

Kalihwisaks
Oneida Tribe of Indians
P.O. Box 365
Oneida, WI 54155

Bulk Rate
US Postage Paid
Oneida, WI
Permit #4

KALIHWISAKS

"SHE LOOKS FOR NEWS"



Volume 181

Official Newspaper of the Oneida Tribe

January 22, 1994

A second chance on life for Suzanne Delgado-Hill

By Jill Martus

Kalihwisaks

Visiting University Hospital in Madison, Wisconsin had become routine for Suzanne Delgado-Hill since May 1993, when diagnosed with cardio-myopathy, otherwise known as an enlarged heart. On November 15, 1993 Hill's bi-monthly check-up turned into a check-in.

The doctor's concern for cough and cold symptoms required Hill to negotiate a return to Green Bay only to pick-up her belongings and discuss her health situation with her family. Her main concern was for her children. Feeling she couldn't just leave her kids, because "they understand and see what happened with Gerald and Bob", their two uncles. This was a familiar crisis for the Delgado Family stigmatized with a history of heart disease. Two of Hill's brothers, Bob at 31 years of age and Gerald, 23, were diagnosed with cardio-myopathy in 1990. Unfortunately, no exact heart match was found in time and the disease proved fatal. Suzanne, the eldest surviving child is the first of her siblings blessed with an exact match for a heart transplant.

Hill was on the top of the list for Wisconsin and surrounding five states as a heart recipient for two weeks. She said "that it sounds like an awful thought" and stated how difficult it is to explain "how you feel when a life has to be given up for you to stay alive".

Devastated by the news of having to remain in the hospital until a heart was donated, Hill related a dream to her experience.

Waking at 6 a.m., she sat up in bed.

"I am going to get a heart, remember the number nine," she told her husband Bob. Two



Photo by Jill Martus

Homecoming: Suzanne Delgado-Hill recovers at home from her heart transplant surgery. Suzanne's family (Clockwise) Daughter Sabrina, Husband Bob, Daughter Marquita, Suzanne, Son Roberto, and Daughter TinaMarie (not pictured) stood by Suzanne throughout her ordeal.

See Chance/Page 2

For your halftime entertainment...



Photo/Ed Williams

Members of the Oneida Dance Group and Oneida Veterans Association performed at halftime of a University Wisconsin-Green Bay basketball game last month.

It's a boy

New Year's Baby from Milwaukee

By Keith Skenandore

Kalihwisaks

It only took 3 days, 8 hours and 43 minutes for Roger and Dianne Williams of Milwaukee to deliver the tribe's first New Year's Baby Contest winner.

The winner's name is Trey MacFarlane Williams, born on January 3 at 8:43 a.m., weighing in at 10 pounds, 7 ounces. They beat out the closest competition by approximately 10 hours.

Trey is reportedly doing fine, but as for his parents, the excitement still continues.

"We are very excited," said Dianne. "This added to the specialness of the whole birth."

Diane said the birth went smoothly and quickly, and with winning the contest, it just adds to everything that went along so well.

"With the Native American side emphasized to the baby contest," said Dianne "this makes winning kind of neat."

As for the prize package, Dianne said, "Anything helps!"

The proud grandparents are Roger and Ada Williams, the late William and Joan (Hill) Bell, and step-mother Mary Bell.

The Williams' helped kick-off 1994 designated as "Year of the Oneida Nation: Honoring our Next Seven Generations". A prize package has been put together for the winners, and it is hopeful that the family can attend the "Honor the Youth Pow Wow" on January 29 to receive their goodies.

Oneida Nation corrects media inaccuracies

By Ed Williams
Kalihwisaks

Inaccurate media reports prompted the Oneida Nation of Wisconsin to hold a press conference at the Norbert Hill Center, Jan. 4, in an attempt to prevent Jan. 3 news coverage from becoming ill-fated rumors.

Oneida Nation Vice-Chairwoman Loretta V. Metoxen spoke in front of television, radio and newspaper reporters to correct recent reports by the media that negotiations were taking place between the Oneida Nation and the mayor of Green Bay involving plans to develop a casino in the city's downtown district.

"Because recent coverage in the media has suggested that a downtown casino is on an active front burner with both the Oneida Tribe and the mayor's office," Metoxen said.

"We have felt a need to call a press conference to share accurate information about current events and reported developments."

She informed the local media about the process that takes place before any ventures of development are begun.

"To date, the Oneida Business Committee has not received and therefore could not bring any formal proposal from the City of Green Bay before the General Tribal Council for consideration," Metoxen said.

She said the Business Committee does not make any decisions, especially one of such magnitude as with developing a downtown casino, without first bringing particulars of any negotiations to the GTC.

Metoxen continued to explain that the Oneida Nation had not had any formal meetings or agreements with local government.

"We have not held formal negotiations nor discussions among the governmental leaders of both the Oneida Tribe and the City of Green Bay," she said.

She added that a meeting with state officials was at a level of examination more than a

discussion of any solid proposals as reported in the media.

"Our meeting with the governor was exploratory," Metoxen said. "This meeting simply assured," she continued, "that if efforts were undertaken at the local levels, that there would not be later opposition and much labor for not."

"While we can appreciate the mayor's enthusiasm, especially on use of any possible proceeds, what he is reportedly saying in the media appears to be conjecture." She continued by explaining that the media reports in question were not substantial enough to be of any present value, especially since they were not approved and agreed upon by the Oneida Nation governmental system that involves GTC discussion and consensus.

"While we might be amiable to some of what is being reported," Metoxen said, "proposals have not been advanced to us for review nor consideration, until such time as this meaningful discussion is undertaken our position is one of neutrality."



Photo by Ed Williams

Oneida Nation Vice-Chairwoman, Loretta V. Metoxen, shares information with local media and explains that some recent news coverage was inaccurately reported.

She added that the Oneida Nation is always open for discussion.

"Should the good people of Green Bay express an interest in a gaming facility at some future time in a determined site within Green Bay, we shall at that time pursue meaningful discussion," Metoxen said in a closing statement.

Chance: From Page 1

weeks later, Hill's dream became a reality as she, her family, doctors and nurses prepped for the six hour surgery.

In this situation, time is crucial as the heart can be preserved for only five hours. The number nine was very important. On the 9th day of December, Suzanne Hill awoke with a second chance on life.

From the 5th floor of University Hospital in Madison, in a west wing room with a helipad view. The gingerbread house and Christmas stocking are the only clue of time. Thanksgiving and Christmas both had come and gone with the new year fast approaching. With an outstanding recovery of only two weeks behind her, she can look back and say that her kids were afraid and "felt she wouldn't make it til Christmas". Sharing her honesty she added, "I didn't think I would make it".

The family remained a strong unit throughout this ordeal, having to support each other even when times were difficult.

"I kept their minds positive through this whole thing because I had to keep myself positive" Hill said, "I've had my ups and downs. There would be times when we'd be shedding our tears together".

"You've got to walk around with a big smile on your face, happy." Suzanne reinforced, "I know it's hard, but you've got to, do it for me and I'll do it for you." Hill reflected on an agreement she made with TinaMarie, Sabrina, Marquita and Roberto, her children. This understanding resulted in a fast recovery with only two-and-a-half days in the Intensive Care Unit following the transplant.

"Tuned-up and prepared for the transplant", Heart Transplant Coordinator and R.N., Mary Michalski reported of Hill's pre-operation status. Hill's young age and the waiting period in

the hospital before the transplant both proved beneficial to her excellent recovery.

"My load don't feel so heavy, I feel a difference in my health" clearly explains Hill's resilient spirit. Besides expressing thanks to family and friends for their support, she is looking forward to returning to Oneida and being with her family again.

"We will be able to have that hard touch again, without having to be afraid or scared they're going to hurt me" she promised to her son, Roberto.

Once discharged from the hospital, Hill was required to check in at The Intowner (Hotel) for a transitional period. This is the first step toward independent living while the patient builds strength and resistance to the outside world. This adjustment usually lasts at the very least, one week. For Hill, the Intowner lasted two days.

Michalski prescribes that "until the patient feels they are safe and in good control of their meds (medications)" they remain at the Intowner. Michalski adds "from a surgical standpoint" Hill's recovery has been "very well, one month from the transplant."

Suzanne was required to learn the recommended dosage of and identification of her nine medications before being discharged from the hospital. The transition to the Intowner was made and Hill is currently staying in a private Madison residence visiting the hospital daily. Each day that passes, Hill gets closer to coming home to Oneida to resume her life with her family and friends. Looking forward to the final move home, Hill's sense of humor shines through.

"A new heart and a new house!" she said and asks jokingly, "Are you ready for me world?"

Speaking from her heart Hill holds Sabrina, Marquita, and Roberto tightly and whispers, "The Creator has answered our prayers".

BC approves Brian Lee as Advisor/Consultant

Submitted by Revitalization Committee

Editor's Note: This is Part 2 of a series of articles on the Oneida Tribe's pursuit of revitalization.

As the Oneida Nation continues to chart its way through the turbulent waters of revitalization, it has brought on board an experienced navigator.

Brian Lee was selected as advisor/consultant on the recommendation of former Chairman, Rick Hill. After seeing Lee's material at a motivational seminar, Hill scheduled meetings between the Chairwoman, General Manager, and the Oneida Business Committee and Lee. The consensus was that Lee's track record as an expert in organizational development would be beneficial to the Oneida Nation.

According to General Manager, Artley Skenandore, the tribe will also gain from Lee's experience and expertise brought from his professional association with other organizations like the U.S. Air Force, Bank of America and Bechtel Engineering.

"His objectivity as an outside professional will help clarify our position as an employer and a nation, guide our economic diversification, and chart a course of action to achieve common goals," said Skenandore.

Part of Lee's philosophy is, "Give a man a fish and he'll eat for a day. Teach a man to fish and he'll eat for a lifetime," defines the difference between survival and security," says

Lee, "and emphasizes planning for a lifetime rather than just for today."

"I am a hireling", says Lee. "My job is to teach the finer points of identifying problems, collect common goals, suggest a path to achieve those collective



Lee

goals, and finally, implement plans to insure continuous improvement. As an "outsider", I strive to look at the "Big Picture" with a more objective and practiced eye to see things not visible to those too close and involved."

In the brainstorming and planning sessions with area managers and department directors conducted by Lee, mission statements have been hammered out, nailing down the focus of team efforts. For example, the decision to change to one General Manager with four new divisions (Government Services, Development, Enterprises, and Compliance) is a direct result of a focused team effort.

Lee commutes from California where he makes his home in the San Francisco area with Deborah, his wife of 18 years, a 17-year old daughter, Carissa, and 13-year old son, Joshua.

Tribe gives testimony on sovereignty

Editor's Note: Ernest Stevens, Jr., Councilman, presented this testimony of the Oneida Tribe of Indians of Wisconsin to the International Testimonials on the subject of violation of indigenous sovereignty rights on December 9, 1993 in Albuquerque, New Mexico. The conclusion of the testimony will appear in Kalihwisaks' next edition.

INTRODUCTION

The community of Oneida people now residing in the State of Wisconsin, since migration in the early 1800's, are part of the Iroquois Confederacy, Six Nations. We are known by others as the Oneida Tribe of Indians of Wisconsin. We know ourselves as On[^]yote ka, People of the Standing Stone, and unkwehunkwe, Real People and Hotinuhsuni, People of the Long House. We speak the language of our ancestors, practice the old religion and ceremonies, carry on our history and knowledge and continue our identity as Oneida People. Other of our Oneida relatives reside in Ontario, Canada and the State of New York.

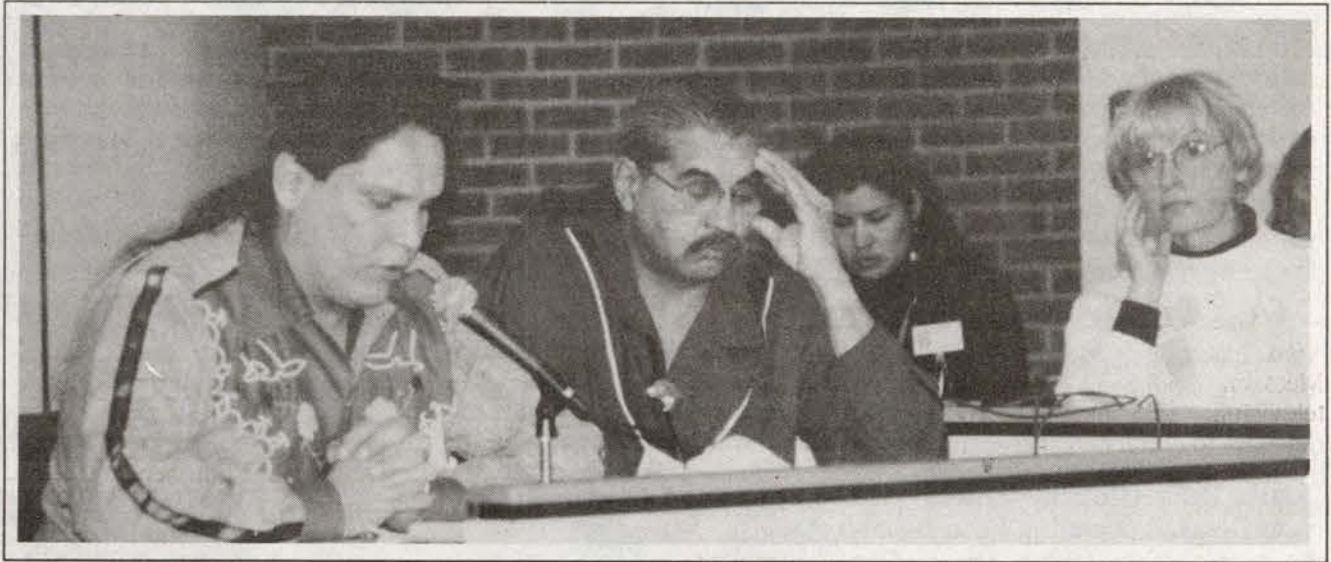
The Oneida Nation has a population of approximately 15,000, the majority, 11,000, reside in Wisconsin, and 3,500 live in Ontario, Canada. The smallest of the Oneida Communities is in New York, composed of families that never left and others that have since returned. The diaspora of the Oneida people from New York followed the American Revolution which itself grew out of the Colonial upheavals against England for generations before 1776. That is the year that the United States marks its existence as an independent nation. The recent history of the Oneida People over the past 250 years is joined with that of the United States. The Oneida Nation has existed for thousands of years, still exists, and is here speaking for itself.

Today, many of the inherent rights of the Oneida people are directly joined to the United States through its Constitution. These rights are set forth in Treaties entered into between the United States and indigenous nations. It is this legal bond that joins us to the United States. Nevertheless we regard the laws of the United States as the formal recognition of our existence and rights rather than the creation of them. These rights include claims for land pending in the courts of the United States, and the right to be governed by laws of our making and to select our own spokespeople. Other rights and national obligations are indirectly or not related to the United States. These include our language, religion and ceremonies, and our cultural destiny. There are many issues about which we are very concerned but we will limit this testimony to three primary concerns; Land, Laws and Language.

LAND

It is not an exaggeration to say that every Treaty between native people and the United States is about land. At two million, the Native people in the United States are a tiny fraction of the total 250 million population. U.S. institutions deal with so-called Indian issues continually which are also land based. The U.S. Supreme Court interprets and re-interprets Indian rights as set forth in Treaties and legislation in each session in numbers of cases far out of proportion to the population ratio. The U.S. Congress has standing committees in each house whose purview is Indian legislation; from Indian Civil Rights, Indian Child Welfare, Self-Determination and Education, gambling regulations, religious freedom, creation of foreign trade zones, to language preservation and artifact and human remains repatriation, each and all tied to the land. Every President from Washington to Clinton has enunciated an Indian policy dedicated to continue recognition and protection of Indian Treaty and Land Rights.

It is the irony of the United States that it is bound by its own organic law to recognize the legal and human rights of indigenous people. In that, native governments can



Ernie Stevens, Jr., (left) Oneida Business Committee Member, and Jerry L. Hill, Oneida Tribal Attorney, read over their testimony before presenting it to the International Testimonials on the Violation of Indigenous Sovereignty Rights.

take hope. On the other hand, the historical perspective shows an inexorable turning of the screws to diminish the rights referred to along with diminishing of the Indian land base, undermining regulatory authority in response to anti-Indian political pressures, and interference in internal affairs in an attempt to substitute institutions of the United States for traditional institutions and the communal values on which they are based.

Consider that the United States enacted the Indian Claims Commission in 1946 to settle all Indian Land Claims by 1951. Compensation was the sole remedy available for lost lands and it was final. The Attorneys got 10% off the top at the time of settlement but Indians had to wait to have distribution plans approved. Some are still waiting. Fifty years later Indian Land Claims are as far from resolution as they ever were. Those claims that were settled by legislation required that the native people involved be subject to state jurisdiction, an overt diminishment of their inherent rights. Others such as the Black Hills claims, upheld against the Sioux by the U.S. Supreme Court, made a total mockery of Treaty Rights against the people for whom the Black Hills are sacred. The Black Hills issue continues to be a sordid chapter in American history.

The Oneida Land Claims initiated in 1951 in the Land Claims Commission remain unsettled in 1993 despite being upheld twice by the U.S. Supreme Court. The lesson of these examples is that Constitutional Law, statutory language of justice, access to courts and flowery political statements are not guarantees of justice but often cruel reflections of a converse truth. That truth is that a system based on alien values as a practical reality cannot co-exist with another except on its own terms. The dilemma of Indian people in the United States is another practical reality; surviving in a dominant system which requires acceptance of results that reinforce its own values. A more obvious example is disease infected blankets given to cold people in the winter. Another is the use of precedents of a body of law that conveniently ignores its own arbitrary assertions. We do not hold our breath waiting for justice.

In interpreting Treaties the U.S. Supreme Court created the doctrine of "Plenary Power" declaring the laws of Congress superior to Treaty rights thereby abridging or abrogating such rights. This occurred about the same time that Congress and the President proclaimed "Manifest Destiny". This means that the promises of the United States can be unilaterally and legally broken without recourse. Nevertheless, the Oneida Nation along with other indigenous nations, proceeds with the full intent of using the power of reason, the law and historical facts to

thrust the dilemma back upon the institutions of the dominant society. In this way, the war for rights in which we are engaged in as much ideological as its is legal. We do this in the spirit of our ancestors, who provided us with the means, through the promises extracted from and conceded by the United States in the Treaties, to prevail, notwithstanding "Plenary Power" or "Manifest Destiny". This happened when the Lake Superior Ojibway successfully reclaimed their Treaty recognized off-Reservation Hunting and Fishing Rights. Still, the tide of time and the relentless onslaught of pressures to assimilate have resulted in extermination of those indigenous nations unable to resist, loss of the languages, cultures and protective ceremonies benefit only the United States. Another related reality is political. This is perhaps the most perverse variable.

The theory of the U.S. Constitution is that the powers of each institution check and balance the powers of the other two. However, we have also observed those same powers historically used against Indians in an almost conspiratorial fashion. The U.S. Supreme Court held in favor of the Cherokee Nation against the State of Georgia in 1831 and 1832 only to be defied by President Andrew Jackson, whose fame was at least partly based on his being an Indian killer. Not only were the Cherokee legal rights ignored, Jackson defied the U.S. Constitution and its theoretical checks and balances with impunity by blatantly decreeing forceful removal of the Cherokee people from their homelands. This was the Cherokee "Trail of Tears" resulting in death to more than a fourth of their population.

Throughout the 1800's these same institutions worked together against Indians despite the constitutional design. When in 1860, Crow Dog was held by the Supreme Court to have been subjected to the traditional justice of his Lakota Nation, the Congress shortly thereafter enacted the first Major Crimes Act which derogated the sovereign right of an indigenous nation to deal with its own wrong doers. This, of course, created the precedent to be used against all Indian nations. When viewed historically the pattern is obvious that, regardless of the subject, the goal was to take the land, then the law, now regulatory authority. Compounding this creeping injustice is the rampant revisionist history which institutionally indoctrinates uncritical American citizens by scapegoating Indians. From the dime novels of the American West to John Wayne movies to the racist ravings of Donald Trump, stealing land from Indians is the United States' "manifest destiny"; Land, then anything of value and finally blaming the victim for fighting back.

Healthworks Fitness Center News

JINGLE BELL RUN FOR ARTHRITIS

December 4, 1993 found Healthworks members in the Village of Howard for the Jingle Bell Run for Arthritis. Approximately 20 people participated for team Oneida. Altogether the event raised more than \$12,500 for research and programs for Northeast Wisconsin. Thanks to all who participated and those who made pledges to the participants. Special thanks to Andrea Kolitsch for being the youngest member of team Oneida and Delphine Doxtator for being the most respected.

LESS WEIGHT FEELS GREAT, II

There were over 40 teams that registered for Less Weight Feels Great. The participation was outstanding as far as weigh-ins were concerned. Mini-seminars were presented by Tina Whitrock (Fad vs Fact), Susan Beck (Holiday Eating), Carmen Gorniak (Reading Food Labels), Barb Kolitsch (Why Diets Don't Work), and Scott Webster (Exercise & Weight Loss). Many awards were given out for various factors; the lucky winner of the \$100 shopping spree was Nikki Jackson and her sister Noreen Smith, congratulations to both. Only 1/4 pound separated the winning team from second place; Congratulations to the winning team of Carol Robelia and Sally Jansen of Headstart, and also to the runner's up from Communications, Crystal Holtz and Debbie Cottrell. The greatest weight loss alone was by "Slim" Stan La Tender; great job Stan.



HEALTHWORKS FOOD DRIVE

The Fitness Center conducted a canned food drive for an Employee Incentive Program event. Members donated approximately 75 pounds of food that was turned over to Pre Leberence at the Tribal Building. Thank you to all those who participated in making the lives of others a little merrier during the Holiday season.



Red Cross CPR and First Aid classes

The Health Promotions Department and the Fitness Center are offering CPR/ FIRST Aid classes to all departments.

If you are interested in scheduling or have questions, please contact Barb Kolitsch at 869-2711.

The intent of these courses is to help people feel more confident of their ability to act appropriately in the event of an emergency. After completing a course, we believe you will be able to identify ways to prevent injuries and/or illness, recognize when an emergency has occurred, follow three emergency action steps in any emergency, and provide basic care for injury and sudden illness until the victim can receive professional medical help.

CLASSES OFFERED:

- Adult CPR
- Infant and child CPR
- Community CPR
- Standard First Aid
- Community First Aid and Safety
- Adult CPR Review
- Infant/Child Review
- Community CPR Review
- Challenge CPR or First Aid



COST FOR EACH CLASS IS TEN DOLLARS EXCEPT IF STUDENT HAS A CURRENT AMERICAN RED CROSS BOOK. (If the student has the book already from last year, cost of the course is \$3)

There will be a class offered for the Oneida community. For more information on this contact Brenda at the Red Cross, 468-8535.

HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS

HEALTHWORKS NEW HOURS

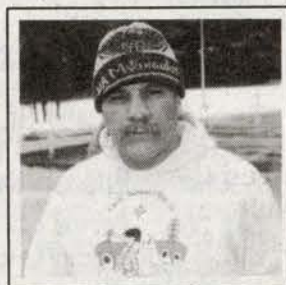
MONDAY thru THURSDAY
6AM-10PM

FRIDAY 6AM-8PM

SATURDAY 8AM-2PM

HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS HEALTHWORKS

HEALTHWORKS



Stan La Tender

January Member of the Month

For the last year and one-half, especially the last six months, Stan has been working out at the Oneida Healthworks Fitness Center. Stan works for AODA Community Prevention-T.R.A.I.L.S. He is an RADCI and working toward becoming a certified AODA counselor. His responsibilities include visiting area schools and scheduling AODA, education, prevention, and cultural presentations. Stan feels his main responsibility is being there for the young people to talk with. Stan was born at the old Keshena Hospital, was raised in Neopit, and now has returned to his Grandmother's roots, she was Electa Elm. He has been back in the area for about 3 years.

Stan's hobbies include counting the stars and dabbling in poetry. Pow-wows and sweats are the main activities that he attends to help balance the spiritual part of his being. He can be a structural-oriented person at times, balancing the physical part of his being is why he utilizes the Oneida Fitness Center. He is a "running addict", for those of you who know what positive addictions are about.

Stan has accomplished quite a bit since exercising. Since he has gotten serious about his physical being, the weight he has lost is noticeable and he feels great wearing older clothes. His routine varies. He works weights sometimes but due to an old injury he doesn't push this part. The 2 main parts of his routine are running and hitting the heavy bag. Stan likes the Fitness Center because of the friendly atmosphere, lots of positive energy bouncing around there.

For those who do or do not exercise, Stan says GETTA LIFE!. He's kidding though he knows it is never too late to find an exercise for one's needs. He dedicates his exercising to his Brothers Mark Powless and Melvin Caldwell and others less fortunate than himself physically.

Oneida Health Center Notice

Effective January 1, 1994, it will be a policy of the ONEIDA COMMUNITY HEALTH CENTER to collect co-payments from patients when a service is provided that requires a co-payment.

Patients with a medical assistance card, or insurance requiring co-payments will be required to go to the Billing Department to make their payment prior to any services being provided.

If you have any questions, please feel free to contact the Billing Department at 869-2711, 833-7536, 788-6692

6 TH ANNUAL ONEIDA RECREATION ALL INDIAN

MEN'S



BASKETBALL TOURNAMENT



FEBRUARY 4-6 1994

ONEIDA NATION MEMORIAL BLDG ONEIDA, WI



8 TEAM/DOUBLE ELIMINATION TOURNAMENT

ENTRY FEE \$150.00

(NON-REFUNDABLE)

CASHIERS/MONEY ORDERS

PAYABLE TO:

ONEIDA RECREATION

P.O. BOX 365

ONEIDA, WI 54155

(SORRY NO PERSONAL CHECKS)

TEAM AWARDS

- 1ST PLACE - 10 WARM-UP SUITS

- 2ND PLACE - 10 HOODED PULL-OVERS

- 3RD PLACE - 10 LONG SLEEVE T-SHIRTS

- SPORTSMANSHIP TROPHY

INDIVIDUAL AWARDS

- ALL STARS - 10 T-SHIRTS

- M.V.P. - 1 SATIN JACKET

NO DRUGS OR ALCOHOL ALLOWED

NOT RESPONSIBLE FOR INJURIES,

ACCIDENTS OR THEFT

FOR MORE INFO CALL

(414) 869-1088

ASK FOR WENDY SUMMERS



News from the Senior Citizens Center

Submitted by Roberta Kinzhuma,
Senior Citizens Program Director

A special thanks

A special thanks to Larry and Sandra Galbrath for their donation of time in delivery of our Thanksgiving Gift Certificates to our Oneida Elderly.

An extra special thanks to Larry and Sandra Galbrath for their personal donation of two portable stereo radios and a cassette player for a needy adolescent. They will be given to the adolescent grandchildren of three very low income elderly.

I would like to publicly thank all the Senior Center program staff for their assistance and support during my adjustment to the position of Program Director.

Apologies

Apologies, to those elders who have not received the mailings that we are sending on activities that are happening here. I am coordinating a mail out from the Oneida Tribe Enrollment Office and upon investigating, the form has a yes or no marking for tribal mailings or the Kalihwisaks. If this is not checked at all, then nothing will be sent, because this authorizes them to use your address for mailings. Please spread the word to others that you know may not be receiving information. We do not want to leave anyone out.

Commission advisory board

The Oneida Reservation of Commission on Aging has an Advisory Committee that will relay concerns or issues of the elderly to the Commission or the Program Director for follow up. This committee consists of three members, Mary Edna Greendeer, Gwen Skenandore and Evelyn Hill and is not responsible to resolve issues. Please feel free to contact them, any Commission member or the Program Director.

Expanding and improving

We are in the process of improving existing services and expanding in areas of transportation, in-home chore, advocacy and outreach to the Oneida Elderly. Please feel free to call in and inquire of the mentioned services or leave your name and address if you have a transportation need that we can take care of. There is an additional phone line, voice mail and 1-800-867-1551.

..... and the winners are

Special thanks to Kim and Erin at the Oneida Development and Career Center for helping to sell raffle tickets for the Senior Citizens Program, on December 2, 1993. The Winners are:

Alice Denny won a Fruit Basket
Wayne Skenandore won a Ham
Emily Johnson won a Ham



January meals at the Multipurpose

MONDAY 24
chili, cheese, lettuce salad, cranberry juice, ww bread, ice cream
TUESDAY 25
pea soup, pork hocks, carrots, celery, onions, fresh rolls, raspberries
WEDNESDAY 26
pork roast, potato, beets, ww bread, molasses cake
THURSDAY 27
salmon loaf, potatoes, boiled cabbage, orange juice, rye bread, pudding (SF)
FRIDAY 28
sausage & eggs, grapefruit section, french toast, pears
MONDAY 31
chicken a la king, green beans, biscuits, strawberries
all meals served with milk, juice, tea

ARTHRITIS WARNING SIGNS



• JOINT PAIN • STIFFNESS OR PROBLEM MOVING A JOINT • SWELLING

Contact a doctor if you have any one of these warning signs for more than two weeks.

Source: Arthritis Foundation

GLAUCOMA AWARENESS WEEK JANUARY 23-29

National Glaucoma Prevention week, a time to stop taking your sight for granted and to schedule an eye exam. Having your eyes examined every year is the only way to detect glaucoma—a painless, gradual disease that is one of the leading causes of blindness.

People of all ages can develop glaucoma, but you are at a greatest risk if you:

- » are over age 40-over 35 if African American;
- » have a family history of the disease;
- » are very nearsighted;
- » are diabetic.

Meeting Notice

NOVEMBER 23, 1993 THE ONEIDA RESERVATION COMMISSION ON AGING VOTED TO AMEND THEIR BY-LAWS TO STATE THAT ALL FUTURE REGULAR MONTHLY MEETINGS WILL BE HELD ON THE SECOND TUESDAY OF THE MONTH. THE TIME WILL REMAIN THE SAME AT 1:00 P.M.

FREE TAX HELP

TRAINED VOLUNTEERS WILL ASSIST SENIOR CITIZENS AGE 55 OR OLDER IN COMPLETING STATE AND FEDERAL TAX FORMS AND HOMESTEAD CREDIT FORMS.

PLEASE BRING ALL INCOME STATEMENTS FOR 1993 TO THE MULTI-PURPOSE CENTER INCLUDING:

- EARNED INCOME AS REPORTED ON W-2 FORMS
- INTEREST AND DIVIDEND 1099 FORMS
- PENSION AND ANNUITY W-2 P FORMS
- SOCIAL SECURITY FORMS

IF FILING HOMESTEAD CLAIMS, THIS REQUIRES

- A COPY OF YOUR REAL ESTATE TAX BILLS
- ALSO BRING ALL TAX FORMS RECEIVED

IN THE MAIL AND COPIES OF YOUR

- 1993 STATE AND FEDERAL TAX RETURNS

WHERE: MULTI-PURPOSE CENTER, 134 RIVERDALE DRIVE, ONEIDA

WHEN: FEBRUARY 9, 16, and 23, AND MARCH 2, 9AM-12PM



Native American Scholarship Fund

Submitted by: Oneida Education Office

The Program

The Native American Scholarship Fund operates two programs. The program in math, engineering, science, business, education, and computers (MESBEC) is a program for high potential Native Americans planning to study or actually studying, in these fields. The Native American Leadership in Education (NALE) program, is for high-potential paraprofessional Native Americans who plan to complete their degrees and obtain credentials as teachers, counselor, or administrators.

Both programs operate nationwide. Students may attend any accredited U.S. four year college or university. Competition for scholarship funding is intense. Students should have clear ideas about what they want to accomplish in their life, and should have begun preparing for this work. Priority is given to students entering one of our MESBEC or NALE fields. Awards may be in any field that the Board of Directors finds beneficial to Native American peoples. Applicants may be entering freshman, under - graduate students, graduate students, and Ph. D. candidates.

Awards

Awards may be grants, loans, or a combination of both. Students who complete their degrees and consequently work for a tribe, a tribal organization, and Indian school, and Indian business and/or Indian programs may be eligible to have their NASF loans forgiven by NASF and not have to repay the Scholarship Fund, provided that all the conditions are met.

Payments

Payments are made on a regular basis, or as funding become available, to scholarship winners. Awards are not paid in a lump sum. Payments are made either directly to the student or to the college on behalf of the student for tuition, books, =fees, housing, and food.

How Program Operates

Deadline Dates:

- March 15 for Summer School
- April 15 for Fall semester of quarter
- September for Winter quarter or Spring Semester

Students who have already received funding from our organization may continue to receive funding as long as they send in school

transcripts at the end of each semester, class schedules at the beginning of each semester, and a list of other relevant material that we may ask for each semester and every year until the student is graduated. NASF will continue to fund students as long as they maintain a good GPA, maintain a full-time class schedule, continue studying one of our priority fields, and send into our office updates information as needed.

Requirements

Students must be 1/4 degree or more Indian blood quantum and a member of a federally recognized, state recognized, or terminated tribe.

Applicants must be Native Americans from a U.S. tribe. They must have a high potential for the field of study for which they are preparing. They must attend an accredited four-year college or university on a full-time basis. Their goals must be related to the betterment of Indian people, or the betterment of an Indian tribe of community. Progress toward accomplishing a goal may be demonstrated by study, by work, by volunteer work, or by other means.

Students with no clear goals are discouraged from applying.

How to Apply

In order to be most competitive for funding, students should have 3.0 GPA, 25+ on the ACT, 950+ on the SAT, and a well-written personal essay. Students must be directed and sure of the degree that they are seeking. However, there are other factors, such as the students' grades in the field of study, extracurricular activities, leadership roles, clarity of lifetime goals, and letters of recommendation, which are taken into consideration. It is possible, but not probable, that students with GPA's below 3.0 could win an award.

Applicants to NASF must do several things. They must get good grades and test scores, they must write an essay, they need strong letters of recommendation, and they must apply to all other sources of funding for which they are eligible.

To Receive Information

If you are interested in more information and a pre-application from our organization, please call or write to our offices:

Native American Scholarship Fund, Inc.
8200 Mountain Road N.E.
Suite 203
Albuquerque, N.M. 87110

Please note the
Three Sisters
Head Start has
new telephone
numbers:
496-7863
496-7864



Language Classes

Oneida Conversation Language sessions are being held **Mondays, 10:00 AM - 11:30 AM** at the Oneida Nation Museum.

Please Contact the **Oneida Nation Museum** if interested: **869-2768**

Classes are also being held **Monday Nights** at the Norbert Hill Center Cafeteria, **6:00 PM - 7:30**. Contact **Lloyd Schuyler** at **869-4346**.

Berkeley Graduate School

The American Indian Graduate Program at the University of California at Berkeley is a student recruitment and retention program targeting American Indians and Alaska Natives nationwide. Students can receive graduate degrees in the School of Public Health (MPH), the School of Social Welfare (MSW), the School of Business (MBA), Ethnic Studies, and Law to name a few. **The deadline for application submission is January of each year.**

Individuals interested in applying for admission at the University of California at Berkeley should have a grade point average (GPA) of at least 3.0 and have taken the appropriate tests (GRE, MCAT, or LSAT). Financial aid is available and should be pursued at the earliest possible time.

For further information, please feel free to call (510) 642-3228 (collect). We would be more than happy to answer questions about graduate education and to forward an application for admission packet.

November Youths of the Month



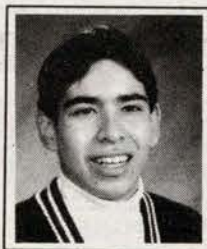
Lassila

Congratulations go out to Sidney J. White and Dionne Lassila, our two honorees for November.

Dionne, the daughter of Tom and Pat Lassila, is a sophomore at Seymour High School. She has attained a GPA of 3.666 and ranks 21st in a class of 198. She belongs to the S-Club, Spanish Club and has earned a Renaissance card for her academic efforts. In addition to her academic efforts, she is a member of the varsity volleyball, basketball, and varsity track teams. In addition to all this,

she is also vice-president of her class. Dionne was nominated by the Oneida Police Department.

Sidney, the son of Sandi Skenandore, is a junior at West DePere. Sid has been very active in basketball at West DePere. Last summer he played with the school team and travelled to Oshkosh and Waukesha, as well as playing in a tournament at St. Norbert College. He is not only athletically talented, but also successful academically, maintaining a 3.5 GPA since last year. His hobbies include reading and listening to music. Sid plans to attend a four year college program after high school.



White

Both the winners for the month have excelled on the basketball court recently. It should be noted that Dionne scored a game-high 16 points in leading her team to victory over New London. Sid had 15 points in a recent game against Shawano. Both of these student-athletes were mentioned in a recent issue of the Green Bay Press-Gazette. We wish them continued luck, both on the court and in school. Remember, anybody wishing to nominate a youth can just stop by the Civic Center and see Cliff.

American Indian Heritage Program

Center for American Archaeology Scholarships Available for 1994

The Center for American Archaeology will be offering a limited number of scholarships to American Indian high school students to participate in the 1994 summer field schools.

Students that participate in the summer field schools receive training in many aspects of anthropological and archaeological research including excavation, analysis, geomorphology, botany, zoology, experimental archaeology and lithic (stone tool) analysis. The field school programs emphasize the sciences through archaeology.

The Center for American Archaeology is a research facility that has studied and attempts to preserve that vast archaeological record of American Indian occupation of the lower Illinois River Valley.

Due to the very limited number of scholarships, please apply as soon as possible. Many scholarships are granted on a first come first serve basis. High school and college credit may be available. Write of call:

Harry Murphy/Brenda Nord
Center for American Archaeology
Education Program
P.O. Box 366
Kampsville, IL 62053
(618) 653-4316

**Who's Who in GB?
WHO THE HELL IS HALLOIN?**

RE: Green Bay Press Gazette Article Dated 1-3-94

I mentally stepped back in history. What a shame. (Have I got a Deal for you).

What General Tribal Members of the Oneida Tribe are considering the use of 1% of gaming revenues, from what downtown operation? I don't remember attending a General Tribal Council Meeting where this was approved.

If residents that live in Halloin's jurisdiction have detrimental or social problems that's Halloin's responsibility. Why are we buying our way? Why do we constantly give our General Tribal Council money away to Green Bay and Ashwaubenon? Our Tribal members work hard for that money and they should reap the benefits, a decent per capita, Housing, Education and Scholarships.

We/someone or somebody is making approvals that are very questionable. We (GTC) are being jeopardized by the constant violation of the Constitution for the Oneida Tribal Members.

The Oneida Tribe paid for the infrastructure at the Oneida Industrial Park then dedicated it to Green Bay, and we got the bill and the shaft. We didn't get to put any business in the Oneida Industrial Park. The Land Office also pays Brown County \$200,000 in taxes and they want more. The Oneida Tribe paid over \$400,000 for a road to South Point Rd. by the casino, and we (GTC) get \$225 per capita. The Oneida Tribe paid over \$300,000 for a parking lot at Austin Straubel Airport, and we get to continue renting it at \$17,000 a year, and we pay and pay, and we get a \$225 per capita.

What Oneida Tribal representatives are very agreeable? Did the Oneida Business Committee and governing body (GTC) discuss an agreement with Halloin?

Does the Tavern League give 1% of their revenues for Drug and Alcohol rehabilitation?

Who is Phill Puotinen? Wasn't he dismissed with the rest of the AmerIndian Center's Board? He states a Casino MAY have some negative impact. I'm sure Phill had negative impact on our homeless Tribal members, some of who may have sustained abuse.

Paula Depner who treats addicts at Bellin Psychiatric Center states she HASN'T seen may patients with gambling addictions, but lets agree to give 1% of our revenues to Halloin, while our employees work hard to give our money away, so we can receive a \$225 per capita, and pays 49.5 million dollars into the states cof-

fers. But our workers pay back their education debts and live with their extended families or rent in Green Bay.

Please take my \$225 per capita and put it in a fund for Higher Education for our College graduating students, at least I know it won't be spent in Green Bay.

What happened to our campaign promise to help our own people, and to support Oneida Indian individuals to start their own businesses?

NOW THE WISH LIST PAGE (B3 in 1-3-94 Press Gazette)

I wish these people from Green Bay, would not wish to tell the Oneida General Tribal Council how to spend our money that our employees work hard for.

To Robert Langer, Green Bay Police Chief, I'm so unimpressed with his wish. But my wish to the Chief of Police is that his officers would treat our Tribal members with respect. I wish that when Tribal member Scott Stevens was in their possession, he was intoxicated, had injuries, and the Green Bay Police transported him 1 block, then let him out. Scott can no longer speak for himself. Our Tribal government should have made this issue a Bigger Headline than Gaming Issues. Where is our humanity?

Before approval is sought out from the Mayor of Green Bay or the Governor of the State of Wisconsin, approval and discussion with the General Tribal Council is needed first.

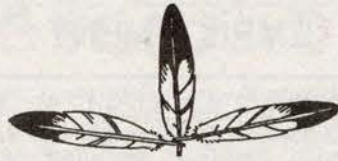
We don't owe Ashwaubenon or Green Bay anything. The Oneida Tribe has paid and repaid a 100 times over, and paid dearly and we continue to pay. Why?

Why don't we have doctors at the Oneida Health Center? There is only one so-called doctor there, and you are forced to see him, whether he is a good provider or not. But we can make deals with Mayor Halloin, pay for parking lots, and roads that will never belong to the Oneida Tribe.

Instead of giving the 1% of our gaming revenue to the City of Green Bay, we should use it to get some decent health providers for our own people. Is it true all our OB/GYN patients are being referred out? What a shame.

And another thing, the \$50 Christmas bonus that was prepaid to Shopko (\$100,000) in form of a gift certificate, WHY? Simple, just add it to payroll checks and it can be used at the employees discretion. What is Shopko going to do with the excess money, because they refused to give you change back on your purchase if you spend \$49.

Respectfully submitted by
Patricia A. Cornelius



The power of prayer

I would like to take this time to express a few words of thanks, to the many people who prayed and supported me during my illness. There are times when words cannot truly express how one feels, but I will do my best.

First and foremost I would like to thank my wife for being there for me during very difficult times and for all the help and support she continues to give to me. Also a great thanks to my very loving and caring family, my mom and dad, and my brothers and sisters. Thank you to all my relatives. A special thanks to my mother-in-law who has always been there for me and the tremendous amount of caring and support she has given to me. I was especially touched by the cards and gifts from the Oneida Tribal School faculty and students. Also, thanks to the members of the Longhouse for the ceremonies and prayers and to the Native American Church of Oneida for their ceremonies and prayers for me and my family and to the churches of the community who have prayed for me. I would also like to thank all of the members of the Oneida Community who supported me through a very difficult time in my life.

I recall at one time that an elder said that we as Indian People live and walk on our prayers, this is so very true.

I have come to know and respect the power of prayer, it is through all these prayers that I am here today. I have really benefitted from all of the prayers that have been said for me. I would also like to thank my two sons for being there for me and the prayers they said for me.

I would lastly like to thank the people for all of the cards and gifts. Also I would like to thank my father-in-law. I have tried hard not to overlook anyone, if I have, please overlook it for me.

Also at this time I would like to acknowledge The Great Spirit for bringing this in my life and answering all of my prayers.

May The Great Spirit Bless each and every one of you.

Mark Powless

Yaw^kol

Special Thanks to: Oneida Recreation (sponsor fee), Oneida Healthworks (donated shirts), Terry Thomas Team, Art Skenandore/ Bob Brown Team, Oneida Law (Sharon House), Oneida Law Teens (R.C. Cornelius), Janet Webster Team, Joy Cornelius Team.

All these teams participated in a Holiday Coed Volleyball Tournament on December 26, 1993. All proceeds were given to the Baptist Stevens Family.

- 1st Place - Terry Thomas
- 2nd Place - Joylyn Cornelius
- 3rd Place - Janet Webster-Danforth
- 4th Place - Art/Bob

**Yaw ^ko!
Larry, Joylyn & Candi-Jo Cornelius
Numb to the pain?**

During this cold snap we've had, I've rescued many animals. Generally, the wild ones don't need much rescuing, they are free throughout summer and fall to prepare for what they know is to come. The domestic animals however; with watered down instincts and captivity have no ability to prepare, beyond growing a thick coat of hair. Their fate is in our hands.

I have listened with recognition and respect to many people acknowledge their spiritual connection to the winged and the four-legged. Yet, too many creatures lie curled up and half-frozen; the chain on their necks preventing them from finding better cover. These creatures didn't ask to be bred down from the wolf and made captive in a world beyond their control.

Personnel in the Conservation Department have been doing the band-aid fix thing: building dog houses and delivering hay for folks to put in make-shift shelters. This shouldn't be necessary. If one brings an animal into their circle, they are personally bound to care for that creature. Consider this: walking into a backyard up to a dog whose legs are so frozen that he cannot stand-up anymore. Yet, he looks up at the human and his frozen stub of a tail begins to wag. One can starve, hit and freeze a dog, yet somehow this God child will be happy to see you, and on any day of the week would gladly give his life for you. The dog has at least one quality of it's noble brother; the wolf. Total loyalty. They put all their eggs in one basket: they count on you. Wolves are family oriented, likewise, the dog will

wait day after day, year after year, wishing for only one thing; to be part of your pack. As they freeze outside, that wish is never so keen.

I am writing this out of concern for the children as much as for the dogs. What kind of signal is sent to a child who as he or she sits warm in their house, is aware of a family pet tied outside with no relief from the cold. The child who observes this is likely to become numb to the pain, or little mean towards those less in charge of their fate.

I challenge those of you who care well for your dogs to stand-up on behalf of those uncared for. While it is true that dogs are freezing all over the midwest, and none of us can individually change that, we can send a little relief towards that which presents itself under our noses.

I've been hearing lately that to help the world, one must start with themselves and move forward from that. So, one a cold winter night, if one's belly is full and body is warm, do we then have a moral obligation to help those less fortunate? We breath the same air, drink the same water. Human or animal; we are all related.

Thank you.

Annette Rasch

Guest articles and editorials that are printed in the Kalihwisaks are not necessarily the views or opinions of the Kalihwisaks Staff, Editorial Board or the Oneida Tribe of Indians of Wisconsin.

<p>The January 17, 1994</p>
<p>General</p>
<p>Tribal</p>
<p>Council</p>
<p>Meeting</p>
<p>has been rescheduled for January 31, 1994. The cancellation was due to severe weather conditions. The meeting will be held in the Norbert Hill Center Auditorium at 7 P.M.</p>

The Oneida Tribe of Indians of Wisconsin does not discriminate on the basis of race, color, national origin, sex, religion, age, and handicapped status in employment or the provision of services. However, individuals of Indian ancestry will be given preference by law in initial employment or re-employment.

APPLICATIONS/RESUMES SHALL BE SUBMITTED TO:

Personnel Office
Oneida Tribe of Indians of Wisconsin
P.O. Box 365
Oneida, WI 54155

ONEIDA TRIBAL EMPLOYMENT

**Oneida Promotions
Manager Trainee**

Location: Norbert Hill Center
Salary: Grade 9 \$11.41/hour
(Negotiable depending upon training and experience)

Closing Date: January 27, 1994
Proposed Start Date: ASAP

Position Summary: This is a trainee position which will be responsible for learning to enhance and diversify present promotional operations within the Oneida Tribe and also with external vendors. Incumbent will be expected to sign an employment agreement which will include a Career Development Plan for the additional training needed to successfully perform the duties of this position. This position reports to the Enterprise Director. Continuation of position is contingent upon funding allocations.

Qualifications: High School Diploma, HSED or GED is required. Bachelors Degree in Marketing, business Administration or closely related field is required. (See***Note Below) Two (2) years of previous marketing or promotional experience is required. (See***Note Below) Must be knowledgeable of purchasing products in the retail market with the ability to negotiate sales prices and products. Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin. Must possess excellent oral and written communication skills. Ability to develop and maintain professional relationships with a variety of individuals and groups in a complex, multi-cultural environment is required. Demonstrated computer capabilities required. Previous software experience in WordPerfect and Windows is preferred. Must present a professional appearance and demeanor as a representative of the Oneida Tribe in dealing with internal programs and enterprises and the general public. Must be able to work varying hours to include evenings, weekends and holidays. Must be bondable under the Tribe's fidelity insurance bond. Must pass a background security check. Must maintain bondability as a condition of employment. (Applicants may request a copy of the conditions of this requirement from the Human Resources Office.) Must be willing to travel. Must possess a valid Wisconsin drivers license, reliable transportation and insurance. Must be certified as eligible to operate a personal vehicle under the Tribe's Tribal Drivers Policy. Must maintain drivers certification a condition of employment. (Applicants may request a copy of this policy from the Human Resources Department.)

**Youth Counselor
(4 Positions)**

Location: Kuthahi Yosta Group Home
Salary: Grade 6 \$8.77/hour (Negotiable dependent upon training and experience)

Closing Date: January 28, 1994
Proposed Start Date: ASAP

Position Summary: This position provides supervision to youth places in the Kuthahi Yosta Group Home. This position implements behavior modification programs and assists youth in meeting educational obligations. This position will be scheduled for shifts as needed with two (2) days off each week - working days will include weekends and holidays on staff scheduling. This position reports

to the Kuthahi Yosta Group Home Supervisor. Continuation of this position is contingent upon funding.

Qualifications: High School Diploma, HSED or GED required. Undergraduate work in the behavioral sciences (social work, psychology, counseling) strongly preferred. A minimum of six (6) months experience as a youth counselor in a youth home environment or similar community-based youth-oriented counseling or recreational program required. More than six months experience in this environment preferred. AODA Certification or knowledge of AODA issues or experience with alcohol and other drug recovery programs preferred. All applicants are required to be drug-free. If applicant in in recovery, at least two (2) years of abstinence is required. All other applicants must agree to abstain from alcohol or illegal drugs as a condition of employment. Knowledge and understanding of Oneida culture, traditions and values and ability to apply this knowledge and understanding to Youth Home programs and activities required. Ability to establish rapport and positive communication with youths who have experienced problems required. Knowledge of and ability to implement and evaluate behavior modification programs in a group home preferred. Knowledge of and ability to implement and evaluate recreational activities in a youth home setting preferred. Knowledge of the various recordkeeping systems required by a group home program preferred. Must be bondable under the Tribe's fidelity insurance bond. Must pass a background security check prior to employment. (Applicants may request a copy of the conditions of this requirement from the Human Resources Department.) Must possess valid Wisconsin Driver's license and an appropriate license to operate a passenger vehicle and be certified as eligible to operate a Tribal and personal vehicle under the Tribe's Vehicle Driver Policy. Must have a personal, reliable vehicle to serve as a backup if the program vehicle is not available. Must maintain drivers certification as a condition of employment. (Applicants may request a copy of this policy from the Oneida Human Resources Department.)

**Human Resources
Technician**

Location: Human Resources Department-West Mason
Salary: Grade 6 \$8.77/Hour (Negotiable dependent upon training and experience)

Closing Date: January 21, 1994
Proposed Start Date: ASAP

Position Summary: This position performs a wide variety of clerical responsibilities in the Human Resources Department. The ideal candidate will have two (2) years of successful office experience, be able to work with a variety of personalities, able to work independently with minimal supervision and able to set and meet priorities in a fast pace office. This position is responsible for maintaining the Human Resources Department's employee files in an accurate, up-to-date order. This position reports to the Human Resource Coordinator. Continuation of position is contingent upon funding allocations.

Qualifications: High School Diploma, HSED or GED is required. Applicants age 50 and over are excluded from this requirement. Two (2) to four (4) years of successful office experience is required. Must maintain strict confidentiality in

EMPLOYMENT

all Human Resources Department matters. (Will be required to sign a departmental Confidentiality Statement.) Previous computer experience/training is preferred. Must be able to type 45 WPM. (A typing test will be administered by the Human Resources Department.) Must possess good math and English skills. (Must pass a business math and spelling test administered by the Human Resources Office.) Skills in planning, organizing and schedule in priorities effectively. Good oral and written communication skills are required. Ability to successfully cope with stressful conditions and situations. Must be able to work independently with minimal supervision. Ability and willingness to obtain additional training is required. Must be bondable under the Tribe's fidelity insurance bond. A background security check will be performed on all applicants. Must maintain bondability as a condition of employment. (A copy of this policy is available upon request from the Human Resources Department.) Must possess a valid Wisconsin driver's license, reliable transportation and insurance. Must be certified eligible to operate a personal vehicle under the Oneida Tribe's Driver's Policy. Must maintain drivers certification as a condition of employment. (A copy of this policy is available upon request from the Human Resources Department.)

**Early Childhood
Teacher Assistant**

Location: Oneida Early Childhood Center

Salary: Grade 3 \$6.84/Hour (Negotiable dependent upon training and experience)
Closing Date: January 21, 1994
Proposed Start Date: ASAP

Position Summary: This position assists the lead teacher in planning and implementing educational programs for pre-school children. This is a non-exempt position and reports to the Early Childhood Supervisor. Continuation of position is contingent upon funding allocation.

Qualifications: High School Diploma, HSED or GED required. Secondary Child Care certificate preferred. Experience and/or strong desire to work with young children and their families required. Willing and able to undertake additional education (approved Child Development courses at local institutions) and/or training required. Within two (2) years of date of hire, must complete all required certifications. Familiarity with Native American Culture (especially Oneida culture) preferred. Local travel in not required; however, the incumbent must be able to meet strict workday starting times consistently. Must be bondable under the Oneida Tribe's fidelity insurance bond. Must pass a background security check which will be performed on all applicants. Applicants must not possess any convictions of child abuse, child neglect, battery or harm to another human being. Must maintain bondability as a condition of employment. (Applicants may request a copy of the conditions of this requirement from the Human Resource Office.)

Teachers Aide Pool

Location: Oneida Tribal School
Salary: Grade 3 \$6.84/Hr.

Closing Date: On-going recruitment
Proposed Start Date: Applicants will be placed on a pool and hired as positions become available.

Position Summary: This position assists the teacher in planning and implementing educational programs. This position requires the applicant to have patience with children/students. This position reports to the Tribal School Principal. Continuation of position is contingent upon funding allocation.

Qualifications: Must be sensitive and receptive to the unique needs of the students. Must be responsible, enthusiastic person with a desire for this type of position. experience and/or strong desire to work with young children. Knowledge of social, physical and mental development of elementary school children. Ability to effectively work and plan as a cooperative team member.

**WBAY
EMPLOYMENT**

**BROADCAST SALES
VALLEY OFFICE**

WBAY TV is looking for an experienced, aggressive, broadcast salesperson. In you have three to five years broadcast sales experience and are ready for your next career challenge, lets talk.
Send Resume and Billing/Income History to:

General Sales Manager
WBAY TV
115 S. Jefferson
Green Bay, WI 54301

WBAY-TV/NATIONWIDE
COMMUNICATIONS INC. ARE
EQUAL OPPORTUNITY
EMPLOYERS. WE ENCOURAGE ALL
QUALIFIED PERSONS TO APPLY

**Notice of
Public
Hearing**

**Liquor
Ordinance**

Thursday, January 27,
1994

11:30 p.m.

in the Business Committee
Conference Room

Purpose:
To regulate and control
the possession and
sale of liquor
on the
Oneida Reservation

MEMORIAM

*In Memory of
my dearest friend
Lorraine Cornelius
and
my Grand-daughter
Carolyn Metoxen*

who left us during the Holiday season a few years ago;
We did not know they would not return, that they in death so soon would sleep, And leave us here to mourn.
Though their smiles are gone forever, and their hands we cannot touch,
We have so many memories, of the ones we loved so much.
Their memories are our keepsakes, with which we'll never part.
God had them in his keeping,
We have them in our hearts.

Prudence Daxtator and Family

BIRTHDAY WISHES

Happy 15th Birthday

to

Oakley Arnold

January 7th is your special day. Congratulations on running in the National Cross Country Championships in Missoula, Montana in November!!

Love,
Mom, Randy and your Family

Happy 17th Birthday

to

Sid White on January 6th

Have good year and keep on the good path you're following. Congratulations on being named Oneida Student of the Month for November!!

Love,
Mom, Fawn and Family

This space could be yours!
It Pays To Advertise!

Board Vacancies

Oneida Airport Hotel Corp

1 vacancy

Oneida Museum Board

1 vacancy

Oneida Environmental, Inc. Board

1 vacancy

Parent Advisory Board

1 vacancy

Utilities Commission

3 vacancies

Oneida Health Board

1 vacancy

***Personnel Commission

7 vacancies

Editorial Board

1 vacancy

Deadline for filing shall be February 18, 1994

Applications for the above vacancies can be obtained at the Tribal Secretary's Office, see Karen Cornelius, Norbert Hill Center or call 869-4364, N7210 Seminary Road, Oneida, Wisconsin 54155.

***If you have already submitted an application for the Personnel Commission, you do not have to reapply. The application you have submitted will still be considered.**

****Educational Requirements:**

- All commission members shall take appropriate courses while serving on the Commission:
 - Interviewing
 - Equal Opportunity Officer
 - Oneida Tribal internal procedures
 - Grievance, Hearing and Appeals
 - Professional Ethics (Rules of confidentiality, bias, etc.)
- All Commission Members shall be required to review the above named courses, annually.
- The Human Resources Department/EEO Officer shall be responsible for the required Commission training.
- A Certificate shall be issued upon completion of these requirements.