we will be initiating a referendum question on the July Elections regarding the FINAL resolution of the Land Claims. It will be important for all Oneida Citizens to have input on the referendum question regarding settlement options of Oneida Land Claims.

Compact Negotiations

The gaming compact negotiation strategy team has been meeting for the past two months. The current focus is the collection of data which will help support the Oneida Nation's interest in the amendments to the Gaming Compact. State of Wisconsin government officials, including Governor elect Doyle, has publicly stated that they will be looking to the Tribes to help with the State's \$2.6 Billion deficit. The Oneida Business Committee has chosen a primary compact negotiation team. They are: Cristina Danforth, Kathy Hughes, Curtis Danforth, Bill Gollnick, a representa-

tive from the Oneida Law Department and representative from Gaming. The primary compact negotiation team may choose additional people for support. Ie. Remaining governmental officials, Legislative affairs department, other legal staff, communications department staff and administrative staff.

Legislative Operating Committee

The L.O.C. prioritized 27 items on October 28, 2002. They are: Tribal Compensation System, Alcohol Regulation Control and License Law, Business Committee Weekly meetings, Business Committee Benefits for outgoing Business Committee officials, Elder Per Capita Amendment, Editorial Board, Gaming Ordinance, Indian preference Addendums, Legal Services Model, Mandatory Health Insurance, Marriage Ordinance, Random Drug and Alcohol Testing Policy, Administrative Procedures Act, Budget Management Act, Oneida Constitution, Education Code, Election Board Bylaws, GTC Meeting Rules, Open Records/Meetings Law, Personnel Policies and Procedures, Cash Handling Policy, Eagle Staff policy, Headstart Bylaws, Hunting, Fishing and Trapping Amendments, Land Commission Bylaws, ONCOA Bylaws and Naming of Buildings Policy. Each item has a completion date. Public Hearings were held for: Indian Preference Addendums, Higher



**Councilman
Brian Doxtator**

Education Grant Program Criteria Modification and Hunting Fishing and Trapping Amendments. The following items have been deleted from the L.O.C. agenda because it was sent to an appropriate avenue, or the proposed item was completed: Cash Handling Policy, Eagle Staff Policy, Business Committee Benefits for outgoing Business Committee Officials, Elder Per Capita Amendment, Mandatory Health Insurance, Hunting Fishing and Trapping Amendments, Naming of Buildings Policy. If you would like more information regarding any of these items, please call (920) 869-4376 or (920) 869-4489. If you do not see a submitted proposal, please resubmit to the Tribal Secretary's office to be placed on the L.O.C. agenda for consideration.

Communication Initiatives

The Oneida Business Committee held its first listening session on December 10, 2002. The discussion item was the Oneida Compensation System. I would like positive and/or critical feedback if you attended this listening session. Please email me at bdoxtat2@oneidanation.org or lsummer2@oneidanation.org

The Oneida Business Committee will be sponsoring Political House Parties beginning January 2003. Each citizen of the Oneida Nation has the opportunity to submit a Request for Proposal to Host the Party. If you are interested in hosting a Political House Party, please call Lisa Summers at

(920) 869-4478 or email Lisa at lsummer2@oneidanation.org.

Communication strategies that are currently being discussed and/or considered: Sledding Party, Listening Sessions, Political House Parties, Chatterbox, Community Informational meetings prior to a GTC meeting. If you have suggestions or criticisms, please submit them to bdoxtat2@oneidanation.org or call me at (920) 869-4489.

Travel

O.N.C.O.A. Meeting - Elderly Services Building, November 12, 2002. Cost: \$0.00. Benefit: Provide open communication with the Oneida Nation Commission on Aging and Oneida Government.

Department of Transportation - Green Bay, Wi, November 14, 2002. Cost: \$0.00. Benefit: Provide information regarding Oneida History, Historical Cultural Philosophies of Oneida Indians and Current Cultural Philosophies of Oneida Indians.

Oneida Nation Museum - Oneida Wi, November 20, 2002. Cost: \$0.00. Benefit: Provided a tour to St. Norbert College enrolled students within the St. Norbert College Education Program

O.N.C.O.A. Meeting - Elderly Services Building, November 26, 2002. Cost: \$0.00. Benefit: Provide open communication with the Oneida Nation Commission on Aging and Oneida Government.

Lastly, I would like to pose the following question to citizens of the Oneida Nation. Do ALL Oneida citizens have the right to access ALL information of the Oneida Government?

Yawa'ko. Teylueayate

~ ATTENTION ~ Entrepreneurs... Individuals...

and Non-Profit Groups!

Bids are currently being accepted for individuals or groups to host one of six "Political House Parties" which will begin in January 2003 and continue throughout the course of this upcoming calendar year. If you are interested, have questions or would like to submit a bid (based on the Requested for Service) please contact Lisa Summers, Legislative Assistant at 920-869-4478 or via e-mail at:

lsummer2@oneidanation.org.

Quick Update

Please note, we've been very busy in the Legislative Operating Committee. Major policy items have been addressed and it's shaping up to be an interesting year in 2003. Recently, we've had public hearings on hunting and fishing laws and on the Indian Preference law.

On the Oneida Business Committee (OBC) side, we've also been very busy with a series of gaming compact preparatory meetings, and with preparation on the land claims issue. The committee has also work hard in sorting through our mission, vision and goals for this term. Also, on December 10, 2002

we held a listening session on potential revisions to the Oneida Compensation system.

We are also looking at the potential of hold an unprecedented economic summit at the Radisson Hotel in August 2003. It really appears that this OBC is truly focused on diversifying out economic revenue streams, and it's my hope that we can realize some new revenue streams in the near future.



**Councilman
Vince DelaRosa**

I also want to acknowledge that my office is very happy to see the Governor Elect, Jim Doyle endorse collective bargaining on the Indian nations gaming compacts. This is an important first step in truly bridging a process which inherently contributes to a good dialogue stream between tribes and the state.

Unclaimed Property Recently, I was looking through a State of Wisconsin

unclaimed property data base and I noticed many familiar Oneida names. In fact, in Wisconsin there is over \$125 million dollars of unclaimed property. Nationally, there is over \$10 billion dollars of unclaimed property. Accordingly, given the amount of Oneida names that I noticed on this data base, I would like to encourage Oneida people to look at state wide data base and see if your name is listed. The database can be located at <http://www.ost.state.wi.us/statistic/html/upcountylist.html>. Claims can be phoned in at (608)267-7977.

Thanks for reading my article.

Letters/Legislative Review Continued

Treasurer's Report

Holiday wishes and other interests

Seku Oneida Nation:
The holidays are upon us and I want to wish everyone a safe and happy holiday! It is valuable to remember the important things during this time and to appreciate the time with our families and friends.

The negotiations for the New York Land Claims is still underway. The mediation deadline has been extended until May 2003. The Tribe's primary negotiators for the New York Land Claims include Cristina Danforth, Tribal Chairwoman; Kathy Hughes, Tribal Vice Chairwoman; Curtis Danforth, Councilman; William Gollnick, General Manager; and Loretta Metoxen, Land Claims Commission Chairwoman. I would encourage anyone to contact any of the above members with questions in regard to the New York Land Claims issue.

As you are aware, a goal of the Oneida Business Committee is to review the current vision and mission of the Nation. The Business Committee recently participated in a two day retreat in which we have identified changes in our vision and mission statements. This is the first meeting in a series that the Business Committee will be holding to review our vision and mission of the Nation. During this initial meeting the revised vision statement reads "The inherent sovereignty of the Ukwehúwene empowers the Onṽ ybte ṽṽka as a strong, self-governing nation." The mission has also been revised to read "The Oneida Business Committee will provide the leadership necessary to promote trust, integrity and community wellness for a socio-economic balance while ensuring Onṽ ybte ṽṽka sovereignty." The next step is to develop goals that the Business Committee would like to accomplish within this three year term. The nine categories for these goals include Youth Development, Community Development, Legislative Initiatives, Gaming Compact,



**Treasurer
Mercie Danforth**

Economy, Financial Initiatives, Operational Organizational Design, and P o l y m o r p h i s m Communication. These goals have been assigned to individual Business Committee members to develop the goal statements and tasks.

We have been able to identify areas within the Treasurer's office that require development and streamlining for the processing of information. Improvements and process development continue to ensure consistency and timeliness. One of the areas that we have identified is the Treasurer's report. Currently, we continue to review the current reporting of the Treasurer's report and continue to develop different methods of reporting financial information to provide the most useful information to the reader.

We are currently working on identifying the scope of the Finance Committee. The goal is to develop the necessary guidelines to ensure consistency. To accomplish this, we have been participating in planning sessions by utilizing a facilitator. Just a reminder that the planning for Fiscal Year 2004 budget is underway. I am excited and look forward to begin the budget process with the organization. Your comments and questions are always welcome. Please feel free to contact our office at 869-4364 to speak with any Business Committee member regarding any of your concerns.

Have a safe and happy holiday season!
Yaw^ko

To GTC For The Record

The General Tribal Council meeting held on June 22, 2002 to discuss and vote on the Marriot venture in Washington DC should have happened, based on what I found out on June 24, 2002. The following is my recollection of what transpired:

At precisely 10:00 on the morning of June 22, 2002 Chairman Gerald Danforth said to the GTC members who had come for the meeting, "we do not have a quorum". I believed him based on the following-, I watched as the Tribal Secretary, Julie Barton, walked to the back of the conference room and spoke with those in charge of the members signing in and then came up front to speak with the Chairman, Gerald Danforth. At the point that Julie Barton conferred with Chairman Gerald Danforth I thought we had a quorum. However Chairman Gerald Danforth made the announcement that there was no quorum but there would be a presentation from Rick Hill and others on the Marriot project. I must admit that was the first time Chairman Gerald Danforth did not wait until 10:15 to see if we could obtain a quorum. When Chairman Danforth announced that we did not have a quorum I left the meeting, thinking to myself that it sure seemed like there were 75 members there.

The following Monday, June 24, 2002 at the Business Committee's regularly scheduled morning update, Chairman Gerald Danforth shared with those present (even though Attorney Dilweg advised him not to do so unless it was done in "executive session") that he saw the "makeup" of the people who had assembled and had determined that he was not going to let "them" prevent the project from going forward. Chairman Gerald Danforth stated that he was not concerned about his comments and with two months left to serve I understand why. Was GTC denied a meeting? I am not sure but I am surprised that there was not a call for the count immediately after the Chairs announcement.

The issue of council members not signing in was also

part of the discussion on June 24th. The comments I remember were that council members said they honestly had forgotten to sign in. Contrary to some comments submitted to the *Kalihwisaks* I did sign in and it is recorded in the record. Also, if anyone from the past Business Committee is saying....yeah, we put one over on them didn't "we"...(in terms of the GTC meeting not being held) they are lying and I will not be counted in the "WE".

I would like to also state for the record that there was no effort on part of the full council (at least that I am aware of), to block the meeting from happening. As far as the past Chairman's comments and actions go, I know from experience it is next to impossible to hold Business Committee members accountable. However, when word gets back to me that there was some type of conspiracy to block any meeting I have to raise the issue.

On the project itself: I believe it is a viable project, however I also believe Gary Jordan has some valid concerns which should be addressed. I voted against the \$400,000 for Four Fires, Ltd. I am opposed to future funds to be used for this project. Something that was not included in the minutes were my concern for the project manager position for this endeavor. I disagree with the decision to place the interim general manager as the point person for this project. I will point out only one of many reasons (and there are many) for my concerns. We currently have a Department of Public Works which is allowed to pad its budget by a million dollars every year and the Interim GM and the "regular" GM know this - for the record so did the newly elected Treasurer, as she was the "Budget Manager." During this same time period Elderly Services was struggling to obtain a decent budget - management played dumb - and I believed them. (I picked up on these issues shortly after the final statements from the 2002 budget year). So my question is, why would anyone put a GM or Interim GM into a position to "manage" our affairs with this project when they are unable or

unwilling to take care of business within the organization? When asked about the \$400,000 to cover expenses, Attorney Bittorf threw out some hypotheticals: Attorneys fees, Administrative costs, Travel, (this could include airfare, per diem, dinners,) etc. - I could write a litany about Tribal "Expenses" - no beginning and no end - apparently so can Management.

These are the facts that I remember and have recorded them - I'm sure there will be differences of opinions from other council members and that is okay with me, just wanted GTC to know there was no conspiracy by the council, as a whole, to block the meeting.

Judy Cornelius

Resources

I apologize to everyone who has used their per capita in a good way. I made a mistake. My intentions is to not make people feel offended or put a guilt trip on anyone or to make people feel bad or upset. My intentions is to communicate. My intentions is to communicate the best way to use a valuable resource, money. Like any resource, like trees, like the waters, land, people, etc., how do we best use a resource to make the Oneida Nation a stronger sovereign nation. If we look at the big picture, Oneida has done many good things with this resource; education, health, jobs, recreation, land, etc. and we should be thankful for the people who stayed here and tufted it out to keep Oneida alive, for the people who returned here with good knowledge and skills to helped make a contribution, for the people who are here on the front lines, people on the floor of the casinos, people working behind a desk, people taking care of our elders, our education, our programs, our health, our land and the list goes on. Some people will say that there were failures. I consider them learning lessons. Thomas Edison was asked by a reporter before he invented the light bulb why he had a thousand failures. Edison said they weren't failures. He said that those were situations that didn't work.

Our advances are good. My question is, what's the big picture? What do we really want? Oneida is a special place. Oneida is a spiritual place. To keep Oneida a special place, we need to build a strong foundation to keep non-Oneidas from running us over and building on our land. To build a strong foundation we need to get back the land and to put that land into trust, to create more jobs and more programs. Per cap is situation where the Oneida Nation has paid out \$45 million in the last three years. \$14 millions went directly to the governments. \$45 million can buy a lot of land and can make a big difference in building our foundation.

Don't get me wrong. I feel very happy for our people who used their per cap for good things. Thinking realistically, let's not put the cart before the horse. There's work to be done, goals as a nation we agreed to that have to be met and still in progress. Let's not make money an issue that divides our people. Let's be smart. In the long house tradition, in the openings, it always starts out with, "Let's bring our minds together as one."

Let's make Oneida a special place our main thought and what we can do to make it stronger and find solutions. As a result, Oneidas around the county will have a special place to come back to and stay if they wish. It starts by building a strong foundation. It starts by being smart with our resources.

**Hugh Danforth
Citizen of the
Oneida Nation**

Students earn praise from WDP staff

Dear Editor:

On Thursday, November 21st the Youth Educational Services Culture Club students served Indian Taco's to West De Pere High School Teachers and Administration staff in celebration of Native American Awareness Month and dedication to their education.

The students donated food items, prepared and cooked the food, and sent out personal invitations to the West De Pere staff for this big event. Out of a possible 76 teachers and administration staff expected, 40 were present for dinner on us. The students had a great deal of fun and worked very hard to make this event a success.

Not all those students who signed up to donate food items did, so donations were sought out and the Oneida and West De Pere community responded. A special thank you to Ms. Hamilton for use of her Home Ec room to make this dinner a reality, V&G's Skillet (owners Vicki & Greg Matson) for providing additional supplies to make fry bread (25lbs. of flour, a case of evaporated milk and a large container of Cream of TarTar), Festival Foods of West De Pere for the \$15 gift card, and the Oneida Farms for an additional 10lbs. of meat.

I still do not know how to make homemade fry bread and so we were especially thankful for Jennifer and Ashley Blaker for their fry bread expertise....thanks girls! And to all those students who assisted in every way possible from checking in teachers/staff, dicing up the veggies, setting up the room, making the meat and stretching the fry bread.....thank you! It was your hard work that made this event the big success it was - teachers today are still talking about that evening and how good it was, especially Mr. Gibbons - and you should all be very proud of yourselves, as I am of you all!

Those students who participated were: Jennifer Blaker, Ashley Blaker, Leslie Doxtater, Jena Johnson, Keshia Belisle, Abby Webster, Zach Skenandore, Winslow Warrington, Stevi Skenandore, Erin House, Gabrielle Metoxen, Louis Cottrell, Cherie Barber, Shoshana King, Kymberly Ninham, Justin Nishimoto, Randi WalkingEagle, Erin Jorgenson, Shannon Laster, Jason Clark, Tiana Thorstenson, and Ashley VerHeyen.

Another Native American dinner is being planned for the spring for the Middle School, as well as the High School, for students to coordinate together.

Yaw^ko!

**Margo Reiter
West De Pere District
Y.E.S. Student Advocate**

Junior Miss Oneida

Greetings from Salisha Ninham - the reigning Jr. Miss Oneida

Sheku Onṽyoteḅka, (Hello People of the Standing Stone)

These last couple of months have been an unbelievable and a very rewarding experience for me. I've had the opportunity to dance for the Environmental conference at the Radisson. I also attended the Three Sisters Pow wow and was honored to be the head female dancer.

I was luck to be a participating dancer at the half-time show sponsored by Oneida at the Packer game on November 4th. It was awesome to see the eagle Challenger flying around the stadium while we performed.

Myself, along with my sister Ashley Ninham and Linda Nockideneh, Jenny Webster, Leon White, Bill King, Frank & Rich Figueroa had the fortune of being able to dance with the Native singer Jana at her concert held at St. Norbert's College.

I was a part of the Green Bay Holiday Parade alongside Li'l Miss Oneida Jasmine House. We rode in a convertible while the Oneida AmVets lead the way for us. It was cold, but it was still fun.

Lastly, I am planning to attend the Annual Sobriety Pow wow to bring in the New Year. I hope to see a lot of people there.

In closing, I would just like to say: "Swataweskwat Yowatawan - Okahle Hoyan!!"

**Salisha Ninham
Jr. Miss Oneida 2002-03**



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 *kaliwhisaks* 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.

Sports & Recreation

Girls split pair of road games

By Phil Wisneski

Kalihwisaks

The Oneida Nation girls basketball team split a pair of games this past week to improve their record to 2-1 for the season. On December 3 the Thunderhawks traveled to Oakfield and fell to the Oaks 58-31. The game was close until the third quarter when Oakfield outscored Oneida 20-7 in the stanza to take a 44-20 lead. Maria Stevens lead the Thunderhawks with 11 points, while teammate Irene Danforth chipped in 9.

Oneida had a much better road trip later in the week when they traveled to Suring and defeated the Eagles 52-25. The Thunderhawks jumped out to a 19-3 first quarter lead and dominated in every facet of the game. Oneida's defense was particularly stingy as they didn't give up double digit points in any quarter.

Lindsay Powless lead Oneida with 14 points and drained two 3-point baskets. Mariea Denny also had two 3-point buckets and finished with 12.

The next game for the Thunderhawks is Monday December 16 at home against Oshkosh Lourdes. The j.v. game is at 5:30 p.m. while the varsity tip off is set for 7 p.m.

Elder Member of the Month

Cornelius
Carol Cornelius has been a member of Oneida Family Fitness for about a year and a half. She decided to join because she has fibromyalgia and the swimming pool was recommended to her for exercise. Since working out in the pool on a regular basis, Cornelius has noticed a lot less aches and pains and has been able to walk much better. On top of these accomplishments, she also lost 15 pounds. A positive motivator.

Cornelius' advice is to "Participate in the aquatic classes for exercise. They give you energy and make you feel better."



Photos by Yvonne Kaquatosh

Above: Oneida's Presley King (15) shoots a floater over Gresham's Anthony Rekow while Jameson Wilson (33) waits for the rebound. Gresham won the game 75-47. Left: Jamison Danforth (21) shoots for two of his 12 points against the Wildcats. Danforth also grabbed nine rebounds. The Thunderhawks were lead by Roberto Hill's 20 points. In other boys action; the Thunderhawks defeated Laona 64-50 on December 7 and lost to division two power Milwaukee Juneau 97-70.

Fitness member of the Month

Chad Fuss
Chad Fuss has been a member of the Oneida Family Fitness Center for about three years. He was motivated to begin an exercise program mainly because he wanted to lose weight. One obstacle that Fuss overcame to achieve his goals was to train himself to wake up early in the morning to exercise before work.

Fuss likes to lift weights and runs five to six times a week. "I try to work out different parts of my body everyday. I also try to run three to four miles a day or do at least a half hour on the Elliptical." Since exercising on a regular basis, Fuss has lost the weight he wanted to lose, as well as dramatically increase the distance he can run and the amount of weight he can lift.

Fuss enjoys exercising at Oneida Family Fitness because of the availability of equipment and the friendly staff and offers this advice for changing your lifestyle habits: "Find out what motivates you, and when you do, use that and apply it to the gym."

Boys squad potential makes for promising season

By Phil Wisneski

Kalihwisaks

The Oneida Nation boys basketball season got off to a rough start, but after some hard work and two exciting games the season is again looking promising even with a 1-2 record.

The season opened with a disappointing loss at Gresham 75-47. The Thunderhawks jumped out to a quick 9-2 lead, but only scored two more points the rest of the quarter. Meanwhile, the Wildcats heated up behind the smooth shooting stroke of Ben Gondeck. Gondeck poured in 11 points in the quarter as Gresham lead 21-11 at the end of the quarter. The rest of the game was much the of the same as Gondeck finished with 32 points. Oneida was lead by Roberto Hill's 20 points. Jamison Danforth chipped in 12 points and added nine rebounds.

Oneida won their home opener on a rare Saturday afternoon game against the Laona Kellys 64-50. The game was nip and tuck in the first half with Laona leading 31-30. The Thunderhawks then put the clamps on in the second half and allowed only 20 points. Oneida had four players in double figures with Roberto Hill pacing the Thunderhawks with 15 points and six assists. Lee Laster chipped in 14 and also had 8 rebounds. Center Mike Mousseau added 13 points and 14 rebounds and Jamison Danforth had 12 points and 10 rebounds.

The following Tuesday, Oneida hosted division two power Milwaukee Juneau. The Pioneers were ranked third in the state by the Wisconsin Basketball Yearbook trailing only Seymour and Adams-Friendship.

Oneida trailed at halftime 52-39. The Thunderhawks stayed in the game with the inside scoring of Mousseau and outside shooting of Hill. They cut the Pioneer lead to 52-44 early in the third with strong defense and a 3-point basket by Presley King. Oneida however couldn't hold the momentum as the more experienced Juneau team went on to win the game 97-70. The strong showing by the Thunderhawks gives reason for hope as the season progresses.

Milwaukee Juneau has two of the top fifty senior players in the state with 6'6" Torre Johnson and point guard Ontario McKee. The Thunderhawks though were not intimidated and played hard the entire game.

Mousseau lead the Thunderhawks with a career high 26 points and also had 10 rebounds. Hill added 14 points, 12 coming in the first half. With the loss Oneida drops to 1-2 for the season.

The Thunderhawks open Heritage Conference play next Friday December 20 as they travel to Living Word Lutheran in Jackson. Their next home game is not until January 3 against N.E.W. Lutheran.

Monday Night Kick-Off

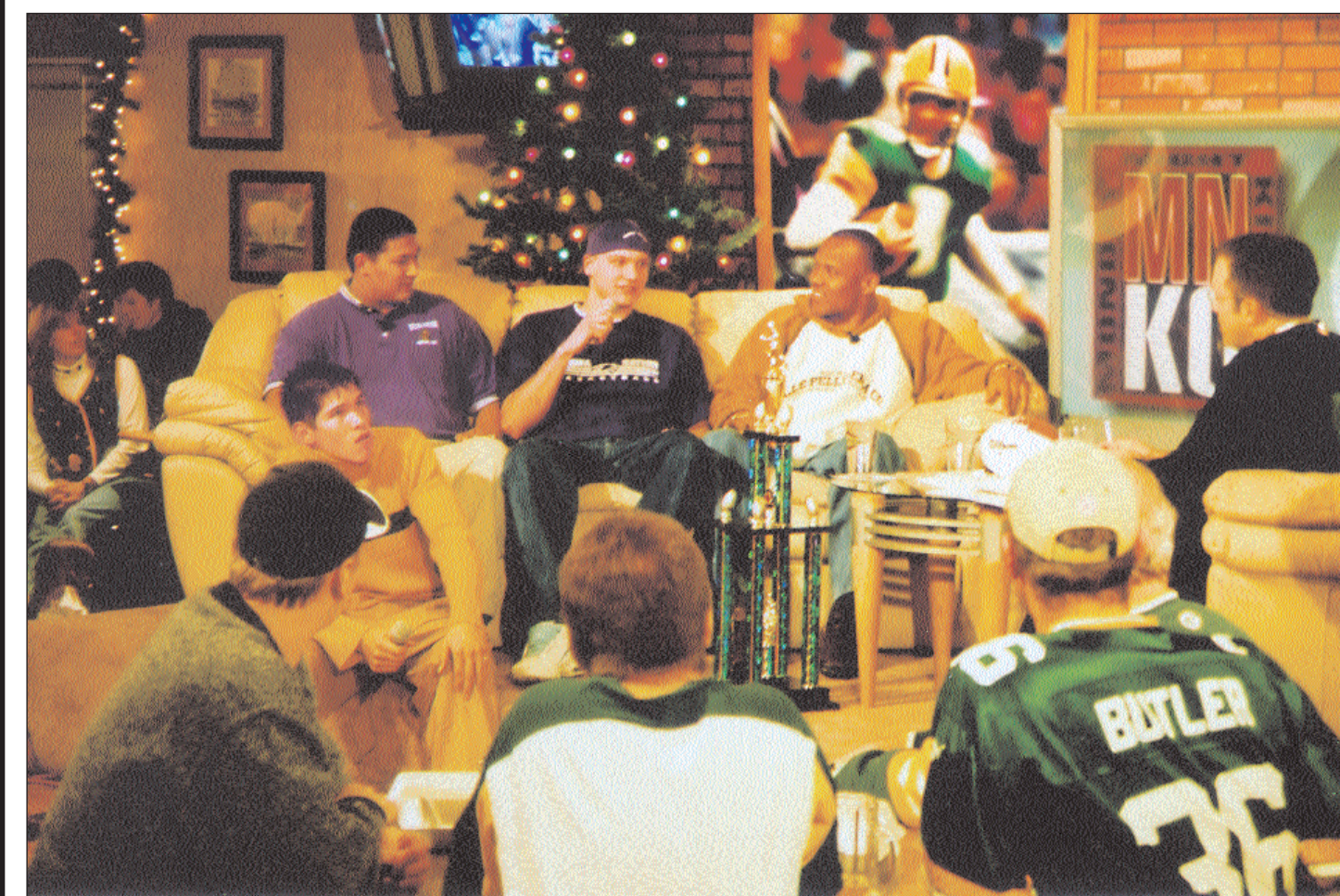


Photo by Phil Wisneski

(L-R) Jamison Danforth, Oneida head football coach Nathan King and Lee Laster were invited on stage at Jam Night Kick-Off with Green Bay Packers William Henderson. The Thunderhawks were selected as Operation Football Team of the Week for their successful season and making the playoffs.



Photo by Yvonne Kaquatosh

This is the 12th year the Oneida Nation participated in the YWCA/National Railroad Museum's Festival of Trees. The event was held on Wednesday, December 4 where the "Tree of Peace", decorated by Oneida Communications staff members LeeAnn Laes and Kirby Metoxen, received rave reviews. "It is by far one of the more creative trees on display at this year's event," said Janet Bonkowski, a coordinator of the festival.

Students learn value of giving



Photo courtesy of Becky Anderson

Oneida Nation 7th and 8th grade students, pictured above, learned the value of giving and taking as they volunteered their time as they assisted in the preparations of the Community Thanksgiving Feast.

Submitted by **Toni Osterberg**

7th and 8th grade Science Teacher

It was a wonderful opportunity to help out at Parish Hall on Wednesday, November 27. I was able to take 7-8th grade students with me to show them the importance of giving back to the community. I observed as Eddie Metoxen, Miranda Redhail, Winona Godfrey, Lois Stevens, Ashley Melchert, Lenita Cornelius and Amanda Skenandore put up tables and chairs. It was quite the cooperative effort of teaching the value of giving

and taking along back to their homes for Thanksgiving. I was impressed to observe them peeling potatoes as they enjoyed each others stories and laughter. This I valued most because of the sharing and caring that was put forth in a group effort. They didn't realize all the work that they were actually doing at the moment. I learned to face fear itself as I was finally making my first home made pumpkin pie. I was worried that it wouldn't turn out or of course...burning to a crisp. However, to beginner's luck we made eight pies that turned to be the best pumpkin pie I ever ate. I guess it is true that what you put into your cooking, comes out in the taste test. The pies that we made come full circle from when pumpkins were being cleaned from last year's

Halloween/harvest activities to being placed in the schools compost pile which was used in the raised beds for planting in the summer. These pumpkins which were not planted, were then harvested in mid-October. My classes then cleaned them, baked the seeds for enjoyment and boiled the shell for cooking. After that, the students took turns mixing and pureeing. From there, we froze it and waited for our big test/project to take place.

I would like to extend a yaw^ko to Brian Duxtator and Carol Liggins for coordinating the Thanksgiving Dinner for the community and Laura Manthe for walking me through this great learning opportunity this past year. I also want to say, "Yaw^ko," to Linda Nockideneh for being a great volunteer and wonderful support system.

Oneida - A \$50,000 nutrition grant was awarded to the Oneida Nation to promote traditional foods and encourage healthful nutrition amongst it's tribal members.

The focus of the Oneida grant is to instruct youth about traditional food systems. First Nations Development Institute also awarded grants to reintroduce bison meat in Colorado tribal communities and develop gardens in Arizona based on American Indian traditions.

"It's exciting because they're looking at a variety of strategies," First Nations Senior Vice President Sherry Salway Black said of the Oneida. "They get youth involved. They recently have done a wholesale food co-op."

An active nutrition program has already been implemented in the Oneida community. The Oneida Community Integrated Food Systems project has organized a 4-H Club to teach native agriculture and economics, offers free nutrition and budgeting classes at its food distribution center, started a farmers market and is part of Tower Foods Co-operative Grocery, which opened

in July.

Salway Black noted the high incidence of diabetes among American Indians and the lack of good nutrition in many Indian communities. Diabetes was rarely seen among Indians 50 or 60 years ago, Salway Black said, but the change in diet from traditional foods to fast food and changes in lifestyle have contributed to the high incidence of the disease.

"In general in this country, there's been an increase in diabetes, so it's not just the Native American communities. But there is an epidemic in the Native American communities," she said.

As for Oneida, part of the emphasis of nutrition programs is on children, said Bill Ver Voort, coordinator of the food program. Nutrition books are read to schoolchildren by tribal members to encourage good eating habits.

Part of the grant will be used to pay wages of 4-H Club members to work at Tower Foods as part-time and summer help.

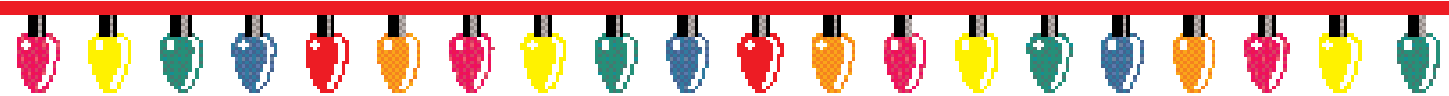
The First Nations Development Institute works with tribes to ensure access to affordable, nutritious food.



"Christmas on the Rez"

...is back for another decorative season!

Once again, the Special Events Department is proud to bring a little "light" to the reservation by sponsoring the 4th 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: _____

City

Zip

(Must be a street address)

PHONE: _____

Home

Work

CATEGORY: _____

Native American

Other

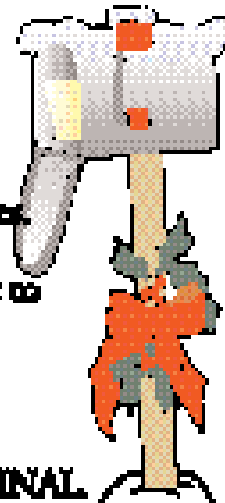
(Please Check Only ONE)

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 13, 2002 at 4:30 p.m. NO EXCEPTIONS will be made. All applications can be sent to Oneida Communications Department c/o Debbie Webster P.O. Box 365 Oneida, WI 54155

8. Judging will take place on Thursday, December 19, 2002. Decisions of the Judges are FINAL.

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



Business

Need your oil changed?

By Yvonne Kaquatosh
Kalihwisaks

If you just recently had your oil changed, you may want to check out a new business that will be up and running by the time your next oil change is due. A groundbreaking ceremony was held earlier this week for J & A Quik Lube, LLC - a 2 bay oil change structure that will be located off Hwy. 54 adjacent to the Oneida One Stop right in the heart of Oneida. Jody Cornelius, the sole proprietor, is a recent graduate of Urban Hope (June 2002) and anticipates a February 1, 2003 opening for his business.

J & A Quik Lube, LLC, contracted through Valvoline Oil Co., will carry Valvoline products and is the first business to do so in the Green Bay area.

Valvoline Oil Co. has been in operation for 135 years.

Prior to securing his business venture, Jody was in the trucking business. He has 25 years experience in Interstate Trucking and for 5 years, he worked locally in Oneida, from '94-1999.

He served his country for 2 years in the Army. Jody, formerly of Shawano, Wisconsin, graduated from Shawano High School in 1967.

He has 9 children ranging in age from 34 – 12 years old, and include: Bobbi Jo, Melissa, Jessica, Jeremy, Tonya, Marla, Sherri, Jason, and Kristy.

Jody is the proud grandfather of 8 grandchildren and 4 foster grandchildren.

Jody and his wife Aleta, who is an Assistant Supervisor at Services Plus, have been married for 30 years. The couple have resided in Oneida for the past 4 years.

Editor's Note: This story was not printed in the November 29 issue of the Kalihwisaks along with the initial announcement of the business, due to space limitations.

The groundbreaking for the J & A Quik Lube business was held on Monday, November 25.

Happy Holidays from the OCIFS Family

Submitted by Bill Ver Voort

It is not always easy living in these troubled times. There is much for us to be concerned about; poor economy, a seemingly decline in Americans moral responsibilities, the devastation of our environment and now terrorism.

Yet, there is much for us to be thankful for as well. Most of us have family and friends that we can depend on throughout all of these terrible things. For me, I am thankful for the opportunity to be a part of a wonderful group of people who are called the Oneida Community Integrated Food Systems (OCIFS) members.

For the last eight years, the OCIFS members have been working towards the goal of creating our own Oneida Food Systems. Numerous times they have put aside their own personal agendas to come together as the OCIFS group and do whatever is best for the community and you.

They each run a difficult and highly successful program, and yet they still find time to come together and create various projects that the community has asked for. They were instrumental in the start-up and continuation of Tower Foods grocery store, the Oneida Farmers Market and the Falling Leaves 4-H

club. As a holiday present to you, they will continue to strive to provide the best services and products to the Oneida Community throughout the coming years.

The Oneida Community Integrated Food Systems (OCIFS) members which is made up of the Oneida Food Distribution/Pantry (Nori

Damrow), Oneida Farms (Pat Cornelius) and Tsyunhe'hkw^ Center (Jeff Metoxen), would like to introduce the two newest members: the Grants Office (Frieda Clary) and Health Center (Jane Powless). All of us at OCIFS would like to wish the Oneida community a very happy holiday season.

SCERT Program: Record number of graduates to date

By Laura Laitinen
Gaming Customer Relation's
Training and Development
Department

The Supervisory Certificate Program, also known as SCERT, is a program offered by the Gaming Customer Relation's Training and Development Department.

In 1997, the SCERT program was initially developed to meet the needs of Gaming supervisors over 55 that did not meet their educational requirements. Since then, the program has evolved to include non-gaming employ-

ees with 127 Tribal employees completing. The objective of the SCERT Program is to provide all current and future supervisors with the tools necessary to be effective in their positions and to do this in an expedient, pertinent, and cost effective manner.

Participants in the SCERT program meet once a week for four hours for approximately seven months covering 26 courses, including Facilitation Skills, Indian Law, Managing Change Conflict Resolution, Writing Effectively for Business, and Problem Solving among oth-

ers. Upon successful completion of the program, participants receive a Supervisory Management Certificate from Northeast Wisconsin Technical College and are eligible for nine college credits should the participant enroll in a program at NWTC.

The last class to complete on November 14, 2002 had 32 graduates. The largest class to date. Congratulations.

If you would like more information on the SCERT program, contact Laura Laitinen at 920/496-3749 or at llaitine@oneidanation.org



Photo by Phil Wisneski

Pictured, back row (left to right) are: Jen Falck, Heather Wesaw, David Skenandore, Paula Hernandez, Rhonda Tousey, Beth Paprocki, Chad Wilson, Angela Shimek, Julie Teteak, Kim Stage, and Bob Smith. Front row, seated (left to right) are: Kristen Neurenberg, Ruth Kerker, Mona Lisa Owens, Lana Otradovec, and Scharlene Kasee. Graduates not pictured: Amy Wilde, Mike Otradovec



Photo by Laura Laitinen

Pictured, back row (left to right) are: Gary Webster, Barb Reynolds, Lisa Big Fire, Kim Appel, Lisa Steffes, Teresa Holschuh-Sieja, Daryl Sundquist, Loucinda Conway, Leon Adams, and Cathy Schuyler. Front row, seated (left to right) are: Sandy Bartelt, Rhonda Carlson, Crystal Hill, and Misti Trepanier.

AmVets Community Service

Awards Banquet for 2002

Thursday, January 23, 2003 ~ 6:00 pm

Doxbee's Supper Club, Seymour, WI

Dear Friends: Each year at this time we have the very precious opportunity to say thank you to those very special members of our community who have dedicated themselves to improve our community. Now it is time for you to show your support to honor our fellow community members by nominating those deserving of this recognition. We are also requesting departments, programs and vendors to purchase their tables now. *If you have any questions, please contact Jim Martin at 497-5840 ext.102 or 497-3634 evenings and weekends*

2002 Community Service Awards Nomination

- | | |
|---------------------------------------|---------------------------------|
| > Elder of the Year | > 2002 Customer Service Award |
| > Medical Health Person of the Year | > Educator of the Year |
| > Social Services Person of the Year | > Courage/Leadership Award |
| > Law Enforcement Person of the Year | > Oneida Community Organization |
| > Security Dept. Employee of the Year | > Southeast Oneida Volunteer |
| > Oneida Volunteer of the Year | > Caretaker of the Land |
| > Small Business Person of the Year | > Gaming Employee of the Year |
- (2)

- > Retail Division: Cherisse A. Slove Memorial Scholarship Award
> Elderly Services: Roberta Kinzhuma Memorial Scholarship Award

Your Name _____

Address _____

Phone # _____

Name of Person you are Nominating _____

Place of Employment _____

Category of Nomination _____

Please list any special accomplishments and all volunteer work _____

Signature _____ Date _____

All nominations must be mailed to: **JIM MARTIN**
P.O. Box 444
Oneida, WI 54155

DEADLINE FOR NOMINATIONS IS FRIDAY, DECEMBER 20, 2002

PURCHASE YOUR TABLES EARLY, SPACE IS LIMITED
APPROPRIATION REQUESTS ONLY FOR PAYMENT

Please make your payment to: Oneida Amvets, P.O. Box 265, Oneida, WI 54155
AMVETS Vendor # 102576 AMVETS Federal Tax I.D. # 39-1843547

Sponsor Name and Phone # _____

Contact Person _____

Event Sponsors are a great opportunity for businesses, associations, individuals or other programs to advertise and to show your support for our community. Your sponsorship is vital to the well being of our organization and our community. Thanks for your support.

Sponsor Fee for Table (s): \$200 _____ includes eight banquet tickets

Advertising Sponsor: \$200 _____ on program and at event

Individual Gift Sponsor: \$ 50 _____ on program and at event

TOTAL PAID: \$ _____

Education

Oneida Nation Middle School students making a difference

Through the month of November, Oneida middle school students participated in a food drive. Each home room raised non perishable food items to help fight hunger within our Oneida community. Student Council representatives assisted with the coordination of these heartfelt efforts. November 27th before the Thanksgiving Holiday break, the items were delivered to the Oneida Pantry, located with in the Oneida food distribution center. The warm smiles and words of thanks from the staff were from the heart. They give our students a big Yaw^ko for their acts of kindness. The middle school donated a total of 378 non-perishable food items. Our student council will begin planning their next project soon. The student council representatives are:

6th grade (Bear clan)
Allison Baily, Shaina Powless, Garrett Miller, and



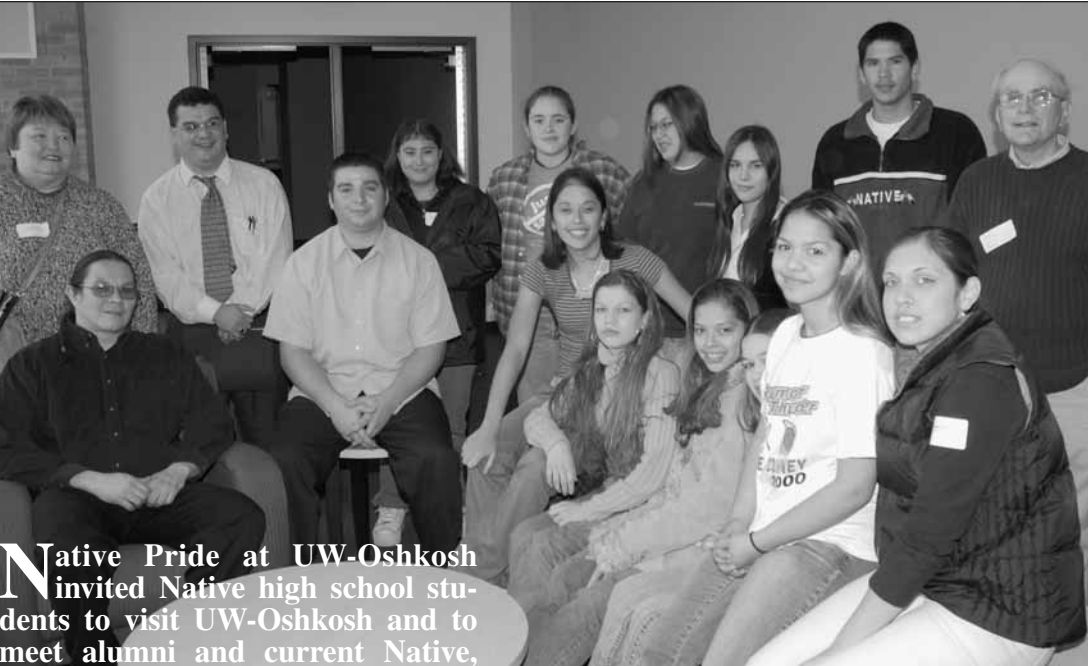
Photo courtesy of Travis Jiskra

Approximately 378 non-perishable food items were delivered to the Oneida Pantry recently.

Kyle White
7th grade (Turtle Clan)
Frank Clary, Raeanne Funmaker, Jeremiah Pelky, and Rachael Ninham
8th grade (Wolf Clan)
Winona Godfrey, Eddie Metoxen. New members nominated for Wolf clan,

Dwight Hill, and Miranda Redhail.
A special yaw^ko goes to Garrett Miller who took his time to help load all of the items to be ready for delivery. Yawáko Garrett!!

Native Pride...



Native Pride at UW-Oshkosh invited Native high school students to visit UW-Oshkosh and to meet alumni and current Native, UW Oshkosh students.

In addition, the students toured campus and met a variety of Faculty and Staff to discuss admissions requirements, majors/programs and support services available. The concept of this one day event was to increase awareness about higher education and demonstrate the pride with being Native and completing a college education. People can lose many things, but no one can take away ones Indian identity and education. The alumni panel was inspiring and demonstrated NATIVE PRIDE!



Photo courtesy of Jim Labre
University Photographer, U.W. Oshkosh

Approximately 60 high school students participated in Native Pride at UW Oshkosh including the Oneida participants pictured above. Oneida students from Shawano, Green Bay, Seymour and Oneida Nation. Oneida alumni and the School Counselor from Oneida Nation are also pictured. Below, Chris Powless and Curtis Danforth talk about obtaining a college degree being worth the extra effort and increasing professional opportunities.

Eradication of the Loosestrife

Pictured (left to right) are ONHS Biology Teacher Becky Nutt, Brooke Metoxen-Smith, Presley Moore, Cody Melchart, Derrick King, and Kathryn Cornelius.



Submitted photo

On November 21, Oneida Nation High School students gathered purple loosestrife plants as part of a project designed to eradicate this non-native invasive species. The plants will be used to raise beetles which feed exclusively on purple loosestrife. The beetles will be released in wetland areas that

have large populations of the weed. The release areas will be monitored to observe the effectiveness of this biological control method. If you have any questions about this project please call Tony Kuchma at 497-5812, ext. 124.

Invitation: Ohuntsya·kékha Kanunya?shúha Social Dance

Dearest Family Members,
We hope this note reaches you of good health and good spirits. The students and I would like to take this time to invite you to our first Ohuntsya·kékha Kanunya?shúha Social Dance of the 2002-03 school year.
The third through fifth grade students will be hosting the Social. They have worked super hard learning how to lead sing, not to mention the courage they have built up over the past several weeks. Please come join us as we sing and dance to six different Earth Songs.
Keep in mind that learning is a lifelong endeavor and the students are looking forward to the support and encouragement from you, their family. We look forward to seeing you!

Náhohte?: Ohuntsya·kékha Kanunya?shúha ~ Social Dance
KÁnhke?: December 23, 2002 ~ 8:30 a.m. to 10:45 a.m.
Kátsa?nú: Onáyote'a'ka Tsi? Thuwatilihunyañitha
Uhka? náhte?: Twake·kú (All of us) Kindergarten through Fifth Grade, Parents, and Family Members

If you have any questions, feel free to call the Ohuntsya·kékha Kanunya?shúha Teacher: Kalána?kehtskwas Brooks at 869-1676, ext. 137
Sawehnihsliyóhak!
Have a good day!



Higher Education Reminder and Update

Reminder: All students who received funding for the fall 2002 term are required to submit fall grades and a spring academic plan before the spring award will be disbursed. If you know that there will be a problem getting your grades before spring fees are due, you may submit progress reports.
Update: The following additional higher education guidelines will become effective as of January 1, 2003.

- 1.) Funding will be provided at one level/degree. Once a student has completed one level/degree there will be no continued funding at the same or lower level. Example: once a student has completed a Bachelor's Degree, there will be no continued undergrad funding, or funding for a lesser degree. The only exception will be an initial teacher certification/license.
- 2.) Students will be eligible for funding for Study Abroad only when it is a degree or program requirement to graduate. Funding will be based on financial need per the Free Application for Federal Student Aid (FAFSA). All previous requirements for Study Abroad remain.
- 3.) Students attending schools that do not provide a standard expense budget will be provided with the cost of tuition, fees and required text books only. Example: truck driving school, massage therapy school.
- 4.) For programs that are totally online, a standardized budget for room and board, personal expenses and transportation will be used.

For more details or other questions please call the Higher Education Office at 920-869-4033 or 800-236-2214. Be sure to visit our web site at oneidanation.org, which is regularly updated with new information.

UW Green Bay Deadline

Applications to the University of Wisconsin-Green Bay for the fall 2003 term are running 37 percent ahead of last year. There is a possibility of an application cutoff happening as soon as late January. Anyone who is thinking of attending UWGB for the fall term should apply asap. For help in the application process call Sao Vue, Misty Davids, Edmund Blackthunder or Diana Borrero-Lowe at the American Intercultural Center, 465-2720.
The center is located in the Cofrin Library, room 207, on the UWGB campus.

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sing

WALK

drum

skip

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dance

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www.VERBparents.com

Health/Environmental

Oneida Nation Commission On Aging ~ November 2002

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

Dellora Cornelius, Chairwoman; Hugh Danforth, Vice-Chairman; Arlie Doxtator, Secretary; Clifford Doxtator*; Lois J. Powless*, Dorothy J. Skenandore*, Nadine Escamea*, Mary Edna Greendeer*, and Lois Strong*.

**Commissioners*

On September 24, 2002, ONCOA sponsored a “Community Meeting for Our Elderly Tribal Members” for the purpose of hearing what elderly members of our community need/want in terms of services or information. (Notes from that meeting were published in the Kalihwisaks and DRUMS).

On October 29, 2002, ONCOA met to review those comments and concerns and to identify resource people who could provide factual information. (Minutes from that meeting, once they are approved, will be published in DRUMS.) Those comments and questions were referred to resource people including staff and elected officials within the tribal system. As that information is returned to ONCOA, it will also be published in the Kalihwisaks and DRUMS.

Taken from September 24, 2002 Community Meeting notes:

“Would like to see secret ballot voting system at GTC meetings.”

RESPONSE: “Secret ballot voting only happens when it is requested. It’s not up to the election board. The election board is ready at every meeting to conduct a secret ballot voting just in case.”

SOURCE: Dorothy Skenandore, Chairwoman – Oneida Election Committee

Taken from September 24, 2002 Community Meeting notes:

“...Why don’t elders get match plays anymore?”

RESPONSE: “In the past, elders may have been given match plays for their events. The only time we have been unable to fill a request is if it was not submitted in a timely manner. Gaming Purchasing policies require us (the Marketing Department) to give them 10 days advance notice. To that, we need at least 4 additional days for processing, hence the 2 week advance notice the Marketing Department requires. We must abide by the enforcement of Gaming policies at all times. We have a stringent policy that is currently in “working draft” form awaiting approval from the Gaming Commission. This approval will be provided shortly. Please ask Ron Sommers for

a copy if needed. The Marketing Department’s distribution of match play focuses on promotions. Other requests for match play have been shifted to Gaming Administration for consideration.”

SOURCE: Heather Cornelius, Assistant Director of Marketing/Promotions - Oneida Bingo and Casino.

Mary Wasurick, Assistant Director of Marketing/Advertising - Oneida Bingo and Casino.

Taken from September 24, 2002 Community Meeting notes:

“Contract Health: Not paying for bills, names going to collections. Elders not going to doctor because they do not want their name in collection. Volunteers are doing billing in contract health.”

RESPONSE: “The Contract Health Services Department has been working hard at processing the backlog of vouchers for patients referred outside our Health Center for specialty care. The latest report regarding paid claims for the department shows that \$2,131,970.69 was paid for patients whose service dates were 10/1/2001 through 9/30/2002. In addition, the department by being the payer of last resort by federal rule, had to wait until \$1,127,928.97 was paid by our CHS patients’ insurance companies (both primary and secondary payers). The total value of the claims processed for FY 2002 therefore was \$3,259,899.66.

Whereas these figures are impressive, they do little when speaking to the issue of collection agencies going after our patients. We are attempting to streamline our processes in the department to allow us to pay claims before the insurance carriers pay however, by doing so, we relieve the insurance companies of their need to pay those claims in a timely manner and thereby forces to carry that liability until they do. Part of the streamlining has to do with our new software system (the Health Information System or HIS). We have incorporated a module in this system to specifically handle the Contract Health process. This should allow us to process the claims much more efficiently. Training for this module will be held in December 2002.

Further, due to our process changes with the added module, the Contract Health Supervisor and myself will be visiting the offices of the providers we are referring our patients to. The intent is to establish and improve our working relationships with their billing personnel. The thought is that if they can put a name to a face they will call us before any collection agency becomes involved.

In the meantime, should anyone receive notice that they are being sent to collection, they should call me directly at 920-869-4805. I will intervene and assist both the patient and the vendor/provider with the bar-

riers that prevent payment.

Regarding the volunteers working in the department...we thought that this would be a good solution however, we ran into a barrier with the background checks.

Regarding our elders who hesitate to follow through with their referrals due to a fear of collection...I would urge them to transfer their fear of collection to me and follow through with their referral visit.

Further, I urge any person who has concerns about this process or any other Health Center process to contact me, (or Debbie Danforth, Judi Skenandore or Deanna Bauman). If I cannot impact the improvement of the process, I will see that the issue is turned over to the person who can. I will also assure that the Health Center’s Executive Management Committee is alerted to the issue and kept informed regarding the process improvement until it is resolved. Thank you for your comments and questions.
~ Jeff Carlson.

SOURCE: Jeff Carlson, MPA - Business Operations Director - Oneida Community Health Center - 525 Airport Drive, Hwy 172 - Oneida, WI 54155 - 920-869-4805, Land Line; 920-869-1780, Fax.

Taken from September 24, 2002 Community Meeting notes:

“Gas Card: Why does it take so long from the time you apply to the time you get your card?”

RESPONSE: Every year we must complete a gas tax exemption application around the time of our birthday. If individuals come in to enrollments or one of the gas outlets a week or two before their birthday and complete the application, we should be able to send them the renewal sticker to put on their tribal ID before their old card expires. If their card does expire, if they demonstrate that their address hasn’t changed, we can issue a temporary gas card until we get official verification from Land Management. In both cases, there should not be a delay in getting their gas cards, however, the process is new and hasn’t even been in place for a year yet, so we are still working out the bugs as they come up. Maybe we need to do a presentation on this process so everyone understands what to expect. Let me know what you thing.

SOURCE: Cheryl Skolaski, Director - Oneida Enrollments Department.

RESPONSE: Your request for information was forwarded to me. I process the Gas Tax Applications on behalf of the Division of Land

Management.

Gas Tax applications can be started at Land Management, Enrollments, or one of the One Stop locations. Gas Tax applications are accepted on a daily basis. Once it is received at Land Management, they are reviewed on a weekly basis. Each Thursday morning, the applications submitted since the prior week, are reviewed and either approved or not approved for various reasons. The majority are approved as long as the applicants address is within the boundaries and they have provided verification that the address given is their residence of occupancy. The process will take longer if the verification is not provided, a letter is sent to the applicant and they are informed it is necessary to provide the verification. If the application is approved, a copy is retained at our office and the original goes out in the mail that day. Enrollments will receive the original applications in their mail, either Friday or Monday. They do their verification and send out the current gas tax stickers. The longest this process should take is 2 weeks. All applications are in and out of our office within a weeks time. Enrollments has instituted the temporary sticker to supplement the lag time. If requested or applied for at a One Stop location, the temporary card is issued and is good for 30 days. This will more than cover the applicant for the time it will take to process the application. I hope this information addresses your inquiry!

Have a good Thanksgiving weekend!

SOURCE: Diane Wilson - Oneida Division of Land Management

Taken from September 24, 2002 Community Meeting notes:

“The OBC doesn’t sign in if they don’t want a quorum. We need a resolution that EVERYONE must sign in or leave the meeting.”

RESPONSE: I have developed a **Draft SOP** which is being reviewed by the Trust/Enrollment Committee for submission to the LOC and GTC for final approval regarding the Sign-In Process for GTC. Attached is the Draft I submitted to the Trust Committee. If you have any suggestions or changes, please let me know.

**DRAFT – DRAFT
DRAFT – DRAFT – DRAFT
DRAFT – DRAFT**

Purpose: The purpose of this procedure is to establish the requirements for docu-

menting the attendance by enrolled General Tribal Council Members at meetings where a quorum and eligible voters are necessary.

Procedures:

****At least two persons** from Enrollment Department will be assigned to monitor the Membership Roll and present themselves at the noticed meeting location one hour prior to the scheduled start of the General Tribal Council Meeting.

****Security personnel** will be present to assist Enrollment personnel and insure that members have registered before entering the meeting.

****A numbered Sign-In sheet** will be placed on the table for enrolled Tribal members to sign in on which shall include the date of the meeting and the purpose.

****Each member** will print their name, roll number, county of residence or state, and give a signature. (A pictured ID card may be requested by the Enrollment Department Staff.)

****Enrollment Department staff** will register the individual’s name into the computer system, if available, and stand the hand of each member after they register.

****The Sign-In sheet** will be maintained at the sign-in table until the meeting adjourns.

****If a tribal member** leaves the meeting prior to adjournment, the Enrollment personnel will verify with the individual that they are leaving and note the time they left next to the individual’s name on the sign in sheet along with their initials.

****In the event of a secret ballot vote**, all persons present must provide a pictured ID and re-register to vote.

****A member of the Enrollment Department staff** will indicate the total number present on the sign-in sheets and will sign and date the sheets when meeting adjourns and make a photocopy of the sheets for Enrollment Department records.

****Enrollment Department staff** will give verified sign-in sheets to the Tribal Secretary or their administrative staff after completion of the meeting.

**DRAFT – DRAFT
DRAFT – DRAFT – DRAFT
DRAFT – DRAFT**

SOURCE: Cheryl Skolaski, Director – Oneida Enrollments Department.

For more information, contact any of the ONCOA Commissioners or the source of the information. The intention of ONCOA is to provide factual information regarding these issues.

Christmas tree danger: Things to think about

According to the National Fire Protection Association, Christmas trees are oftentimes the first thing to ignite in a house fire. This includes real and artificial trees.

WHY?

Common ignition sources are short circuits in Christmas lights.

WHAT SHOULD YOU DO?

1. Don't overload the circuit with too many strings of lights.
2. Use indoor lights indoors and outdoor lights outdoors. Indoor lights can fritz out when they get wet, and outdoor lights get too hot when used indoors.
3. Use only UL approved lights.
4. Don't link more than 3 strands together.
5. Turn lights off when you go to bed, or leave for long periods of time.

Take care when you trim your tree!

**TOWER FOODS**

Looking for the perfect Christmas Gift? Come to the Holiday Craft Fair! TOWER FOODS

Saturday Dec. 14th 10am – 4pm
• Many craft vendors
• Come and see Santa
• Holiday Snacks

Vendors who would like a booth call **869-1969** ask for Wendi or Linda. \$5.00 a booth. **SPACE IS LIMITED!** Shop the Store for the...

Big One Day Sale!
Tower Foods is located in Oneida Business Park, West on Hwy 54 turn Right on Red Willow Parkway (by Oneida Post office.)



2002 Gun Season

Submitted by Conservation Staff

The 2002 Gun Season has come to an end. This year the department issued 626 Oneida Sportsman License, which is an increase from the 2001 Gun Deer Season when 609 license were issued. The deer harvest numbers are down compared to last year. During the 2001 Gun Season 167 deer were registered, when this year only 104 were registered.

	<u>Adult Doe</u>	<u>Doe Fawn</u>	<u>Legal Buck</u>	<u>Buck Fawn</u>	<u>TOTAL</u>
GUN (11/23-12/1)	41	5	50	8	104

The following are the “Big Bucks” that were registered by Oneida Sportsman: Aaron Manders 12 pt. 188 lbs.; Jim Fuss 11 pt. 174 lbs.; Zack Danforth 10 pt 170 lbs.; Lance Kelley 10 pt. 170 lbs.; Jerome Webster 9 pt 170 lbs. Congratulations to these individuals and to all the Sportsmen who were successful in their hunt. Thank you to those sportsmen who donated their deer heads for CWD testing. Results of the test should be in between 3 to 6 months. The owners will be notified of the results by mail.

The 2002 Hunting Season has not come to an end, yet. The Muzzel loader Season opened on December 2, 2002 and closes December 31, 2002. Also, the late Bow Season opened on December 7, 2002 and closes December 31, 2002. To register harvested deer during these season’s you must bring the harvested deer to the Oneida Conservation Office, Mon-Fri, 8 A.M.-4:30 P.M. If it is after regular business hours please, contact one of the Conservation Officers.

Senior Employment Program

Are you 55 or older and in need of work?

The National Indian Council on Aging has Title V positions available in the Oneida area. No experience necessary and training is provided.

Information and applications can be obtained by calling Kathy at 433-0290.

Coupon
ONEIDA
Bingo & Casino
Wardrobe Department
Present this coupon
and receive a
25%
Discount
OFF any one
alteration or
repair.

Located in the
Gaming Warehouse
2170 Airport Drive
Green Bay, WI
Ph. 429-3460
Coupon

Culture/Heritage

Latolatsko Great Hunter

Wahu=n\$e tsi> nu tshikaha=w\$ k<h n&tsah<n#=-we Ukwehu=-we
Long time ago, about this time here they arrived the Oneida's

ne> th%ne kan@le> ohkwa=I\$okhale> oskanu=tu, th%ne> kati> w\$
at that time were plentiful bears and deer, it was at that time

shay@at wahatol@ha> oskanu=tu, tho k@i> tsi> I@le> tho
one man went hunting for deer, there as he was chasing her there

wa>thy@lane> ne>n ohkwa=Ii okhna> laotse=n^ #=Ihal tho wa>hyatli=y%
he met the bear when his pet dog there had a fight with

ne>n ohkwa=Ii. Okhna> lawel&ne ahoya>tak#mha tahashal%shahte>
the bear. And he wanted to help him he pulled out his knife

wahate>ny<=^ ah%ash< ne>n ohkwa=Ii. Taho>shal@hwahte>
he tried toknife the bear. She grabbed the knife from him

\$si ya>th%ya>ake tsil#hkwa> ah%yok, kwah y@<> , ok
a distance she threw the knife, she almost him, it's said then

tho tshitkahu=I@y< tethot#hk w<. N#=-kati> w\$n< tshu=s@lawe
and there he left his gun and ran. So then when he got home

sahathloy@i tsi> nahoy@aw<= wa>k^=Iu lo=n#=-, "N@te> tsi> yah
he told about what happened to him, said his wife "What for you didn't

te>salu=t@tu?" Wah^=Iu> "Yah kwi nek< ni te>kato=I@s oskanu=t&
shoot her?" He said, "That isn't what I went hunting for deer

wi ni tsi> wakatol@hu." is what I went hunting for."

Great Hunter

A long time ago, about the time when the Oneidas first arrived here, there were plenty bears and deer. It was at that time that an old man went hunting for deer. While he was chasing after a deer he met up with a bear and his pet dog had a fight with the bear. He wanted to help his dog so he pulled out a knife and tried to knife the bear, but the bear grabbed the knife away from him and threw it at him and almost killed him. Then and there he threw down his gun and ran. When he got home he told his wife what happened to him. His wife asked him "Why didn't you shoot her?" And he said, "That isn't what I went hunting for, it was deer I was hunting for."



Told by Guy Elm (2-13-39)
Transcribed by Maria Hinton (11-7-77)



K@hwa>

Kan<st%hale okhale> ola=na
gun must stow hall lay oh ka lee oh law naw

wate>skutha> kana=talok okhale>
ohnek@ehli
wa day skoon tha gun naw da loak oh ka lee oh nay gug gay

kan@talok okhale> ow@lu
gun naw da loak oh ka lee oh wahl

osah#hta okhale> o=n^ste
oh zaw hay da oh ka lee ohh must

onu>uhsla>k%okhale> k@ik
oh new ooh slawh go oh ka lee guy heak

owist%asli okhale> teyohy%tsis
oh wiss stow sli oh ka lee day yoh hyo gis

onuhta okhale> o>nh&hsa
oh noon d oh ka lee own who saw

cornbread and cornsoup

Quotes of the month

Why do you need your Oneida Language?
In order to be a sovereign nation you need your language.
Hudson Doxtator -Oneida Nation

At the Lakota Language Consortium Inaugural Workshop in Rapid City, South Dakota this statement was made:
When a language is lost a culture loses its greeting, its praises, its laws, songs, wisdom and prayers.
News From Indian Country, The Independent Journal;
Mid Nov.2002 page 5B.
By Jim Kent, Rapid City, South Dakota



December

See the Cultural Website...

We encourage everyone to become involved in the Oneida Language. Remember that every word you learn and speak becomes a part of keeping the Oneida Language alive. Please visit our new website at:
<http://language.oneidationation.org/about/history>

ORDER FORM FOR "SAGOLE" BOOKLET

Oneida Cultural Heritage Department

P.O. Box 365
Oneida, WI 54155
Phone: (920) 490-2096
Fax: (920) 490-2099

Name: _____

Address: _____

City: _____ St: _____ Zip: _____

Qty: _____ Description _____ Total: _____
"Sagole... booklet"

Booklets = Prices			
1 = \$ 4.50	6 = \$18.90	11 = \$29.70	16 = \$43.20
2 = \$ 6.30	7 = \$22.05	12 = \$32.40	17 = \$45.90
3 = \$ 9.45	8 = \$25.20	13 = \$35.10	18 = \$48.60
4 = \$12.60	9 = \$28.35	14 = \$37.80	19 = \$51.30
5 = \$15.75	10 = \$31.50	15 = \$40.50	20 = \$54.00

Please call for orders more than 20.



tçl Êât Çw ÊâÛ Êâwb Çá
{t äxt f tyxt Çw t Ñç[Êâwçf

~ From the staff at Oneida Nation Farms!

T Çw?e xÅxÅuÇbÊâÛ
[Êâwçf {ÊËÑÇ t à

Oneida Nation Farms!

xää{xÅÊâz äxt åm t ÅwÅÊâzyàÊâÛ
yÇw?y ÅÇÊâ t à åm t ÅwÅÇ

Just call 1-920-833-7952 and place
your order today!

The Real Black Beauty = Oneida Black
Angus Meat at \$1.75 hanging weight.

Cost includes...All processing charges, cut, wrapped
and you just wait for our call to pick up your order at
the processor.

Good News

New Arrivals

If you have a birth announcement, please send it to the Kalihwisaks Newspaper, PO Box 365, Oneida WI 54155 or call Yvonne Kaquatosh at (920) 869-4280 for more information. There is **NO CHARGE** for birth announcements. Please include baby's full (first, middle & last) name, parents (first & last), d.o.b., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (names only). Also, if the baby was given an Indian name, please include the correct spelling and meaning. **Please include phone number where you can be reached during the day!**



Kailey Hazel Hill



Kailey Hazel Hill, newborn daughter to Aaron and Kim Hill, was born on Friday, October 11, 2002 at 10:58 p.m. at Shawano Medical Center weighing 9 lbs. and measured 19.5 inches in length. The proud grandparents are Leland (Barbara) Hill and Doris Renshaw and the late Mary Kakkak and Marvin Pamonicutt. Kailey joins her older siblings, Paige, Aaron Jr., and Kain.



Katelyn Rose Cooper

Katelyn Rose Cooper, newborn daughter to Amy and Brandon Cooper, was born on Saturday, November 23, 2002 at 1:13 a.m. at St. Mary's weighing 7 lbs. 2 oz. and measured 19 inches in length. The proud grandparents are Francis & Henrietta (Oudenhoven) Cornelius and the late Lillian Cooper. The proud great-grandparents are Josephine and the late Paul Oudenhoven. Katelyn has an older sister, Lillian.



Leticia Vera-Cantu

Leticia Vera-Cantu, newborn daughter to Gracey and Carlos Vera-Cantu, was born on Tuesday, November 12, 2002 at 7:43 p.m. at St. Vincent's weighing 8 lbs., 10 oz. and measured 19.5 inches in length. Proud grandparents for the first time, are Sue Metoxen and Antonio Martinez. The proud great-grandparents are Nick and Mary Metoxen.

It's as plain as black & white!

Call **869-4280**
For all your advertising needs!

Happy Birthday
Happy 11th
Birthday **Forrest**
on December 5, 2002



We Love You!
Love, Mom, Dad,
Lauren & Jesus

Happy Birthday
Happy
12th Birthday **Ariel**
on December 1, 2002



We Love You!
Love, Aunty Simone &
Caroline, Grandma
Shirley, Uncle David

Happy Birthday
Happy Birthday
Garret
on December 24, 2002
How old are you, 37?



I Love You Lots!
Love your wife, Simone

Happy Birthday
Happy
Birthday to my
Daughter &
Son-in-law!
December 9th & 24th, 2002
May you have many
more together!



Love, Mom & Dad

kalihwisaks

**NEXT
DEADLINE IS...**
Friday,
December 13,
2002 @ 4:30
p.m. with a
PUBLISH DATE
of...
~ Friday ~
December
20th 2002

Jokes...to pass the time!

Submitted by Bobby Bristol (aka Turd)

Why do witches fly brooms?

*Because vacuum cleaners don't have long enough
cords!*

**What do witches eat to celebrate
Halloween?**

Hollow weinies!

**What starts out battered and ends
up flattened?**

A pancake!

**What do little ghosts buy with
their money?**

Booble gum!



Happy Birthday
To a Great
Grandson!!
Forrest Hill
Have a Great Birthday
on December 5th



Love You Lots!
Grandma & Grandpa

Pastor Appreciation Day

My Brother, My Pastor [Wally]

*I have four brothers
But you were a little different from the others
I do love each one,
So does Jesus, Gods son!*

*Our mom and Dad never knew that their son,
One day Jesus would say, "this is the one."
You had to be a special kind of guy,
Not too worldly and a little shy.*

*Jesus called you out,
To tell us what salvation is all about.*

*Jesus had his hand on you,
To save you and make your heart brand new.
When Jesus called out your name,
you listened and was never the same.*

*I don't know what I would do...
If I didn't have you to turn to.
You've been here for us all,
All we have to do is call.*

*We had a lot of pain and grief and we needed you...
You lived far away, but you came every time we asked you.
You came to help us get through, it really shows the love you have for us too!*

*Just like Jesus is using you to help him,
To get others to invite Jesus in,
To repent and turn from their sin.*

*Our parents would be so proud and happy,
For this their son, a pastor they never got to see.
Jesus looked into your heart to see,
Just what you could do and be.*

*He said, "Yes, there is room in there for me"
So now we have a pastor in our family.*

*Oh, how blessed can we be
we're so happy you said yes to Jesus
You are a good example for the rest of us.*

*On your life Jesus does show,
You have that special glow.*

*You always tell us we must read the bible and pray,
Get strong in Jesus we must stay.*

*You also tell us Jesus is working out our life,
Relying on him to do without strife,*

*Gord... myself and all our children, grandchildren, our sisters and brothers
Nieces and nephews and many others,*

*are proud of you for listening to what Jesus told you to do,
We appreciate you, we love you and keep doing what God wants you to.*

God bless you, I love you, your sister Jude

We Want
YOU!

Radisson
RADISSON HOTEL & CONFERENCE
CENTER GREEN BAY

January Job Fair

Oneida Nation Preference

- On-the-Spot Interviews
- Educational Seminars

**Looking for a great place to work
with a variety of flexible shifts?**

We need energetic, flexible & friendly
people to work in a variety of positions.

No experience needed – only the desire and
commitment to serve!

We have opportunities for you:

Shenandoah

Servers, Cashier & Morning Room Service

Three Sisters Restaurant

Asst. Manager, Servers, Bartender & Buffet Runners

Banquet

Servers, Bartenders, Banquet Captain & Set-Up

General

Housekeepers, Laundry Attendants, Line Cooks,
Utility/Dishwashers, Night Porters,
Guest Service Representative & Cocktail Servers

Mark your calendar...

**Tuesday, January 7, 2003
10:00 A.M. – 7:00 P.M.**

**Radisson Hotel & Conference Center
Green Bay - Iroquois Complex**

*Need more information? Call
Human Resources at 920/405-6422*

Happy H diday's from...

Pendope's New To You!

(Under New Ownership)
2615 Packerland Drive • Green Bay, Wisconsin

Coupon Special 30% off*

* Regular priced items only!

We carry name brand items like....

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**Affordable
Prices!**

HOURS:
M-F. 10-6 p.m.
Sat. 10-4 p.m.
Closed Sunday's

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Congratulation's!

**Congratulation's!!
Pvt. Lauren R.
McLester**
Proudly serves in the
U.S. Army!



**We are Very Proud of
You! Love, the
McLester Clan**



Happy Birthday
Happy
29th Birthday
to my beautiful cousin
Lisa Summers!



Love, Jessi & Shane

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

THE CLASSIFIEDS

Oneida's
Best
Marketplace!!

Board Vacancies

Oneida Nation Veterans Affairs Committee Two (2) vacancies. Qualifications: Must be a member of the Oneida Tribe of Indians of WI who has served honorably on active duty in the Armed Forces of the U.S.A. Qualifications shall also include the following: 1. Honorable service a) a person who has been inducted into or voluntarily entered into active duty in one of the service branches and who did not receive a discharge from active duty with that branch due to "less than honorable conditions" b) Active duty is having served 181 days or more of continuous duty unless discharged early for a service-related disability. c) Served as a member of the Selected Reserve and who has completed at least six years in the Reserves or National Guard or who was discharged early because of a service connected disability. 2. Shall be a citizen in good standing. Board member will serve a three year term. DEADLINE DATE of December 20, 2002.

Oneida Health Board Three (3) vacancies. Qualifications: The Oneida Health Board shall be composed of five(5) enrolled members of the Oneida Tribe of Indians of WI who are 21 years of age or older and hold residence within the original boundaries of the Oneida Reservation. Employees of the Oneida Community Health Center and Anna John Nursing Home will be ineligible to participate as members of the Oneida Health Board. All appointments will be for two (2) year terms. DEADLINE DATE of December 20, 2002.

Oneida Cemetery Board One (1) vacancy. Qualifications: The Oneida Cemetery Board will be made up by any member of the Oneida Tribe of Indians who is eligible to vote. Member shall be chosen at large to represent the Oneida Community. Terms of the membership of the Cemetery Board will be a lifetime appointment. DEADLINE DATE of December 27, 2002.

Anna John Nursing Home Commission: Two (2) vacancies. Qualifications: Two members of the Nursing Home Commission may be professional persons or licensed persons or members of the general public. All other members of the Commission must be enrolled members of the Oneida Tribe. No voting member can be employed at the Nursing Home. They may serve in an advisory capacity. Term of office shall be two years. DEADLINE DATE of January 10, 2003

Public Notice

The Cultural Resource Management Program is currently seeking information regarding the area of the Oneida Reservation described as: T24N R19E Section 25, NW1/4 SW1/4 which is 0.02 acres will be disturbed, also known as portion of Trout Creek, situated on Brown County land, within the contiguous boundaries of the Oneida Nation. The proposed project will consist of bank stabilization with geotextile and stone. The primary benefits are to reduce sediment loading to stream and protect a 2 foot diameter oak tree and a group of basswood trees. These trees provide band stability and shade to the stream. All permits have been applied for. We are requesting

information from the members of the community in regards to cultural, historical or archaeological concerns which may exist within the proposed development area. Any information that is shared with our staff will be helpful in determining the extent of development and to what degree the area will be protected and preserved. The Cultural Resource Management Program Staff can exercise a great deal of discretion in protection of these sites, maintenance of confidentiality and respect for anonymity. If you have any information you are willing to share, please contact our office at 490-2095 and ask for Corina Williams.

To the community, from Cultural Heritage Department. Survey question: The Cultural Heritage Preservation wants to know the community's feelings and input on potential demolition sites. Old Tribal Building\Fish Creek and HWY. H; White building\ccc building site2; Shaueman house, barn and silo\across from site 2; and Decaster cabin, cottage and root cellar. Any information obtained will be held in strict confidentiality. Your comments and oral histories will help provide us the most reasonable preservation. All comments can be mailed to\or call me at (920) 490-2096 ext. 184. Attention Ms. Corina Williams, Oneida tribal Historic Preservation Officer, Cultural Heritage Department, PO Box 365, Oneida, WI 54155.

NOTICE OF AVAILABILITY Project Description: The Oneida Nation is proposing to construct a new building at the Site One Athletic Field. The building will be used to store athletic equipment, house rest rooms and a concession stand. The purpose of the building is to provide sanitary facilities to the community, recreational equipment storage and assist Tribal athletic programs an opportunity to generate additional program funds. Currently sanitary facilities for the site are provided by temporary, portable restroom, there is limited storage space and vendors do not have an approved space for food preparation. Location: This property is located in T23E, R19N, Sec. 3, Village of Hobart, Brown County Wisconsin. The building will placed near the north edge of the property between the existing ball diamonds, near the corner of Cty. Hwy. E and Service Rd. A draft environmental assessment (EA) has been prepared regarding this proposed action in compliance with the Oneida Environmental Policy (2-13-93B) and National Environmental Policy Act (NEPA). The draft EA contains project information, affected environment, project alternatives and consultation letters. Comments were requested from the US Fish and Wildlife Service regarding possible impacts to threatened and endangered species, and from the Oneida Tribe and State Historical Society of Wisconsin about possible impacts to historic properties. No significant impacts to these resources are anticipated, and recommendations from these sources will be followed. Need for Project: The athletic field does not have storage space that can be secured. This project will provide secure storage area for program equipment. The current sanitary facilities do not provide hand washing and must be serviced by an outside contractor on a regular basis. Alternatives: The preferred alternative is to construct a 20' X 50' brick building to serve as sanitary facilities, stor-

age facility and concession stand. The "No-Action" alternative was also evaluated. It was rejected due the fact that it would not address the need for sanitary facilities, or storage. Comments & Availability: Interested parties can obtain copies of these documents from the above address. Comments regarding the proposed action may also be submitted within 30 days of the date of this NOA. --Contact Jennifer Hill-Kelley or Tom Nelson at (920) 497-5812 or write Oneida Environmental Department, PO Box 365, Oneida, WI 54155.

Legal Notice

Notice of Probate: Docket No. 01-TC-031 In the Matter of the Estate of Dorothy A. McDowell, Deceased. The estate of deceased, Dorothy A. McDowell, who is the spouse of 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 January 10, 2003 at 3 pm for all heirs and parties-in-interest to the estate. The Commission office is 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 PO Box 19 Oneida, WI 54155 or at (920) 497-5800.

Letter of Notification

ANNUAL LETTER OF NOTIFICATION NORBERT HILL CENTER 2002: The Norbert Hill High School has Updated Asbestos Management Plans prepared for the school at the Norbert Hill Center. A six-month mandatory periodic surveillance was conducted on October 23, 2002 on all areas of the Norbert Hill Center. There were no changes noted on the periodic surveillance. On April 25 & 26, 2002, a three-year asbestos reinspection was conducted by an accredited inspector employed by the Oneida Environmental, Health and Safety Department. The inspector evaluated the condition of the asbestos, and reassessed operations and maintenance procedures that will keep the material in good condition. There were asbestos abatement projects that occurred at the basement and first floor July 10 to August 14, 1995; first floor/east wing April 3 to 11, 1995; third floor/north wing January 2 to 13, 1996; first floor east wing/second floor north wing July 23 to August 2, 1996; north wing January 27 to March 11, 1999 and the former Healthworks Facility March 2 to March 23, 1999. The removal of duct insulation, pipe elbow insulation, pipe lagging insulation, ceiling tiles, transite board and a floor tile and adhesives occurred during these abatement projects. An Operations and Maintenance Repair Project occurred on May 4 a& 5, 2000 on the second and third floor of the main area of the Norbert Hill Center. All thermal asbestos containing material (ACM) was repaired and labeled. If you have any questions or would like to review these documents, please contact John Brocker, building coordinator at the Norbert Hill Center at (920)-869-2214 or Al Baird at Oneida Environmental, Health & Safety Department at (920)-497-5812.

For Sale



1980 Camaro Z-28 L350 Auto, Posi trac. Dual Exhaust, stored in winter months. \$4,000/OBO. Leave message at 833-9833 or 713-8478.

New Pair of Cowboy boots.

Light tan suede. \$65; size 10 1/2 D. Call Ben Vieau at 869-4620.

Beautiful Native American Dress. Mint condition L-XL Asking \$350. For more information call Diane or Bob @ 920-435-1462

Oneida Nation Jobs

Administrator - Personnel Commission Position #01818

Salary: Grade 08 \$25,147/Annually (Negotiable dependent upon education & experience). **Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin** **Position Summary:** This will assist in planning, developing and implementing policies of the Oneida Personnel Commission. This position will manage the daily administrative operations including directing and coordinating staff tasks and assignments. This is an exempt position and reports to the Personnel Commission Chairperson. Continuation of this position is contingent upon funding allocations.

Closing Date:
December 20, 2002
Proposed Start Date:
February 17, 2003

Fun Club Team Member Position #00367/06011

Salary: Grade 05 \$9.71/Hr (Negotiable dependent upon education & experience). **Position Summary:** This position will provide guest services to the patrons of Oneida Bingo and Casino. Incumbent will promote the Fun Club Card by making contact with perspective members, explaining the benefits and answering questions about it. This position will work closely with all areas of the Slot and Marketing Departments to provide assistance with anniversary, special and promotional events for the Casino. Applicant must possess strong interpersonal skills, be friendly and outgoing. Individual must have computer skills or willing and able to attend and complete additional training on advanced computer systems. Must be able to work nights, weekends and holidays. Incumbent must be able to adapt to a business environment that is continual changing and fast paced. This is a Key, non-exempt position and reports to the Fun Club Supervisor. Continuation of this position is contingent upon funding allocations.

Closing Date:
December 17, 2002
Proposed Start Date:
February 17, 2003

Host/Hostess

Position #01816/06031

Salary: Grade 03 \$8.49/Hr (Negotiable dependent upon education & experience). **Position Summary:** This position is primarily responsible for the guest needs and requests. This position will greet guests in a friendly manner, answer questions and provide directions. Employee must be personable, friendly and outgoing. This position is required to work nights, weekends and holidays. This is a Key, non-exempt position and reports to the host/Hostess Supervisor. Continuation of this position is contingent upon funding allocations.

Closing Date:
December 17, 2002
Proposed Start Date:
February 17, 2003

Health Information System Specialist Position #01770

Salary: Grade 07 \$11.21/Hr (Negotiable dependent upon education & experience). **Must be and enrolled member of the Oneida Tribe of Indians of Wisconsin** **Position Summary:** This position is responsible for the implementation, ongoing maintenance and training of the health information systems used to support the business processes at the Oneida Community Health Center (OCHC) and Social Services. Incumbent is responsible for meeting the customers needs and upgrading/updating software applications. This is a non-exempt position and reports to the Health Information System Supervisor. Continuation of this position is contingent upon funding allocations.

Closing Date:
December 17, 2002
Proposed Start Date:
February 17, 2003

Maintenance Electrician Position #00628

Salary: Grade 07 \$11.21/Hr (Negotiable dependent upon education & experience). **Position Summary:** This is semi-skilled position working on the

installation, alteration, maintenance and repair of electrical systems, equipment and fixtures. Employee will perform skilled tasks in accordance with standard practices of the electrical trade under the direction of the Master Electrician. Instructions relating to work assignment may be oral or written and may be accompanied by sketches and blueprints. Work is generally done independently or with the assistance of Maintenance helpers assigned to this area. Incumbent is responsible to ensure a high standard of safety is developed, met and maintained at Oneida Bingo and Casino, outlets and facilities. This is a key, non-exempt position and reports to the Maintenance Supervisor. Continuation of this position is contingent upon funding allocations.

Closing Date:
December 17, 2002
Proposed Start Date:
February 17, 2003

Patient Accounts Representative Position #00326

Salary: Grade 05 \$9.71/Hr (Negotiable dependent upon education & experience). **Position Summary:** This position will assist the Patient Accounts Representative II with assisting patients/clients completing forms and other information needed to process account payments. This is a non-exempt position and reports to the Patient Accounts Representative Supervisor. Continuation of this position is contingent upon funding allocations.

Closing Date:
December 26, 2002
Proposed Start Date:
February 24, 2003

Place your
ad here!
Call 869-

Anna John Nursing Home



is posting an on-going recruitment for these positions:

CNA- Part-time AM, PM and Night Shifts
LPN- Part-time AM, PM and Night Shifts
RN- Part-time AM, PM and Night Shifts
RN-Full-time PM shift
LPN-Full -time PM Shift

Contact Victrietta Hensley at 496-7900 for further information.

BANKRUPTCY WARNING!

Before you call another bankruptcy attorney, call me. Let me explain why I should handle your case.

Recka & Joannes
In Howard

Mike Winkelman
434-2777

When you have to sue your insurance company.
You are David.
They are Goliath.
We are your slingshot.

We sue negligent and abusive insurance companies.

I can help you when you have been injured by a person with little or no insurance and your opponent is your own insurance company.

Recka & Joannes
Howard

Atty. Joe Recka
434-2777