

Kalilwisaks

"She Looks For News"

Kalilwisaks
Oneida Tribe of Indians of Wisconsin
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Local officials to have say in casino proceeds

MADISON, Wis. (AP) - A plan for allocating the additional millions of dollars that Indian tribes will pay the state under new gambling agreements is being fashioned to emphasize local control, a newspaper reports.

Gov. Tommy Thompson and other state officials are developing the procedure for handling the payments under the extended compacts for operation of tribal casinos and bingo halls, the Green Bay Press-Gazette reported over the weekend.

Thompson's plan will emphasize local decision-making, local response," Bugher said. Administration Secretary Mark Bugher said.

"Our approach will be local decision-making, local control, local response," Bugher said. "We don't want the state of Wisconsin and the state Legislature telling local units of government how they should be investing these dollars."

Oneida Chairwoman Deborah Doxtator said the tribe has a memorandum of understanding with the state for funding economic development and tourism through local governments.

The state is likely to receive more than \$20 million a year by the time all the agreements are renewed, or about 60 times as much money as the tribes paid to the state under the initial compacts negotiated in 1991 and 1992.

The state plans to spend the revenue on economic development initiatives in regions around casinos, tourism promotion, and other programs and services.

Bill Gollnick, Oneida director of legislative affairs, said the Oneida "had expressed support for funds to go for that purpose," and was "frustrated with the message before the election," that with the General Tribal Council vote against the projects, that Oneida wouldn't give any support to the arena and convention proposals. "I don't think Oneida supported that," he said. "Lost in the process is that Oneida has entered into governmental agreements that are equivalent, or exceed what they would be expected to pay in

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Proceeds**

Native mob rules

Law conference looks at Native American gang activity

By Kevin Moore
Kalilwisaks

Minneapolis police recently confiscated a set of hand-written rules in a Native American gang house, occupied by members of the Native Mob. The rules were written by a 15-year-old, who ended the rules with the words, "Money is Power."

Three Minneapolis Native American police officers - Frank Smith, Bob Thunder and Bill Blake - showed a packed room at last week's law conference the symbols, colors and hand signals Native American gang members use, and described how they often go back to their reservations to hide after committing crimes, or sell drugs - the driving force behind gang activity.

The officers said they found gang graffiti at nearly every reservation in Minnesota. "Whatever reservation we went to, we saw some sign of gang graffiti," said Smith.

He stressed the importance of law agencies keeping lines of communication open in dealing with gang activity. "They go back and forth from city to reservation," he said. "Gangs organize to make money from



Photo by Kevin Moore

Officer Bill Blake (l-r), and sergeants Bob Thunder and Frank Smith of the Minneapolis Police Dept. speak with a woman attending the annual law conference last week after giving a presentation on street gangs.

drugs." He said gangs are also prostituting young Native American women. "Years ago there weren't any, but now guys (are prostituting women) to buy their drugs."

Some families move from the cities to get away from the crime, but police are finding that their children may bring the gang activity to the reservations they move to.

The Native Mob is an offshoot of the Bloods, who wear red col-

ors, and the enemies of the Crips, who wear blue-colored clothing, and also Oakland Raiders and Green Bay Packer

clothing. Native Mob members may wear Nautical brand clothing because of the letter 'N.'

The officers said they now apprehend boys and girls, because the boys were giving

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Oneida, Native American supporter Johnson defeated by Green

By Kevin Moore
Kalilwisaks

An Oneida legislative analyst called the recent defeat of first-term Rep. Jay Johnson to Mark Green unfortunate.

Bill Gollnick, legislative affairs director, said, "I think it's important to say we should all feel badly that a member of the Native American caucus, who was committed to the 8th District and all the people in it, and was honorable about government-to-government responsibilities was defeated."

Gollnick said Rep. Johnson "endeavored to educate his col-

leagues about the law, and carried a copy of the Constitution with him, sharing why the rights our nations hold continue to have validity today."

Gollnick and Johnson said financing from the American Insurance Association and the Nevada gaming industry funded negative, false ads that confused some of Johnson's supporters.

Johnson called the ad of a bartender saying that Native American casinos keep all their profits a "blatant lie."

"We probably made a mistake in not answering that ad," Johnson said. "It was early in the



Johnson Green

primary, but I think it had an overall effect. If you don't answer it, it leaves the question in peoples' minds. They did have a negative effect, and it's very unfortunate that businesses and the Republican Party chose to pick on Indian gaming as a divisive issue, because they know

peoples' taxes may be lower because of compact funds."

Gollnick said the Republican Party spent \$10 million in the District 8 race in the final 72 hours leading up to the election.

Oneida Chairwoman Deborah Doxtator said, "From a national perspective, we have a lot more work to do in terms of the Republican party, and similarly on the state level. We had to work with the Democrats more strongly, but now the same will be true with the Republicans and their majority wins."

Doxtator said Oneida had a willing listener in Johnson. "Jay

Johnson was very willing to learn about tribal sovereignty, and the tribal/federal relationship. He was supportive of Native American issues on the congressional level."

Johnson said his understanding came from living in a district with seven tribal interests. "I've been lucky to be in the district, and learned a lot about tribes and sovereignty, representing seven of the 11 tribes with land holdings in the state," Johnson said.

Johnson called it the responsi-

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Results**

Same old song and dance?



Photo by Margo L. Reiter

Oneida Nation Iroquois Music Class performs a traditional song and dance for students of Madison Technical College last week.

Proceeds

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ments for no services," Gollnick said.

Bugher, the state's lead negotiator in gaming talks, said Thompson's 1999-2001 budget proposal will include a general plan for spending the money. The money will be targeted at communities near the 17 Indian casinos in Wisconsin, he said.

Frank Bennett, president of the Brown County Taxpayers Association in Green Bay, said he would have preferred that casino revenues be used to offset property taxes. But local officials know best how to allocate the money, he said.

"It's the right principle to allow the locals to decide how to spend it," Bennett said.

Kevin Moore contributed to this report.

Results

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bility of every legislator to "represent all, not just some of the people. Some would like to shut out the Hmong, the Indians, or is an overall white district, but that's not the way you move forward, and get everyone represented," he said.

Gollnick said it is difficult to gauge the turnout of Oneida voters, given that the reservation is divided by two counties and many municipalities. "But I think we made a difference," he said.

Doxtator said she hopes tribal members realize the importance of voting for candidates who support Native American rights. "I would hope tribal members took it seriously. It's really important when we go to Washington and lobby. And I do appreciate the effort made to get out the vote."

Gollnick said the process of familiarizing a new representative with tribal rights will start all over. "We will need to educate Green and other new members in the House in the ways that can preserve sovereignty, our economic opportunities and job security for our members and employees," Gollnick said.

Doxtator said the numerous attempts in the last two congress-

sional sessions to erode sovereign rights underscore the importance of being vigilant of the 106th Congress. She said proposed legislation in the previous two congressional sessions would have negatively impacted Regulatory Act and BIA appropriations, "and we need to keep an eye on and lobby the 106th Congress," she said.

Gollnick said the southern end of the 8th District is becoming more affluent and conservative, while the northern half remains more blue collar. "There is a clash of values," he said, "and it is a pivotal district in a lot of ways, reflecting the differences in values and realities."

Representative-elect Mark Green said it should be an "interesting" congressional session, given the narrow majority margin for Republicans. "We need to reach out to the Democrats, or we won't be able to get things done," he said. There are leadership races for House officers underway, including Speaker of the House, with the resignation of Newt Gingrich. "There will be new leaders and a new energy in the next few years," Green said.

His top priority is to "launch a debate on the tax code. The IRS code is too complicated," he said. "Families shouldn't need an

accountant for their tax returns," he said.

He wants to "address the crime challenges of northeast Wisconsin, which is going through growing pains, including gangs, and we have to find a way to get our arms around those problems," he said.

Green said while campaigning, voters complained of the tax burden, and "whether Social Security will be there for them when they retire."

Green said his former seat in the 4th Assembly District bordering on the Oneida Reservation gave him "greater experience in the private sector" with Native American gaming and the economic support it provides for tribes. He was a bank representative that worked with the Oneida Nation in its earlier economic projects, and said he has an "understanding of the history of the Oneida Tribe," and is "very excited" by the strides the tribe took in utilizing gaming revenue. "It offers great opportunities," he said.

"I will strive to make sure to have open dialogue with everyone," Green said, "to figure out the priorities of northeast Wisconsin, and jointly address those priorities."

Regarding national issues, Gollnick was heartened by the vote on Proposition 5 in California, where voters overwhelmingly supported tribal sovereignty, he said.

The measure was designed to allow the tribes to continue using Nevada-style video slot machines deemed illegal by the governor, to operate the number of machines they desired and require that the governor negotiate gaming compacts in good faith.

"It was a clear victory for Indian Country," Gollnick said. "I think the people in California made clear to the governor that they support tribal sovereignty, and the right to self-sufficiency."

He said California Gov. Pete Wilson continues to resist negotiating in good faith, but said governor-elect Grey Davis has expressed a willingness to negotiate compacts in good faith.

Correction

In the Nov. 5, 1998 edition of Kalihiwisaks, the story "GTC approves FY '99 budget," incorrectly printed the age of the \$2,000 per capita payment to the elderly. The correct age is 62 and over. We apologize for any inconvenience this may have caused.

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Association



How the appeals was formed

By Kevin Moore
Kalihiwisaks

Gerald Danforth, Oneida judicial officer, said the current Business Committee structure may stem from hundreds of years ago, when the Iroquois League determined that the Oneida Nation would be represented by nine sachems, three from each clan.

Danforth said the league was likely formed around 1500, with 50 sachems holding supreme power from the nations: including nine Mohicans, 10 Cayugas, 14 Onondagas and eight Senecas.

"They were equal in power, and had joint authority," Danforth said, holding legislative, executive and judicial power.

Today, the Oneida Appeals Commission, established in 1991, functions as a court, he said. Prior to that, the Business Committee handled the three branches of government. Danforth said the growth of jobs

necessitated a separate hearing body. A court proposal was narrowly defeated in 1984, he said, but the Appeals Commission now hears cases on contracts, environmental issues, probate and garnishment.

The Appeals Commission has three panels, with 11 elected hearing officers. Three officers serve for three years; and eight officers serve 4-year terms. The 4-year seats will be open for election in July. Candidates must be enrolled members at least 21 years old, with no felony record. The officers receive training at the National Judicial College, and elect a chief judicial officer and deputy chief each year. Most of the cases they hear concern employment, Danforth said.

"The rules of evidence are very broad," Danforth said, "and is one of the key differences from state and federal courts. We may allow all relevant evidence. State and federal rules may be allowed if they are not inconsistent with tribal laws," he said.

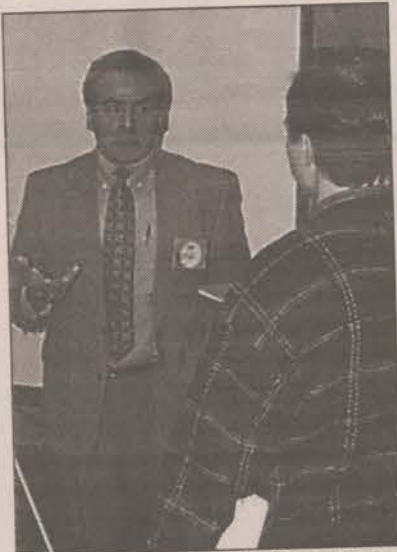


Photo by Kevin Moore

Oneida Judicial Officer Gerald Danforth, left, discusses the Oneida Appeals Commission development process with a law conference attendee.

Danforth said it is up to the General Tribal Council to determine the development of a tribal judiciary.

Justice system not crime and punishment

By Kevin Moore
Kalihiwisaks

While some speakers at the tenth annual law conference talked about the need for increased police protection and the need for communities to recognize gang activity, Mohican judge Dave Raasch talked about the need to solve problems rather than just punishing offenders.

"When we think of justice systems, we think of injustice by the federal government," he said. "We have lost our way of solving disputes."

Raasch said after the influx of Europeans, many cultural ways were replaced with European practices, including the adversarial justice system.

Raasch said he tries to pursue another course when he is adjudicating cases. He believes in an egalitarian justice system, where litigants and their witnesses have a right to provide testimony, and a judge's duty is that of an arbitrator, solving a dispute, more so than blaming, assigning guilt or punishing.

Raasch said tribal courts are more apt to look at underlying factors than courts based on English law. "It's not the citation

that is important," he said. "Most times we are trying to (maintain) peace and harmony."

Raasch made reference to a barking dog case, where another court would likely have fined the owner hundreds of dollars. "We resolved it by talking," he said. The woman gave away one of the dogs, and bought an electronic collar for the dog she kept. The problem was solved.

Raasch was a police officer in Shawano for six years. "I was the meanest cop in Shawano," he said. "But my thoughts changed."

"Judges have the power to harm, or help," he said. "Litigants have limited power. They must obey, or face punishment. It makes one party right, one party wrong. It's concerned with winning and losing. Little is done to solve the underlying problem. It does nothing to restore relationships. It's based on force, punishment, coercion and procedural limitations," such as the inadmissibility of hearsay testimony, he said.

Raasch doesn't believe seating a judge in a bench above everybody helps the process either. He believes in a horizontal justice system, "where no person is

above the system," he said, "not even the judge. Just as our lives make a circle, with no beginning and no end, we all look to the center and focus on the problems, not convicting or punishing."

Raasch said the horizontal system creates a more relaxed atmosphere for litigants who usually don't have lawyers and are unfamiliar with court procedures, and may not be articulate. "What's wrong with letting a relative speak?" Raasch asked rhetorically. "We encourage people to come to a decision."

Raasch said in an area with little economic opportunity, the largest fine he has levied in three years is \$95 for an uncased firearm. "Our collection rate is 100 percent," he said, because people feel the fines are fair.

Raasch said the majority of family cases he sees involve alcohol or drug abuse. "If we punish the offenders, what have we done to solve the problem in the family?" he asked. Fines and imprisonment would cause further hardship, he said.

"Our system allows healing," Raasch said.

Gangs

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their guns to the girls who walked away when officers searched male gang members.

The officers also stressed the importance of eliminating gang graffiti. The graffiti can lead to violence. Rival gang members often paint over other gangs' graffiti with a death threat. "It escalates to drive-by shootings," Smith said. Smith and Blake have both received death threats from gang members.

Smith said gang members who abandon their families to rebel against authority and discipline often find there is more discipline in the gangs.

Smith said some imprisoned gang members may become involved in cultural spiritualism while incarcerated, but quickly abandon them upon their release. The ceremonies are used by some simply to meet to plan further gang activity, he said.

Gangs have gotten worse every year since 1995, said Blake. "The drug trade got so lucrative," he said. The officers have recently seen cases of new gang members shooting homeless alcoholics to gain entry into gangs.

Smith warned against dismissing gang behavior as 'wannabes' who only dress or speak like gang members. "It's not just wannabes," he said. "If it looks like a duck, walks like a duck, and acts like a duck, it's a duck," he said. "Address it. Don't be the weak link in the chain," he said referring to the combined efforts of police and community needed to stop gang activity.

Oneida Detective Sergeant Marty Antone said he was surprised to hear about the high level to which Native American gangs were organized. "After seeing the information obtained in the (Minneapolis) search warrants, there is probably more organization than people realize," he said.

"There is a big concern that gangs don't set up here. We need to keep an open eye," he said. "We've been addressing (gang activity) of smaller levels before it gets too big. It comes down to disputes over turf, and we don't want that. We need to keep open communication with the community."

Antone said there has been an increase of gang-symbol graffiti in the last year, mainly around the Civic Center and other recreational areas. "We probably get

10 places tagged," he said, with cross-outs and insignias. The Recreation Department recently had a meeting where volunteers repainted areas where graffiti was present.

"I think we have some sections of Oneida with gangs," he said, "but we've been able to quickly identify it, and it hasn't gone to the status of the big cities."

Antone said there have been instances of gang members fleeing to the reservation after city-wide crackdowns on gangs in large cities. A wanted gang member of the Latin Kings, Daniel Mendoza, was apprehended this summer in Site II after he fled from a drug warrant.

Two other individuals from Milwaukee gangs were apprehended on the reservation a few months ago, Antone said. Oneida police also made a stop on Asian gang members in the past carrying high-quality 9 mm handguns, Antone said. "We're concerned with officer safety," he said, "when we see weapons usually of good quality."

Antone says awareness and education are the keys to curtailing gang activity. He said it takes community members, businesses, social and law agencies forming a coalition to "keep up with gangs and their trends."

He said communities also need to provide activities for children to keep them from getting into trouble. "When young kids get bored, they need alternative activity, otherwise it could lead to mischief. It's a cliché, but it takes a village to raise children," he said. "Children are easily sucked into gangs, or whatever, if they're not supervised, through sports or other community activities. If you ignore children, you're not supporting them. If you don't give them love and support, they go somewhere else for support. Once they're beaten into a gang, they will have gang members guiding them."

Antone credited Police Chief Jim Danforth for holding another law conference. "He is really pro-training, and very supportive," Antone said. "He did a lot to get this conference going, and deserves a lot of credit."

He said other law agencies see Oneida as "very cooperative," through such efforts as the conference, "and we're pretty proud of it, and Jim (Danforth) for putting on the training. He takes a leadership role, and enables us to train each other," Antone said.

\$25,000 debit card is top prize in food drive

By Heather Cornelius
Chips 'n Pieces Editor

A 20-foot high and 12-foot wide Christmas stocking full of 50,000 popcorn balls will soon hang in the Oneida casino's mall area! The giant stocking is not just for decoration, but for an important purpose.

The holiday season should be a time of festive celebrations, but unfortunately there are families that aren't able to celebrate because they don't have the means to do so.

In order to help families that may need assistance, the Oneida Bingo & Casino will be collecting canned goods from Nov. 16-20 as part of "The Joy of Giving." Customers can bring their canned food donations to the mall area between 8 a.m. until midnight.

Where do all the food donations go? The primary non-profit food distribution program which will receive the items is the Community Support Program. Examples of recipients are:

- 1) One parent employed with four dependents.
- 2) A mother coming out of a shelter who has dependents trying to deal with the change.
- 3) A parent recently laid off with a family to provide for.

Items collected will be assembled into food baskets that will also feed families who are working but in a low-income range.

To show appreciation towards customers who donate food



Photo by Heather Cornelius

Cheryl Kolitsch and Vanny Wheelock, of the Oneida Wardrobe Department display a miniature version of what the Christmas stocking will look like. Inset: Vanny explains the "riggin' of the Christmas" stocking.

items, they will be able to choose a popcorn ball from the large stocking. If the popcorn ball has a sticker on it, customers can win instant prizes such as a \$10 ham or Butterball turkey gift check, a Beanie Bear or \$5 Matchplay coupon.

Customers who donate will also be able to enter the "Joy of

Giving" drawing and win a \$25,000 debit card, a trip for four to Disney World or a digital camcorder, digital video disc player or digital camera.

The drawing will take place on Dec. 21 at 8 p.m. in the mall area. Winners present at drawing will receive an additional \$1,000 in cash!

Menominee casino moves step closer

KENOSHA - Kenosha voters rejected a proposed ban on casino gambling in the city Tuesday.

The rejection means that a Menominee tribe proposal for a dog-track casino cleared one hurdle.

The binding referendum, placed on the ballot as the result of a petition campaign by casino opponents, asked city voters whether casino gambling should be prohibited in Kenosha.

The tribe wants to develop the \$400 million casino and entertainment complex at Dairyland Greyhound Park. The project also would require approval of the U.S. Bureau of Indian Affairs and the governor.

Under the proposal, the Menominee and an investors' group would own and operate the casino.

Backers said the casino could be a major economic boost for the area, while counteracting the

business the dog track has lost because of competition from tribal gambling operations elsewhere in the state.

A group of religious leaders was among those campaigning against the project, with one pastor predicting a casino would mean "chaos in our community."

A development group said a casino could attract 8 million visits a year and \$472 million annually in gross income.

But a study by an Indianapolis consulting firm, Crowe Chizek, put those numbers lower, saying the casino could attract 3 million to 3.3 million visits and \$242 million to \$296 million in gross income each year.

Reports filed with the city showed that, as of Oct. 19, a pro-casino group spent about \$219,000 on the campaign, while an anti-casino group, VOTE Yes, spent about \$19,000.



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Green Bay

EPA offers technical assistance grant for lower Fox River cleanup

U.S. Environmental Protection Agency (EPA) Region 5 announces the availability to community groups of a technical assistance grant for the Lower Fox River Superfund site. The deadline for filing a letter of intent with EPA is Dec. 12, 1998.

The grant provides up to \$50,000 to a qualified community group for hiring independent technical advisors to help interpret and provide comments on site-related information. A group is eligible for a grant if its members are potentially affected by the Lower Fox River cleanup.

The group must be incorporated as a nonprofit organization at the time EPA provides the grant. Ineligible groups include potentially responsible parties, academic institutions, political entities and groups established or sustained by ineligible entities.

Since only one grant is awarded per site, other local groups affected by the Fox River site are encouraged to consolidate efforts with the Clean Water Action Council of Northeast Wisconsin, Inc., a community organization that has filed a letter of intent with the EPA.

Call Executive Director Rebecca L. Katers, 920-437-7304 by December 12. Groups may also file their own letter of intent with EPA by the same date.

Letters of intent and questions about the grant should be directed to: Denise Gawlinski, TAG Coordinator, U.S. EPA (P-19J), 77 West Jackson Blvd., Chicago IL 60604; 213-886-9859 or 1-800-621-8431; FAX: 312-353-1155; e-mail: gawlinski.denise@epa.gov.

On the road again

By Margo L. Reiter
Kalihiwisaks

"On the road again....." a symbolic tune for truck drivers nation-wide written by Willie Nelson. That's what Nathan Smith did for five years of his life - made the road his life traveling all across the United States, Mexico and Canada, making the small back of a semi his home away from home.

After working menial jobs here and there, Smith drove school bus for ten years before stepping up to truck driving for JDC Logistics of Milwaukee.

While working for JDC Logistics, Smith was awarded the Safe Driver Award for the past four years before retiring.

The safe driver award is based on no chargeable accidents on or off duty, no speeding or traffic violations and no overnight violations.

Smith has driven from Wisconsin up and down mountains, through big cities and bad winter weather during his career,



Photo by Margo L. Reiter

Nathan Smith credits his family for the beginning of his trucking career, saying that they got him interested in it.

hauling auto parts for General Motors, Ford and Chrysler to Texas, Canada and Mexico. Not to mention 48 other states in between the usual routes. Being out on the road wasn't lonely for Smith, because truckers watch out for their own.

But Smith wasn't alone, other members of his family also drove

truck for a living, which when totaled up, equalled over 100 years of trucking in Smith's family.

Smith still recruits truck drivers for JDC Logistics of Milwaukee part-time. If anyone is interested in truck driving, please call Nathan Smith at (920) 869-2678.

Yankton Sioux tribe suspends chairman, vice-chairman for abuse of power allegations

MARTY, S.D. (AP) - The Yankton Sioux Tribe has suspended its chairman and vice chairman while it launches an investigation into a possible abuse of power.

Brothers Steve and Robert Cournoyer were suspended Saturday without pay on a 46-0 vote of the tribe's general council.

Tribal Chairman Steve Cournoyer led the tribe 10 years ago and was re-elected chairman in 1997.

An investigation will be conducted into possible unauthorized expenditures and contrac-

tual agreements, the tribe said in a news release.

The general council also ordered that Harlan Horned Eagle, the tribal treasurer, be retested for drug and alcohol use. Horned Eagle had failed a previous test for alcohol and drugs, and if he tests positive in this test, he also will be terminated, the tribe said.

Members immediately named Ellsworth Chytka as pro-term chairman and Lois "Pokey" Weddell as pro-term secretary.

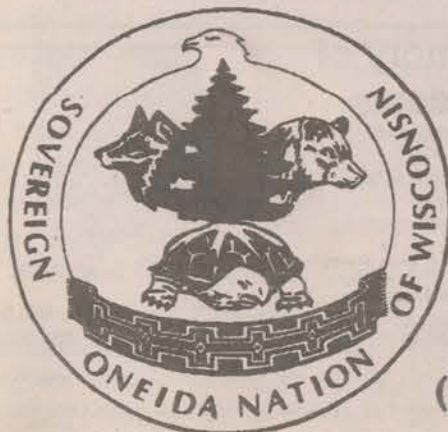
The pro-term officers, tribal leaders and tribal members are scheduled to meet with U.S.

Attorney Karen Schreier.

The release also said tribal members were frustrated that the Business and Claims Committee had refused to recognize the authority and direction of the Yankton Sioux General Council. Members believe the committee acted out of the scope of its authority.

Since January, several attempts have been made to convene General Council meetings to allow tribal members to provide input and resolve concerns that may involve unauthorized expenditures and contractual agreements.

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Edgewood Supper Club, Seymour

Dear Friends:

We are pleased and honored to announce the 4th Annual Awards Banquet highlighting the Oneida Community and all the good, positive things that occur on a daily basis in Oneida. Each day, many of our people work quietly and without fanfare or hoopla to devote their time and efforts to helping our people. Each year at this time we have the very precious opportunity to say thank you to those very special members of our community. Please sign up now to reserve your table for this very special community event to celebrate all the positive good events that occur each day in our very special part of the world - our community.

Award Categories:

Elder, Youth, Medical Health Area, Educator, Social Service Area, Law Enforcement Area, Leadership Award, Friend of Veterans, Oneida Community Organization, Friend of Veterans, Southeast Oneida Volunteer and Oneida Volunteer of the Year.

If you have any questions or would like to nominate a very deserving person please contact Jim Martin at (920) 497-5840 ext. 101 or call (920) 497-3634 evenings and week-ends.

Oneida Nation recognized for development of cycling program

By Arlouine Bain
Oneida Recreation Director

The Olympic Training Center out of Colorado Springs has recognized the Oneida Tribe for its development of a cycling program on the Oneida Reservation.

Oneida has proven to be a leader in Indian Country for its commitment to cycling. Through the Native American Sports Council, the Oneida Reservation Cycling Program was selected as a model for other tribes to follow. They have recognized that our program is dedicated to cycling by our commitment to train personnel and seek out funding to purchase needed equipment.

With this in mind, they awarded \$10,800 to Oneida, Montana and North Dakota. These funds were used to provide each Tribe with bikes and safety equipment to enhance their cycling programs.

Saturday, November 7, 1998, seven youth from Montana and five youth from North Dakota arrived at the Oneida Civic Center for a cycling clinic held by Dan Doxtator. The clinic allowed the youth an



Photo by Dianne Huff

Teams from Montana, North Dakota and Oneida participated in the Native American Youth Bike Race on Nov. 8.

opportunity to adjust to their new bikes and learn a few cycling skills and maintenance techniques.

Listed below are the placements for first through sixth place. First place - Lyman Tailfeathers (Blackfeet); Second place - Cole House (Oneida); Third place - William Wells (Blackfeet); Fourth place - Preston Madplume (Blackfeet);

Fifth place - Jermaine Delgado (Oneida); and Sixth place - Roland Christjohn (Oneida). With places being awarded for fourteen places.

The race included Oneida, Montana and North Dakota. Team Oneida included Stana Doxtator, Cole House, Jermaine Delgado, Roland Christjohn, Gerald Skenandore, Josh Christjohn, Jasmine House, Kevin Funmaker, Conrad King and Brett Metoxen.

Obituaries & Memorials

Reginald W. House

Age 68, Wisconsin Veterans Home, died Nov. 3, 1998 in Appleton. He was born May 6, 1930 in Oneida, the son of the late Walter and Pearl (Archquette) House. Reginald was a veteran of the Korean Conflict serving in the U.S. Air Force. He worked for Kaaps Candy in Green Bay for many years and most recently worked at Del Monte in Plover.

He is survived by five sisters, Ruth (Cecil) Skenandore, DePere; Nori Damrow, Green Bay; Loretta (Stanley) Webster, Green Bay; Carol (Carl) Artman, Mo; June Cornelius, DePere; three brothers, Walter (Shirley) House, Jr., DePere; Gordon (Nancy) House, Dickinson, Tx; James (Vicky) House, Houston Tx.

Burial of ashes will be in the Wisconsin Veterans Memorial Cemetery in King WI.

George A. Arndt

Age 68, Bellevue, died at home after a lengthy illness on Oct. 13, 1998. He was born on July 16, 1930 in Gillett WI to the late Fred and Margaret (House) Arndt.

George served in the Korean War as a "Tech Sergeant" with the First Field Observation Battalion, which covered the entire line of resistance in Korea from coast to coast. He served in active duty from 9/18/51 to 6/17/53 and in the Army Reserve from 6/18/53 to 9/17/59. During his younger years he worked as a truck driver and bricklayer. He very happily enjoyed retirement until he suffered a massive stroke in April, 1996.

He was an avid sportsman with a keen sense of humor. He enjoyed hunting, fishing, camping and being in the woods. His artistic talents were depicted in his painting of ceramic wildlife. His grandchildren were always the highlight of his life.

He is preceded in death by his first wife Suzanne (Grosse) Arndt of Little Suamico; his father and mother, Fred and Margaret (House) Arndt. He is survived by his wife, Barbara; six sons and four daughters: Martin, Mary, Anthony, Jerome, James and Catherine in Green Bay and Michael, Angela and Georgeanne in Madison and Matthew in Chicago. He is also survived by two stepsons, Craig and Brad Paltz in Kaukauna. He has three grandchildren, Andrew, Dillon, Michaela; and two step-grandchildren, Jacob and Joshua. He is also survived by a sister, Jean (Richard) Johnson in Bay Port MN; a brother, Hubert (Donna) House in Green Bay; father and mother-in-law, Martin and Rita (Emmers) Brock-in Appleton. He is also survived by uncles, aunts, nieces, nephews; a very special lifelong friend, Earl (Audrey) Piper in Oconto Falls and many other friends.

A memorial fund has been established in George's name at the Pfotenhauer Funeral Home, Green Bay.

Elizabeth "Betty" Powless

Age 81, Oneida, died Nov. 11, 1998 at home. The daughter of the late John W. and Sadie (Powless) Hill was born Sept. 15, 1917 in Oneida. She married Robert Powless on April 23, 1949 and he preceded her in death on May 28, 1977. Betty lived in Chicago and Bowler prior to moving to Oneida in 1978. She was a member of the DoDo Club, a foster grandparent and belonged to the Robert W. Cornelius VFW Auxiliary.

Survivors include a daughter and son-in-law, Rosemary and Jim Malanik, Chicago; a sister, Elayne Hall, Wausaukee; a brother, Keith A. Hill, Bowler, nieces and nephews. Burial in Holy Apostles Episcopal Cemetery.

In Loving Memory of Rupert S. Adams

Perhaps you sent a lovely card,
Or sat quietly in a chair.
Perhaps you sent a funeral spray,
If so we saw it there.
Perhaps you spoke the kindest words,
As any friend could say;
Perhaps you were not there at all,
Just thought of us that day.
Whatever you did to console our hearts,
We thank you so much whatever the part.



RUPERT S. ADAMS

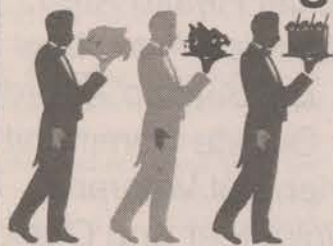
Born: February 6, 1919
Died: September 26, 1998

On behalf of the Family of Rupert Adams, we would like to thank each and every one for your kind expression of sympathy that was shown during our time of great sorrow.

The "NEW"
Edgewood

Thanksgiving Buffet

Serving from 11:30 am - 5 pm



Turkey, Ham, Chicken and Ribs
Full Salad and Desert Bar

\$7.95 per person

"All-You-Can-Eat!"

Call for reservations now!!

920-833-2924

N6744 COUNTY TRK C, SEYMOUR WI 54165

EYE ON ENVIRONMENT

Timberrrr.....



Photo by Margo L. Reiter

This 58-year old Poplar tree came to its end, when it was cut down at the residence of Ron VanSchendel. This Poplar tree had out-grown itself so much that the outer branches were deprived of much needed nutrients.

By Joel Duxtator
Safety Coordinator

Carbon monoxide is a killer that you cannot hear, see or smell. Each year 1,500 people in the U.S. die from an exposure to this gas. Another 10,000 people receive medical treatment from an exposure to carbon monoxide. In Northeast Wisconsin a half dozen people died last year from carbon monoxide poisoning. In Oneida, at least one life was saved when a detector alerted a homeowner to a leaky gas cook stove.

Carbon monoxide is a gas that is produced in everyone's homes. It comes from the furnace, fireplace, wood stove, water heater, gas cook stove and any other device that burns some type of fuel. Carbon monoxide is produced by incomplete burning of fuel when not enough oxygen is getting to the fire. This is most apparent in a newer home that are better sealed to prevent air flow from the outside in.

The most important thing you can do to prevent carbon monoxide poisoning is to have your furnace checked every year. Just look in the yellow pages under "Heating Contractors" to find a technician. The charge is usually around \$50 and often includes changing filters and other minor maintenance.

As carbon monoxide builds up in your home and replaces the oxygen in your blood the following symptoms will be noticeable:

Level of gas and symptoms:
10 Percent - Headaches will develop; 15 to 25 Percent - Headache and Nausea; 30 to 35 Percent - Drowsiness, weakness, dizziness, dimmed vision, severe headache, nausea and vomiting; 40 Percent - Confusion, increased heart rate, and black-out spells; 45 Percent - Convulsions, and permanent brain damage; and 50 Percent - Convulsions, coma, and death

For the average healthy adult even small levels in the blood could have potentially dangerous effects. The young, the elderly and pregnant women are at even greater risk.

Another way to protect your self from carbon monoxide poisoning is to install a carbon monoxide detector in your home. This device will warn you if the levels of carbon monoxide within your home get too high. The average cost of a carbon monox-

ide detector is \$70.00. They make great Christmas presents. Look for the UL symbol on the detector; this will help to ensure that it will measure the correct gas levels. It is recommended that you place one on every level of your home. If that it is not possible the best place to put one is in the hallway near your bedrooms. Placing the detector on the ceiling will keep it out of harms way. Do not place carbon monoxide detectors near any fuel burning device. Upon start up, all fuel burning devices will emit small amounts of carbon monoxide. Keep it at least 15 feet from any heating or cooking appliance and never place in any humid environment such as the bathroom, doing this will prevent it from alarming inadvertently.

If the alarm does go off, the first thing you should do is to turn off all appliances. Your furnace, or any other fuel burning device. Then, open doors and windows to allow fresh air into your home. Call a qualified heating and ventilation technician to check your entire system for leaks or any other problems.

However, if you are having any of the above symptoms, leave the house immediately, and call the fire department from a neighbor's home. Make sure everyone gets out the first time and never reenter the house until it has been cleared by the fire department. These symptoms are life threatening, and going to the hospital is only way to determine how much carbon monoxide is in your blood stream.

If you are showing symptoms, but the alarm is not going off and you think it might be carbon monoxide poisoning call the Environmental, Health and Safety Department.

They will come out and measure the air of your home for carbon monoxide as well as give you informational material on carbon monoxide poisoning and what you can do.

Remember carbon monoxide can be a silent and deadly killer, but you can prevent it by just having a maintenance check on your furnace. In the long run, it could save your life and no amount of money can replace a life.

Students realize importance of food sanitation & safety

Submitted by Kelly Knapmiller and Wanda Anton
Environmental Health/ONHS Teacher

Nineteen ONHS high school students were taught the importance of food sanitation and safety on October 19 receiving a four-hour training from the Tribal Sanitarian, Kelly Knapmiller.

Wanda Antone, ONHS Consumer Economics Teacher, who has requested this training says "it reinforces what kids learn in her Foods class."

Through this training, the students must pass a test to receive a permit to sell food on the reservation for one year. They use this permit to bake and sell pies and other fund-raising opportunities.

Students are taught the importance of keeping hot foods hot and cold foods cold, the use of thermometers and sanitizers, and most importantly good hand-washing techniques. "The kids had lots of questions," said Anton, "they had a lot more questions than adults do," which surprised Anton.

This class is offered by the Environmental Health depart-

ment for anyone who sells food on the reservation and it's also a good learning experience for those who serve large numbers of people at any event or at home.

"A lot of these kids' families sell food at pow-wows, so they can help" said Anton "and it's good for them to have that food certification."

After the students received their certification, staff thought it would be safer if those certified made the pies for the feast.

"What was really good was that several students brought up some of the terms that they were taught in the course," said Anton. "What they learned on Monday was reinforced on Tuesday."

Those students who received certification were Luis Aguirre, Desiree Barber, Jasper Barber, Sara Barber, Leah Cornelius, Roxanne Cornelius, Charlie Duxtator, Amanda Freeman, Lati Hill, Calvin Jandreau, Sara Martin, Josh Matson, Nelson Ninham, Michael Nolan, Cherilyn Powless, Summer Powless, Cheyenne Sero, Angela Vaughn and Nick Wilson.

Holiday Gift Boxes

For Sale At

Tsyunhehkw^

Tsyunhehkw^ will be having Holiday Gift Boxes available at \$20 after November 15, 1998

These boxes will include:

Tsyunhehkw^ Corn Soup, Wild Rice, Apple Butter, Tea Ball, Teas - Peppermint and Raspberry and Chickweed/Comfrey Salve.

Raw White Corn is available again for \$3/lb.

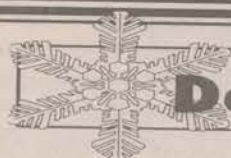
We will do mail orders COD,
Cash on Delivery
December will feature
Saturday hours
from 9am-2pm



SENIOR SCENE



Activities & Information

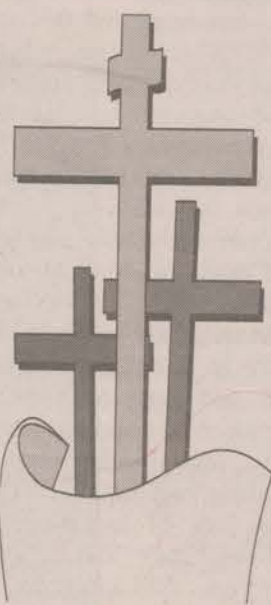


December

Oneida Senior Center Schedule of Events

- 1 Epworth Hall 10-11am
Crafts - AM
- 2 Exercise 10-11am
Salvation Army Bingo 1-3pm
- 3 Wisconsin Indian Elder Association
Crafts 1-3pm
- 4 Exercise 10-11am
Shopping 10am-3pm
- 7 Exercise 10-11am
- 8 Epworth Hall 9:30-11:30am
Crafts - AM
- 9 Exercise 10-11am
Bingo/Casino/Lunch 9:30am-12:30pm
Crafts 1-3pm
- 10 Exercise 10-11am
Shopping 10am-3pm
Tour of Lights 4-8pm
- 11 Exercise 10-11am
- 14 Exercise 10-11am
- 15 Epworth Hall 9:30-11:30am
Christmas Crafts - AM
- 16 Exercise 10-11am
St. Vincent DePaul 1-3pm
- 17 Crafts 1-3pm
Elderly Christmas Party 5-9pm
- 18 Exercise 10-11am
Shopping 10am-3pm
- 21 Exercise 10-11am
- 22 Epworth Hall 9:30-11:30am
Christmas Crafts - AM
- 23 Exercise 10-11am
Crafts 1-3pm
- 24 Christmas Eve!!
Shopping 8-11am
- 25 Christmas Day
(CLOSED)
- 28 Exercise 10-11am
- 29 Epworth Hall 9:30-11:30am
Birthday Party
Exercise 10-11am
Crafts 1-3pm
- 30 Crafts 1-3pm
- 31 Crafts 1-3pm

NOTE: Tour of Lights will be at the New Zoot the cost is \$2



Use caution when accepting any collect calls

The Council of Better Business Bureaus has issued a warning about deceptive collect calls being made to individuals in the guise of a charitable donation.

People who accept the charges are connected to a pre-recorded message that informs them that they have just made a donation to a specific missing children's charity.

The BBB offers the following advice for dealing with such calls:

1) Don't accept a collect call from someone you don't know. It you can, verify the full name of any caller before accepting the charges.

2) If you accept a deceptive call in error, listen carefully to the message and note any information that might be helpful in filing a complaint - the name of the charity, location, the name of the long distance carrier, etc.

3) Contact your local BBB so it can alert others in your community about the ruse.

4) Inform your local carrier about the problem.

5) Examine your next phone bill carefully. It should

identify the charge and the long distance carrier that placed the call. Make a copy of the bill and send it along with a complaint letter to your local phone carrier.

6) Send duplicate copies of

the bill and letter to the Federal Communications Commission, Consumer Protection Branch, Washington DC, 20554, Mail Stop 1600A, and to the Better Business Bureau in your area.

'Tis the season.....

Many people begin thinking about putting up the Christmas tree as soon as the last of the dishes from the Thanksgiving feast are put away. For those who are trying to make the decision between real and artificial, the National Christmas Tree Association stresses the fact

that live trees are a biodegradable resource.

The NCTA also notes that almost all of the Christmas trees purchased are plantation grown. For each tree cut, two to three seedlings are planted, thus ensuring the continued supply of natural Christmas trees.

Renewal Dates for

Tax Exempt Fuel

We are pleased to announce, you may renew your Tax Exempt Fuel Card at the Oneida Senior Center Nutrition Site (134 Riverdale Drive) on the following dates:

December 11 & 18, 1998

The regular fee is \$10 for new or lost cards if you are under 62 years of age

There is NO CHARGE for elders 62 and older who are enrolled as tribal members and reside within the reservation boundaries as verified by the Land Management Office and the Enrollment Office.

Mark Your Calendar!!

NOTE:

The telephone number given for the "Finding Lost Dollars" article in the November 5

Kalihwisaks edition was printed correctly.

The Kalihwisaks is unaware of any other telephone numbers for this association. However, you may be able to find the telephone number by calling 1-800-555-1212. Thank You!

Snowflakes = SNOW REMOVAL NEW

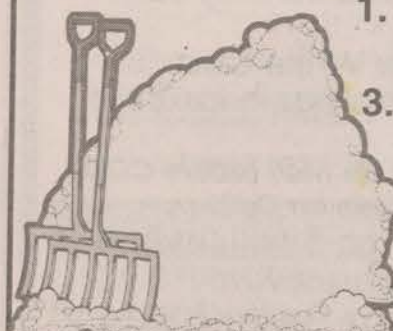
Snow Removal List

To place your name on this year's list, please call soon so we may document your request.

Our policy follows the scheduling priorities listed below:

1. Elders on Life-Line
2. Elders Working
3. Elders Over Age 70

Call Scharlene
Kasee
(920) 869-2448





How to reduce children's fevers:

- 1) Give them lots of liquids
- 2) Keep their room cool by lowering the temperature to 68 degrees and avoid bundling them in heavy blankets or clothing
- 3) Give them medications containing acetaminophen or ibuprofen to lower fever and ease aches and pains
- 4) Give them lukewarm sponge baths, letting the water evaporate on their skin.

For more information call 869-2711



Martial Arts / Self Defense Class Schedule & Fees

Children - Women - Men - All Ages
New schedule started Nov. 9

Monday	Tuesday	Wednesday	Thursday	Friday
No Morning Class	9 to 10am. Eskrima weapon class.	No Morning Class	No Morning Class	9 to 10 am Eskrima Weapon Class.
5:30-6pm Children Beginners. Ages 6-11	10 to 11am. Jiu Jitsu Groundfighting class.	5:30-6pm Adult Beginners. Age 12 @up	5:30-6pm All Beginners, Child and Adult.	10 to 11am. Jiu Jitsu ground class.
6 to 7 pm White- Yellow Belts only. All Ages	No PM Class	6 to 7 pm. All Levels. All Ages.	6 to 7 pm. All Levels. All Ages.	No PM Class
7 to 8 pm. Green Belt and Above. All Ages	No PM Class	7 to 8 pm. Eskrima Weapon class.	7 to 8 pm. Jiu Jitsu Groundfighting Class.	No PM. Class

Tae Kwon Do Class

The Tae Kwon Do class is a great physical exercise and a way an individual can develop self-confidence, self discipline and respect for others. Tae Kwon Do uses hand and feet techniques in methods of self defense. This class is for men, women and children, ages 5 and up. It can be a great family activity.

Eskrima Class

This class is very exciting for those people interested in studying weapons and weapon defense techniques.

The class provides the student with fundamental concepts and utilization of double sticks as well as single stick applications are taught. An introduction into different styles of Eskrima are presented so that the student can get a better idea of the different opportunities he/she can explore. This class is for ages 12 and up.

Fee for 8-Week Beginners Session:

\$15 (Fitness Ctr. Member)

\$50 (Non-Fitness Ctr. Member)

Other pricing options are: 3 months - \$30 (member) \$90 (non-member); 6 months - \$50 (member) \$150 (non-member); 1 Year - \$90 (member) \$275 (non-member)

Instructor: Kevin Schoenebeck

(5th Degree Black Belt)

For more information, call or stop by - Healthworks Fitness Center at 490-3730

Keeping your family healthy

You want to do everything you can to be sure your family is healthy as well as physically healthy. So, ask yourself the following questions:

1) Are you aware of what your child is thinking and feeling?

You should know how your child is growing mentally. As she grows older she will be more aware of herself. She will find out who she is and show how she is special. She will gain knowledge and skills that will serve her well for the rest of her life.

Learn about what you can expect of your child. You can do this by reading, watching or talking with one other. Give your child room to grow. At the same time help her with her strengths, put up with her weaknesses and respect her feelings.

2) Does the time you spend with your child help the two of you get along well?

Most of the time that you and your child spend together should be fun and worthwhile. It also should be free from pressure and tension.

3) Are you a good listener to what is on your child's mind?

Encourage your child to talk with you about school, friends and activities. Listen carefully without giving advice, criticizing or giving her the third degree.

4) As a parent, do you understand and take care of yourself?

You should be leading a healthy personal life (including proper diet, exercise and sleep habits) Set aside time for your own adult friendships, as well as time for meeting your own emotional needs.

5) Do you take moral and social responsibility for your own life?

You are an important role model for your child. Show him your values through actions as well as words.

It is our sincere hope that these child safety tips will help to make you child's future safer and more secure.

Please use this list as a reference sheet and keep a copy available for future use.

Teaching your children about strangers:

*Teach your child to yell for help and to run if a stranger tries to touch them;

*Explain to your child that a stranger is someone they don't know and you don't know either;

*Teach your child never to accept rides from anyone without your permission;

*Teach your child never to accept food or gifts from a stranger and teach your child never to tell a stranger on the

phone that he/she is alone;

*Teach your child to avoid people they don't know;

*If your child is home alone, teach him/her never to open the door to anyone;

For parents:

*Beware of anyone you don't know who shows a lot of interest in your child;

*Teach your child how to call "911;"

*Know your child's friends. Keep a list of their addresses and telephone numbers;

*Keep your child's birth certificate and other important documents in a safe place;

*Watch your children carefully at playgrounds and in public places;

*Teach your child the safest way to get to school and tell your child not to take shortcuts that may isolate him/her;

*Never leave a child alone in a car or van, for even a minute;

*Before a child leaves home, know where they are going;

*Establish strict procedures for picking children up at school

*Make a list of "safe places"

in your neighborhood;

*Keep a list of emergency telephone numbers your child can call when he/she is home alone;

*Always keep young children close at hand;

*While shopping, always hold a young child's hand;

*Teach a child his/her full name, address and telephone number with the area code;

*Do not put your child's name on the outside of the T-shirts, backpacks or clothing of any kind;

*If your child becomes separated from you while shopping, teach him/her to go to the nearest check-out counter and ask a clerk for help;

*Tell your child never to leave a store without you and remind older children to come home before dark;

*Encourage older children to stay in groups with people they know;

*Accompany young children in public rest rooms;

*Establish a code word known only to you and your child.

Oneida places at the Tournament of Champions



Submitted by Kevin Schoenebeck

With over 300 students competing in forms, board-breaking and sparring competition, several students from the Oneida Tae Kwon Do took home honors from Marion College in Fond Du Lac at the Tournament of Champions. Form Competition: Justin Wold (1st/Black), Brett Metoxen (3rd/Green), Shadia Metoxen (2nd/Green), Waylon Metoxen (3rd/Green), Brandon Cornelius (4th/Green) and Tamera Elm (4th/White); Board Breaking: Brett Metoxen (1st/Green) and Waylon Metoxen (3rd/Green); Sparring: Brittney Skenandore (2nd/Yellow), Brett Metoxen (1st/Green), Waylon Metoxen (1st/Green), Shadia Metoxen (2nd/Green), Brandi Metoxen (3rd/Green), Evan John (1st/White), Toshia Polar (3rd/White), Adam Nishimoto (3rd/Black) and Luke Jordan (4th/Green).



Bed sharing a risk

Contrary to the beliefs of many new parents, a recently-released policy statement developed by the American Academy of Pediatrics cautions that allowing infants to share a bed with one or both parents does not reduce and can, in fact, increase the risk of Sudden Infant Death Syndrome.

While acknowledging that bed sharing can alter and synchronize the sleep patterns of mother and baby and encourage breast feeding, the AAP notes that no

scientific evidence supports the widely-held notion that it can decrease the incidence of SIDS.

If the baby sleeps on its stomach or on a comforter or other soft surface, AAP warns that bed sharing may add to the risk.

AAP also stresses that, unlike cribs, adult beds are not designed to meet safety standards for infants and can cause accidental entrapment or suffocation.

SPEED BUMP

Dave Coverly



Holiday Food Baskets

Available

Applications will be taken at the Community Support Office for families in need of **HOLIDAY FOOD BASKETS** beginning 12/1/98 through 12/15/98. Please pick up a

Community Support application at 2640 West Point Road, the Social Services Building, and indicate on the application that it is for a **"HOLIDAY FOOD BASKET"**



Caring about the caregivers is a number one priority

Submitted by Leigh Campshure
Alzheimer's Program

(Editor's Note: This article is to the caregivers of Alzheimer's and Dementia diseases)

Lighten your stress level and lighten the life of your loved one at the same time! Enroll someone today.

This new club will be starting in January, 1999 and promises to "Make the Difference" in your lives.

The club will focus on enhancing our Alzheimer's-Dementia Club (A/D Club) members' abilities on a one-on-one program

each week. By enabling our enrolled members through activities in a social environment, we will be able to provide them with a positive experience as well as give the caregiver a break for a few hours.

Caregivers need some free time from the person with Alzheimer's (or a similar dementia) to have a chance to "re-charge" themselves with a change of pace to exercise, socialize or just do something for themselves. By giving you "time-off," it will enable YOU to assist THEM with a fresh, loving attitude.

This will give everyone the capacity to grow, maintain capabilities and heal some emotions for a more positive view on life.

We are looking for prospective members, volunteers, a Club name, suggestions, and of course, contributions.

We are all caregivers - You are a "Special" one to us. Let us help.

Our prescription for Alzheimer's and Dementia diseases are knowledge, compassion, hope and laughter!

Please contact Leigh Campshure at (920) 869-3160.

Nature's perfect food is milk

By Jane Schroeder
OCHC-RD

Milk. Your mother used to tell you to drink it. Great with graham crackers or on your cereal. This natural food is one of the most nutrient-dense choices, packed with vitamins and minerals. Why are we drinking less than ever before?

It seems that there are some misconceptions about milk out there. Many people feel that milk is just for kids. **WRONG.** Adults need almost as much milk as children to keep good strong bones. Kids need about 3 glasses

a day and adults need about 2 glasses a day.

With many folks trying to lose weight, it is also thought that milk is high in fat. **YES AND NO.** Skim milk has no fat and 1% has only 3 grams per 8 ounce glass. And skim or 1% have all of the calcium, vitamins and other nutrients that the higher fat milk choices have. Pediatricians recommend that children under 2 years old can use the higher fat milks like 2% and whole for the extra growth that they need but anyone over 2 can do just fine on 1% or skim milk.

Have you ever heard that you can get all of the calcium you need from supplements? These products just don't have the Vitamin D, potassium or phosphorus that milk has that helps us to absorb the calcium better. The National Institute of Health recommends dairy products as the preferred source of calcium.

So, with all things considered, it is easy to see why milk is Nature's Perfect Food. For more information about milk, call 1-800-WHY-MILK, 24 hours a day, seven days a week.

Early detection can save your eyesight

Milwaukee, WI - Calling vision loss and blindness from diabetic eye disease preventable and avoidable, Prevent Blindness Wisconsin urges those with diabetes - or an elevated risk of diabetes - to seek regular dilated eye examinations. This should be done even though they may not be experiencing problems with their vision.

"A person with diabetes can have an eye disease and not even know it until serious irreversible vision loss has occurred," said Maurice F. Rabb, M.D., medical director of Prevent Blindness America. "The only way to diagnose early signs of diabetic eye disease is through a dilated eye exam at least once a year." November is National Diabetes Month, and Prevent Blindness, along with the National Eye Institute (NEI) and 21 other organizations, emphasizes the importance of maintaining

healthy vision.

Diabetic eye disease refers to a group of eye problems that often accompany diabetes. These include cataract, glaucoma and diabetic retinopathy, the most common diabetic eye disease. Diabetic retinopathy damages the tiny blood vessels in the retina, the light-sensitive tissue that lines the back of the eye. It blinds as many as 25,000 people with diabetes eye disease. With early detection, routine monitoring and laser surgery when needed, vision can be saved in about 90 percent of those who would otherwise become blind from the disease.

"There are seldom early warning signs with diabetic retinopathy and there is no pain," Rabb said. "People may not know that the disease is slowly stealing their vision. That is why people with diabetes need to make regular dilated eye examinations an

important part of their preventive health care routine."

Dr. Carl Kupfer, the director of NEL, one of the federal government's National Institutes of Health (NIH), said the longer a person has diabetes, the greater is the chance that the person will develop diabetic retinopathy. "The 16 million people with diabetes can help keep their eyesight," said Dr. Kupfer. "During their lifetime, nearly half of all people with diabetes will develop some degree of diabetic retinopathy. People with diabetes are 25 times more likely to become blind than are those without diabetes. But even with effective treatment for diabetic retinopathy, eye care professionals are seeing only half of the people at risk for this disease."

EDUCATION

Elementary, High School, College and Technical

Tutoring tidbits

The tutoring lab was very busy at Seymour High School in October. With the end of the first quarter on October 28, students were working hard to finish their work to receive credit.

In October, 155 visits were made to the tutoring lab. If you have not stopped by to look at the lab, now is the time.

The Y.E.S. Tutoring Programs has staff located in the Seymour, Pulaski and West DePere districts. During the month of October, the Y.E.S. Tutoring staff met with other programs that provide tutoring services. Below is a schedule reflecting the times other programs conduct tutoring.

Oneida Nation Elementary School on Tuesdays from 3:15-4:30pm for grades 1-8. Contact Fred Sanderson at 869-1676.

Site I Civic Center on Tuesday through Friday from 3-5pm (W/Th/F) and 7-8pm (T-F) for grades 1-12. Contact Jennifer Stevens at 869-1088.

Site II Recreation on Monday through Thursday from 4-7pm for grades 1-12. Contact Beth Paprocki at 869-1069.

Oneida Nation Libraries on Monday through Friday from 8-8pm (M-T) and 8-6pm (Friday) for grades 1-12. Contact Gary Herrick at 869-2210.

Oneida Nation Community Education Center on Monday through Friday from 3-9pm (M-Thur.) 3-5pm (Friday) for grades 6-12. Contact Jane Webster at 469-7860.

If your child needs additional tutoring, please contact one of those listed above for assistance.

Ninham chosen Bemidji Middle School teacher of the year

Recently, Dan Ninham was awarded the Middle Level Physical Education Teacher of the Year award.

This award is to recognize a teacher for outstanding services and contributions to middle level school physical education. Ninham is presently teaching physical education at Bemidji Middle School in Bemidji, Minnesota.

Ninham received his B.S. degree with a major in physical education and a minor in Health Education in 1983 and his M.S. degree in Physical Education with an emphasis on Athletic Administration also from Bemidji in 1992.

Ninham taught at Cass Lake-Bena High School. He has also taught physical education and coached basketball at Bemidji High School and Bemidji State University. His teams have had very successful winning records and he also has been recognized as an outstanding teacher. Ninham also taught at the Oneida Tribal School in Oneida,

Wisconsin. While in Wisconsin, he was a member of the Governor's Council on Fitness and Sport. He has served on the MN Shape committee. He has been a coordinator of the Northern Minnesota Lacrosse Development Project in Bemidji.

Ninham has been a National Youth Sports Program Activity Director during his summers at Bemidji State University.

Presently, Ninham is the President of the Physical Education Council and a State Coordinator for Hoops for Heart Program. He is also a 1998 member of *Who's Who among*

UW-Platteville open house

Submitted by Donna Hartman
Oneida Higher Education

Prospective students and their families are invited to visit the University of Wisconsin-Platteville campus during the Pioneer Preview.

Learn about the academic programs, facilities and student services. The following dates have been chosen for this year's



Ninham

America's Teachers.

His wife, Susan also teaches at the Bemidji High School.

Pioneer Preview: Saturday, November 21, 1998; Saturday, January 30, 1999; and Saturday, March 27, 1999.

The check-in and student services fair begins at 10:00 a.m. each day, followed by a campus tour, lunch, student panel and presentations by faculty. Visitors are asked to make reservations by calling 1-800-362-5515.

ONEIDA COMMUNITY LIBRARY

is celebrating their

30th ANNIVERSARY

Thursday, December 3, 1998

10 a.m. - 7 p.m.

EVENTS OF THE DAY

10:00 Coffee & donuts, book display, library tours, library cards

2:00 African Storytelling by Reggie Finlayson

11:30 Oneida Singers

2:45 Poetry readings by Denise Sweet

12:00 Lunch: sandwich bar

3:30 Snack for children

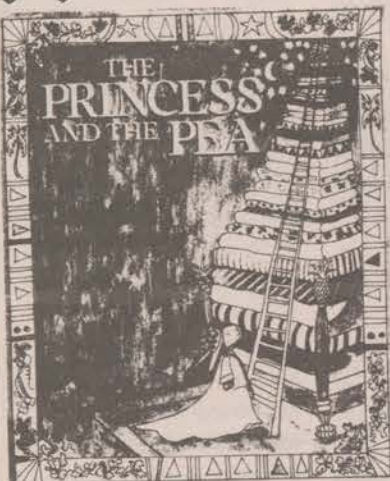
12:30 Introduction of former Directors of the Oneida Community Library: Alberta Baird; Barbara Denny & Judy Cornelius

3:45 Creation Story by Dr. Carol Cornelius

4:30 African Storytelling by Reggie Finlayson

1:30 Hands-On-Artifact Display - Presentation by Oneida Nation Museum

6:00 Civic Recreation Gym: "The Princess & The Pea"



6:00 p.m.

Civic Rec Gym Site I

Kokopelli Puppet Theatre presents

"The Princess & The Pea"

A lively "PEA"formance for all ages, including a cast of talking veggies



EDUCATION

Elementary, High School, College and Technical

Cornelius, a sophomore before he hits college

Courtesy of Wisconsin State Journal
November 9, 1998.

Dan Cornelius finished his first semester of college long before he finished high school.

Cornelius, 17, earned the equivalent of about 12 college credits during his junior year at Madison Memorial High School.

He's now a senior at the high school, earning still more college credits under the state's Advanced Placement program.

"If I really wanted to push it, I could end up with a year or a year-and-a-half of credit," Cornelius said.

He was one of 70 students from across the state honored Saturday for earning the most college credits and testing highest on exams while in high school.

State educators and national College Board officials met at the Monona Terrace Convention Center in Madison to praise the students and highlight the Advanced Placement program, which is quickly expanding.

State Superintendent of Schools John Benson said Wisconsin's Advanced Placement program is a model for the nation.

The program challenges top students with more rigorous lessons. They have to write more papers, earn an overall A or B, and pass national, as well as local exams to get college credit.

Besides learning more and being challenged, students can save thousands of dollars in college tuition.

Dayanand Manoli of University School in suburban Milwaukee was the top student at Sunday's awards ceremony. Manoli completed the equivalent of two years of college by the



Cornelius

end of his junior year of high school.

"You are the best and the brightest that Wisconsin has to offer the world," Benson told the students. "You will invent gadgets and widgets. You will bolster the bottom line."

Benson also urged the students to use their talents in helping the poor, hungry and disadvantaged.

"There are too many challenges and much too much misery that you need to address," Benson said. "I think you can do it."

Cornelius hopes his Advanced Placement credits will give him an edge getting into a prestigious college. He hopes to become an environmental lawyer. He also is trying out for his high school hockey team.

"He's well-balanced, works hard and has a lot of interests," said Pris Bornoniec, his mother.

"He's a good student and a great kid," said Louis Cornelius, his father.

Cornelius is the son of Louis and Priscilla (Pris) Cornelius of Madison and the grandson of Dempsey and Marie Cornelius of Neenah.

Students resolve own conflicts through peer mediation

By Margo L. Reiter
Kalihiwisaks

Communication is one of the key elements to success as students at the Oneida Nation Elementary school are finding out, through the efforts of the ONES staff with peer mediation.

"Peer mediation is an orderly process to resolve conflicts that cannot be successfully handled by disputing students on their own," says Rob Morris, Student Services.

Over the past three years since ONES has implemented this program, about twenty cases were solved with peer mediators with only 3-4 advancing to the administrative discipline level.

"Several of us have been involved in peer mediation in other schools and really appreciated it and it was just a matter of time before we brought it to ONES," said Morris. Mediators do not judge or advise. Instead, they help their disputing peers listen to each other, treat each other respectfully, and to see the problem from each other's point of view confidentially.

"Traditionally, Oneida people decided things by consensus, rather than democracy," said Morris, and "we come to a solution they both agree on which is the consensus building part of it which is a traditional form of Oneida communication, Oneida government."

Mediators help their disputing peers in identifying underlying issues and feelings so that both



Photo by Margo L. Reiter

Clockwise: Isaiah Smith, Paris Flores, Rob Morris (teacher), Ahsan Vega and Brittany Trepanier imitate a peer mediation scenario during training.

persons share in the responsibility for attaining a win-win solution to their problem. Mediation teaches students accountability, conflict resolution, problem-solving, consensus-building, while increasing their self-esteem. Other goals of mediation include reducing discipline referrals, absenteeism and suspensions.

Although this concept of mediation has been difficult for teachers to grasp, the students like the fact that they can help other students. "It has been harder to sell to the teachers rather than the kids, the kids really took to it," said Morris.

"It can be voluntary, students can go to the teacher, but usually it is a staff member or teacher referring students that cannot get

along," said Morris "instead of sending them to the principals office they are given an opportunity to mediate."

However, "we do draw the line at weapons, drugs and/or physical or sexual assault," said Morris, "those are immediate administrative discipline problems."

Morris says the majority of the cases that are brought to mediation are teasing, gossiping, friend-sharing and friendship making. "These are serious matters to kids," he says.

Once a consensual solution has been agreed upon by both parties they sign a form saying they agree to the solution. The disputants themselves come up with the wording to this agreement and all of this is open to the parents. "We let the kids decide if they want to tell their parents," said Morris, "we stress confidentiality."

Dependent upon the circumstances of the situations however, posed to the mediators, some cases are immediately referred to the administrative level which in turn, parents are notified immediately.

Currently, ONES is in the process of expanding their Mediation Program for grades 4-8 and are looking for prospective mediators.

So, a note to the parents: If you think your child would be a good candidate to be a mediator, please contact the ONES Mediation Mentors through the ONES Student Services Department at 869-1676.

Individualized instruction is trademark at OCEC

By Jane Webster
Community Education Center

You are in a class by yourself at the Oneida Nation Community Education Center.

Individualized instruction is our trademark. Whether you are working on skill building as a personal goal, PASS units for high school graduation, or GED/HSED programs we are here to assist you.

We are open from 7:30 AM to 9:00 PM Monday through Thursday and from 7:30 AM to 5:30 PM on Friday. There is always a teacher, certified by the state of Wisconsin, at the Center. We have computers, as well as, humans to help you learn.

PASS students are reminded that graduation is not that far away. Don't wait too long to complete your work. Over 337 students have completed their GED/HSED since June of 1993 in our program.

Our goal is 500 by the year 2000. If you or someone you know has begun studying for GED/HSED testing, now is the time to get back to it. In the year 2000 there will be a totally new set of GED tests.

Anyone who has not finished testing under the present system will have to begin again.

If you have started testing, finish now.

ATTENTION HIGH SCHOOL SENIORS AND COLLEGE STUDENTS!!!!

The next scholarship application deadline for the Native American Scholarship Fund is **April 15, 1998**. We currently have scholarships available in all fields of study; however we are in desperate need of students interested in careers of engineering.

Call (505) 262-2351 as soon as possible

EDUCATION

Elementary, High School, College and Technical

Book fair brings out the bookworms....

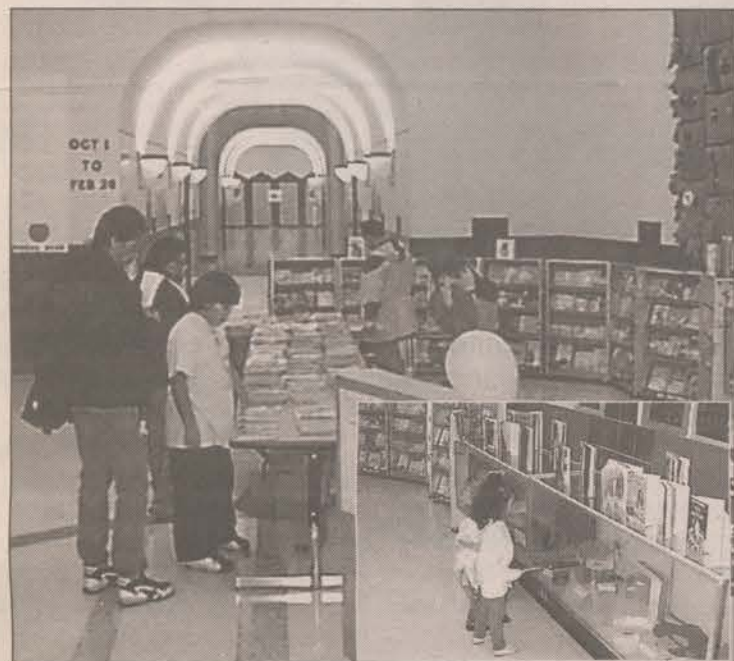


Photo by Kevin Moore

While parents talked with the teachers during Parent-Teacher Conferences, children were able to browse at the book fair being held at ONES. Above: Some youth prepare to purchase some books with their mom; Inset: Even some youngsters checked out the books.

Museum fellowship available

Submitted by Donna Hartman
Oneida Higher Education

Winterthur Museum, Garden and Library, located near Wilmington, Delaware, invites applications for research in the library and museum collections.

Three categories of fellowships are available:

1) National Endowment for the Humanities Fellowships, available to scholars pursuing advanced research for 4 to 12 months' work. Annual stipends up to \$30,000.

2) Winterthur Research Fellowships, available to acade-

mic, museum and independent scholars, and to support dissertation research from 1 to 6 months. Stipends are \$1,500 per month.

3) Lois McNeil Dissertation Fellowships, available to doctoral candidates for 1 or 2 semesters of dissertation research. Stipends are \$6,500 per semester.

Applications are welcome from professors, curators, doctoral students and independent scholars. For more information call Winterthur's Advanced Studies Office at 302-888-4649.

Application deadline is January 15, 1999.

Join positive youth groups

The following list was supplied by the Oneida Police Department: *Ways to help your children choose to join good groups instead of bad ones.*

1) Become involved in your children's education and community; 2) Know your children's friends; 3) Spend time with your children. Let them know you want to be with them; 4) Communicate with your chil-

dren frequently, so that they feel free to discuss any topic or problem with you; 5) Set limits. Don't let your children stay out late or spend a lot of unsupervised time in the streets; 6) Teach good values and responsibility, including respect for other people's property and pride in your community;

and, 7) Be a good role model.

Travel Buddy program bring Wanda to life

By Margo L. Reiter
and Kate Pagel
Kalihwisaks/ONES Teacher

The first and second grade students are ONES are making new friends thanks to a "Travel Buddy" program started by Allen Russell from Columbine Elementary School in Grand Junction, Colorado.

Wanda, one of three travel buddies, visited the Turtle School until November 11, leaving Oneida to go to Whittier Elementary and Scarritt Elementary in Kansas City, Missouri.

Kate Pagel, ONES Physical Educator, met with Russell through the internet this past summer and after lengthy discussions with other educators around the country, the travel buddy program was born. "We're going to track her, and it's all on the internet," said Pagel to her class, "so we can follow this on the internet."

The "buddies" will visit 36 different schools in the U.S and Canada before they return to their home in Grand Junction, Co. in May.

These buddies are three stuffed characters, Wanda (Matilda's doll); Felix the rabbit (from *Letters From Felix* by Annette Lergen); and Healthy Heart (a hear-shaped creature).

At each stop the travelers gather souvenirs about the area and the schools they are visiting. A journal accompanies each traveler and photos taken along the way will go into a book to be constructed at the end of the program. "We didn't get to take her anywhere, we had her such a short time," said Pagel.

But Wanda was more than just a doll to the staff and students at ONES, she was a friend and an integral part of the curriculum.

While at ONES, first and second grade students taught Wanda how to say the primary colors in Oneida. They wrote in her diary how they taught her about the Creation story, the five nations of the Iroquois Federation, and the meaning of the colors in the Medicine wheel. "She was funny," said second grade students, Quintin Reed and Peter James Ellis and "She watched us

do fun things," added student Brittany Nicholas.

Their writings will go with Wanda to her other schools. Students in other schools will learn about the Oneida culture through our students' writings and other articles being sent along with Wanda.

Journal entry 11-3-98

"It's fun, we played wind hoop today and it was very fun. Wanda watched us. We tat her. It's waiyou play whith hoops."

-Love, Mrs. Burnell Reiter's Second Grade Class

Journal entry 11-3-98

"Today we talked about the five nations to Wanda. The five nations stopped fighting because of the peacemaker. The peacemaker came to the Oneidas from the Creator. We also taught Wanda about the colors yellow (otsi'.nkwal), green (aw^'la), red (on:kw^'htala), black (o'sw^'hta), and Olu'ttya or blue. We taught her the colors of the medicine wheel. The medicine wheel colors stand for the colors of man."

-From Joy's class of Second Graders

Journal entry 11-4-98

"We will teach Wanda how to play flag football, and about grandmother moon, and sop tag, and run laps, and the krosse."

-With love from Heidi's Second Grade

Journal entry 11-4-98

"We played hoops. Wanda is nice and pretty. We talk about Wanda and where she lived. She went around the United States. Wanda does not like to be pulled on. She came in an alien box! We like Wanda and wish her good luck."

-Shelly's First Grade

Wanda had a special treat

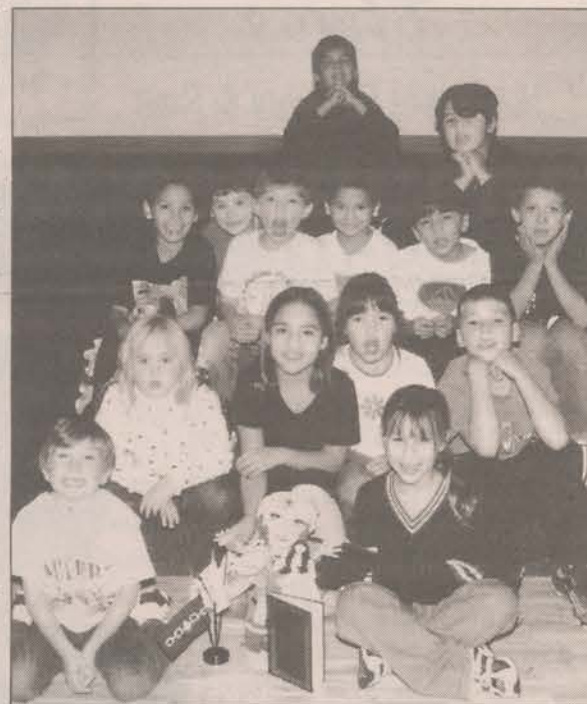


Photo by Margo L. Reiter

Traveling buddy, Wanda, poses with the second grade class during her last few hours at ONES before making her journey to Kansas City.

while visiting at Oneida. Besides being christened a Packer fan and being made an official cheese-head, Wanda was honored to receive cornhusk dolls by Harriet Reiter and her daughter, Debbie Mehojah to keep Wanda company on her long journey.

Along with Wanda's cornhusk dolls, other mementos from her stay at the Turtle School will be packed. She will have a history of the Oneida people, a description of the wampum belts and their significance, an Oneida Nation flag and school flag.

"It has been fun participating in our first internet cultural exchange," said Pagel, "we are looking forward to the possibility of participating in a worldwide cultural exchange later this year."

When the students were asked what they would tell someone in Kansas about Wanda, Christara Cornelius said "Be nice to her and play right with her," with Kyle White shouting, "She doesn't like the Kansas City Chiefs."

If you are interested in the travels of Wanda, and want to follow her trek across the U.S. and Canada, you can tune in to her story at <http://www.mesa.k12.co.us/physed/collabor.htm>.

O.N.H.S. Thunderhawk Times

News from Students & Staff



STUDENT SPOTLIGHT

By Sarah Barber
and Becky Nutt

The staff of ONHS would like you to join us in congratulating Sara of the fine beginning of the 1998-99 academic year. You can be assured that you will hear more from and about this fine young woman in the future.

Sara Denny is the Oneida Nation High School Student of the Month for October. Sara was selected because of her strong academic achievement, consistent daily efforts, and great attitude. Sara is a fifteen-year-old freshman. Her parents are Robert and Deb Denny of Oneida. Sara is one of six Denny children and has a twin sister Becky. Older sister Theresa also attends ONHS. When told of her selection by the ONHS staff, Sara said that she was "stunned."

"Dedicated," "motivated," and "respectful," were the key words which were repeated as staff members were asked to comment on what makes Sara stand out in the student body of ONHS as an exceptional student. Sara was nominated for student of the month by science teacher, Becky Nutt, who commented, "Sara impresses me with her consistent daily effort. In reality that is what employers are looking for, someone who comes in each and every day, puts forth a steady effort, and gets the job done. This quality will allow Sara to take which path she chooses in life."

"She gives awesome effort all of the time!" commented Carl Hanson, math instructor. "When



Denny

she misses a day, she comes back and asks what she has missed immediately. She cares about her education!"

"She's always got that smile," quipped Denis Gullickson, ONHS language arts teacher, "it makes you wonder what she's up to! Besides, she's a worker who puts a lot of effort into her work."

Susan Hart, information processing and newspaper instructor, noted Sara's efforts in producing the ONHS newspaper "as a major contributor. She can be found writing articles, or using the digital camera to capture events. Whatever needs to be done, Sara is willing and ready to get the job done." Community members may have met Sara at the family feast. Sara along with Angela Vaughn stayed after school copying and stapling so that the ONHS newspaper would be available at the family feast. That's dedication.

Sara is the daughter of Debbie & Bob Denny and the granddaughter of Barb & Don Denny.

Looking For More Ads....

The ONHS Newsletter is looking for more ads to put in the paper. Get the attention of teens wanting to earn some extra holiday cash OR teens wanting to spend their extra cash!

Call Tehassi Hill at 869-4356

Visit to Notre Dame brings awareness to both sides

By Sara Denny
ONHS Freshman

On October 16th, seven students from the Oneida Nation High School went to Notre Dame Academy with Lance Kelley, the Social Studies teacher.

The students that went were: Danielle Baumgart, Tamar Zhuckkahosee, Theresa Thorstenson, Tek Skenadore, Sara Denny, Crystal Ninham and Desiree Barber.

Our purpose was to discuss cultural activities with Notre Dame students. We went to three classrooms to talk with the students.

Topics included harvest feast ceremonies, Oneida's government and tribal treaties. Other issues included how our grandparents went to boarding schools and the terrible stories and life they had there.

We asked them questions about Native Americans. We asked them how they would feel about having Native Americans in their school.

Tek Skenadore was the main student that talked about the Oneida cultural events. We went to three different classrooms to



Photo by Sara Denny

Back row: Tek Skenadore, Danielle Baumgart, Theresa Thorstenson, and teacher Lance Kelley; Front row: Sara Denny, Desiree Barber and Tamar Zhuckkahosee.

talk to the students with most of the questions they asked about our cultural ways. We told them how Oneida's government worked, democracy and how we receive health services, food and no state taxes.

I think that all of us had a lot of fun being in a school that has no experience with Oneida's background and culture. We especially enjoyed telling them how we feel about our own heritage.

We found out that Notre Dame students pay \$3,000 just to go to their school. Some things that we all did not know about our school was that we would have to pay \$8,000 if we were not a tribal member, to get into our school.

After we left, we enjoyed talking about the Notre Dame students. All the Notre Dame students had fun and we had fun also.

ONHS represented at conference

By Evonda Copeland
ONHS Librarian

Evonda Copeland, new K-12 Library Media Specialist, attended the Wisconsin Library Associations Annual Conference on October 28 and 29, 1998, in Lake Geneva, WI.

This two-day intensive training included workshops on library publicity and theme-based programs, the new Wisconsin library skills guide for grades K-12, and hundreds of new books available for grades K-12.

This conference also included display exhibits by vendors who supply libraries with books, audio/visual products and equipment, technological equipment and software, library equipment, furnishings, etc.

Evonda also spoke with and received autographed books from two famous authors who were guest speakers at this conference. The two authors were Kevin Henkes, who has written many children's books, including Sun and Spoon, Owen, and

Lilly's Purple Plastic Purse; and Native American author and storyteller, Joseph Bruchac, who has written many children's and young adult books, including Between Earth and Sky, Children of the Long House, and The Circle of Thanks.

These signed books will be on display in the library display case

at the Oneida Nation High School Library.

Evonda was able to gather many useful ideas and resources while attending this conference, which will help her develop a K-12 library curriculum and make new library material purchases that best meet the needs of students and faculty.

Students to write a book through interviewing

By Tehassi Hill
ONHS Senior

Lance Kelley's first hour Oral history class has been interviewing elders from around the area. Lance's students, are Reva Danforth, Cheyenne Powless, Latekeh Smith, and Tehassi Hill. Oh, and Morning Star Skenadore, on the rare occasion that she comes to school.

The purpose of interviewing was to help the students learn about oral tradition and to learn about the history of Oneidas from Oneida elders.

After the interview is done,

the students will go into the computer lab and type up the interviews on the computers. The stories will eventually be put in a book format to be published. Tehassi has been typing over ten pages from the interview with Mildred Butler. The interviewees have been asked basic questions about their family and what life was like growing up and for them now.

Lance's Oral History class will also be starting another book on the history of the Oneida Nation school system.

A breakthrough in sales and profits

Enterprise praise employees for great job

Submitted by Debra Powless
Enterprise Division

FY sales are up by 9.5% or \$1.8M over FY97. Net profits are up 20% or \$400,000 over FY97, and retail hit an all-time record sales level of \$20.7M in FY98. We expect to generate a record net profit of \$2.3M and this is a tremendous accomplishment by the entire Retail team. Excellent job!

Gossip! Gossip!

Who's the most popular female cashier at One-Stop 54 that brings in lots of sales? I hear things are starting to look pretty spiffy and clean at EEE. How are things going at Lucky U? And what about those Smokeshops? Haven't heard who has the most sales, cleanest store, perfect attendance for the month, or who is providing the best customer service? Who's our most outstanding performer out there on the job?

Enterprise personnel wishes to personally acknowledge your efforts by visiting our store. So, call in or write and let us know what's going on at your store.

Operations

Packerland Smokeshop opened as scheduled on July 1, 1998 with each day marking a new beginning and continuing to increase in sales.

Congratulations to the staff at

the Packerland Smokeshop for their efforts to ensure a smooth and successful open for their new customers, super job!

The Iroquois Smokeshop was moved on July 13, and is now located upstairs, just left of the escalators. The relocation should increase accessibility and visibility of the store to the customer. Customers who use the parking ramp and who visit the restaurant with children will be able to enter the Smokeshop without being checked by security.

Jack Denny has been working on coordinating articles that pertain to the Oneida Retail Smokeshops. In the future, all smokeshops will be recognized as Oneida Smokeshop-Iroquois, -Isbell, -IMAC and -Packerland. The future plans also entail updating and expanding the product selection of tobacco items. This includes purchases by the box and singular cigar purchase. Pipe tobacco, roll tobacco and accessories will also be featured. The presentation of product will also be looked to help draw a different consumer to all of our smokeshops.

The Retail Enterprise Marketing team developed a plan to provide a broad context for future diversification and expansion proposals. It involves implementing modern market-

ing practices within the overall retail management system. Marketing efforts will focus on maximizing customer satisfaction and maximizing net profit through core product - cigarettes.

Oneida Retail Enterprise existing competitive advantages: 1) Lowest prices in town; 2) Freshest cigarettes and 3) Largest variety of cigarettes.

Three new advantages planned for development in FY99: 1) Cleanliness, 2) Friendliness and 3) Quick service.

The Oneida Retail Division sold about 758,000 cartons of cigarettes in FY98. This is up 2% from 741,000 cartons sold in FY97. A comparison of weekly carton sales - based on YTD98 through August only.

Packerland - 600 avg.; Casino - 1,700 ytd. avg.; Isbell Smokeshop - 1,600 ytd. avg.; Westwind - 6,800 ytd. avg.;

Compared to: Kwik Tip Outlet Plus - 1,000 avg. store.

Retail

The C-Stores and Smokeshops have divided into two units. The convenience stores and smokeshops have split into two separate units. Cherisse is the Operations Manager for the

smokeshops and Scott is the Operations Manager for the c-stores. More details to follow.

Education & Training

Congratulations to Don Denny! Don recently earned a Bachelor's degree in Business Management and Communications from Concordia College. Don started working for Retail pumping gas at One Stop-54 on March 12, 1982. Don's sacrifice and determination to excel will always make him a winner in whatever path he chooses to follow. "CHEERS" to Don for this great accomplishment.

As of April 1998, the entire Retail staff has complied with the Tribal-GED Education requirement. This is a significant achievement and we are all proud of those who worked hard to achieve this goal. Congratulations to all.

The on-going computer classes at the Education Center are going well with good participation from store management. Haven't heard for sure yet when the stores will be getting their PC's, but the word is "SOON."

Announcements

Welcome Wendy Alvarez as

our new Employee Relations Manager and Wayne Skenandore as the Assistant Profit Manager.

Employee Recognition Corner

Congratulations go out to Tanya Mendoza who did not have any NO Call/No Shows for over a year! Congratulations to One Stop-54 top performers, Christina Bluebird and Shirley Askinette. Both women did not have a no call/no show for an entire year either. Thank you for your hard work and dedication!

Bev King at EEE deserves a big, big "Thank You" from all of Retail, especially from Barry for filling during his recent absences. Bev's past managerial and supervisory skills kicked in and she ran E&EE like she's been doing it all her life! Great job Bev!

Scott wishes to extend a personal "Thank You" to all the C-Store Managers for their acceptance and ability to meet the challenges of the many changes that have taken place. Your spirit of cooperation and willingness to learn and grow is very much appreciated. Thanks!

RECYCLING DAYS FOR DECEMBER

Brown County - December 7 & 21
Outagamie County - December 10 & 24

Yes, Waste Management verified that they run trash and recycling pick up as scheduled on Thursday, Christmas Eve day. Community members can call if their items are not picked up.

The Recycling Program will not be in on the 25th to receive any calls.

Also, Thanksgiving trash and recycling pick up will be Friday, November 27

"As the days are growing shorter and the nights longer....beat the seasonal blues with some deep breathing exercises by singing, dancing, acting and laughing" - Beth Bashara

Join Us For The

3rd Annual Variety Show

on Friday, December 18th
at the Parish Hall at 7:30pm

NEEDED:

****A few good acts or a couple bad ones!**

(If you and some friends would like to do a little number but don't know what to do, call us)

****Singers for the Seasonal Choir**

**Call Beth Bashara at 497-5850
to reserve your spot today!!**

Wampanoag re-elect tribal chairwoman, reaffirm casino quest

AQUINNAH, Mass. (AP) - Members of the Wampanoag Indian nation have decided to press on with their quest to open a gambling casino in Massachusetts.

They also narrowly re-elected tribal council leader Beverly Wright to continue the five-year-struggle.

"We have existed on Martha's Vineyard for 10,000 years," she said. "Five years is not a long time for us. We're tenacious, we've been here, and we're going to continue to be here."

The tribe's decision follows a crucial victory for casino proponents in the election earlier this month of acting Gov. Paul Cellucci, who is not opposed to the tribe operating a casino.

Cellucci's Democratic opponent Attorney General Scott Harshbarger, who believes that gambling leads to social problems and does not boost the economy, is against it.

"It will give us another

chance," Wright said of Cellucci's election and a 60-4 vote by the tribe to continue seeking a casino.

Wright said a negotiating board is weighing the tribe's next move, but would not elaborate. The Standard Times of New Bedford reported the tribe is looking closely at building a bingo hall on private land on the mainland.

Wright was re-elected chairwoman to a fourth 3-year term by a margin of nine votes over her opponent Paul Vandal. Wright received 105 votes to Vandal's 96.

The Wampanoag, the state's only federally-recognized tribe, has 925 members. It has tried unsuccessfully for five years to establish a casino, hoping to increase its income and lessen its reliance on federal money for health care, education, elderly services and housing.

Harshbarger contends that the tribe does not have the right to

open a casino under a 1987 agreement with state and federal governments in which the tribe received control of ancestral lands on Martha's Vineyard.

In 1997, the Legislature overwhelmingly rejected a compact that would have allowed the tribe to open a \$25 million high-stakes bingo hall at a former municipal airport in Fall River. In May, a majority of the city's voters approved a referendum to allow

the casino, but fell short of 15,000 votes needed for the plan to succeed.

Federally recognized Indian tribes generally have the right to conduct gambling on tribal lands and reservations, but the law is less clear about land bought by tribes specifically for gambling.

Wright's opponent, Vandal, said he sees little change in the landscape on the gaming issue.

Though Cellucci remains in charge, the attorney general elect, Tom Reilly, is also opposed to gambling.

Vandal said he campaigned less on the casino issue, and more on improving the tribe from within.

"I was trying to focus on more domestic issues, our tradition and family," he said. "Gaming has usurped a lot of our time."

Cherokee, Harrah's celebrate one-year anniversary of casino

CHEROKEE, N.C. (AP) - The Eastern Band of Cherokees' new video-gambling casino generated more than \$132 million in gross revenues in its first year of operation, tribal officials said in celebrating the anniversary of its opening.

Joyce Dugan, the band's principal chief, credited gambling with helping put the tribe on the path to self-sufficiency for the first time since 1838. That was the year of the - "Trail of Tears," in which the U.S. government forced more than 13,000 Cherokees to leave their ancestral lands for Oklahoma.

"For the first time since the removal, instead of holding our hand out for someone to put something in it, we can hold it out in friendship," Dugan said Thursday.

Profits from gambling, which began in 1995 in a smaller casino, have increased the quality of life for the tribe's 12,000 members, said Dan McCoy, chairman of the Tribal Council.

The tribal government has created a new emergency-medical clinic and pharmacy, a new sewage treatment plant and a central child-care center.

Tribe members also get a

share of gaming profits. Last year, the total amounted to about \$2,200 each.

Not all tribal members believe they are getting their fair share, however.

Protesters gathered outside the entrance to the casino parking lot Thursday said not enough of the casino's good jobs have gone to tribal members.

"At first appearance it looks good, but the rich are just getting richer and the poor poorer," said Manuel Montelongo.

The 175,000-square-foot casino and entertainment complex is run by Harrah's Entertainment, which marked the anniversary with a \$100,000 check for the tribe's educational scholarship fund.

Harrah's officials said the casino has provided more than 1,300 jobs and a payroll of \$22 million, and that about 600 of those jobs are held by tribal members.

More than 2.6 million people have visited the casino since it opened, making it the top tourist attraction in North Carolina.

The increased tourist traffic has been credited with helping cut the unemployment rate in Swain and Jackson counties.

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Breast of Chicken Marsala

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ACCOMPANIMENTS

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Cob Corn Poached in Milk & Honey

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Oklahoma legislature creates day to recognize Native Americans

TULSA, Okla. (AP) - Oklahoma, whose name means "Land of the Red People" in the Choctaw tongue, is paying tribute to its tribal population with a state-sanctioned day of recognition.

Legislation that Gov. Frank Keating signed in April created Oklahoma Native American Day on the third Monday of November each year.

"All citizens of this state are requested to devote some portion of Oklahoma Native American Day to commemorate the accomplishments of Oklahoma's Native Americans," according to House Bill 2822. "Teachers and students of the schools of this state are requested to observe the day with appropriate activities."

American Indians say the occasion goes beyond a token

gesture. It introduces a time, they say, to applaud the culture of the 536,000 Sooner residents who claim Indian heritage.

Barbara Warner, executive director of the Oklahoma Indian Affairs Commission, said all eyes will be on the Indian way of life Monday.

"I certainly think it's long overdue," she said. "I think it's a positive statement from the state."

More American Indians live in Oklahoma - the destination of relocated tribes in the 1800s - than anywhere else in the United States.

A special day of recognition is important for the pride it instills and the breakthroughs with people of other ethnic backgrounds, sources said.

"I'm hoping it will be a spring-

board for education of our students," Ms. Warner said. "Here is an opportunity where the state is encouraging schools and everyone to take a look at its native population without any judgment, but just to learn a little bit."

The Oklahoma Department of Education got the word out by placing notices and a sample lesson plan in publications sent to administrators and teachers. Indians make up about 15 percent of the state's public school enrollment, according to the department.

Oklahoma Native American Day activities at the Capitol include music, story telling, dancing and food at festivities called "Keepers of the Stories ... Celebrating the Indian Spirit."

Oklahoma State University education professor Pete Coser, a

Muscogee (Creek) Nation member, said the day symbolizes progress in the relations between tribes and state government.

The Legislature and tribes have clashed through the years over issues such as water rights at Sardis Lake and taxation of the gasoline sold on Indian lands.

"Whether it's bingo or whether it's smoke shops or license plates, we're talking about sovereignty," said Coser, the faculty adviser for the OSU Native American Student Association. "Anytime a state attempts to bring those under control, it's an attempt to chisel away at the sovereignty of a tribe."

Jerry Bread, coordinator of outreach for the Native American Studies Program at the University of Oklahoma, said the Legislature's record of dealings

with tribes has been neither bright nor extensive.

Indians in the state have traditionally been considered cultural novelties, Bread said. Misconceptions and stereotypes flourish, he said.

Oklahoma Native American Day marks a step toward respect, said Bread, a member of the Kiowa Tribe.

"By the very name itself, 'Oklahoma' connotes history and tradition and culture that's very rich in native values," he said. "It's only fitting that the (non-Indian) citizens have some background in that tradition and history."

"It would have been a lot better off if it had happened sooner."

National American Indian Heritage Month, 1998

By the President of the United States of America

A Proclamation

American Indians and Alaska Natives - the first Americans -- have made enormous contributions to the life of our country. When the first Europeans arrived on this continent, they did not find an empty land; they found instead a land of diverse peoples with a rich and complex system of governments, languages, religions, values and traditions that have shaped and influenced American history and heritage. Generations of American Indians have served and sacrificed to defend our freedom, and no segment of our population has sent a larger percentage of its young men and women to serve in our Armed Forces. But American Indians are not just an important part of our country's past; they are also a vital part of today's America and will play an even more important role in America's future.

There are more than 2 million American Indians living in our country today, from the hardwood forests of Maine to the Florida Everglades, across the Great Plains to the Pacific Coast and throughout the State of Alaska. Through a variety of innovative enterprises, many tribes are sharing in the unprecedented prosperity our country enjoys today, prosperity that is reflected in the construction of community centers, schools, museums and other cultural centers. However, many people who live in Indian Country are caught in a cycle of poverty made worse by poor health care and a lack of educational and employment opportunity. If we are to honor the United States Government's longstanding obligations to Indian tribes, we must do all in our power to ensure that American Indians have access to the tools and opportunities they need to make the most of their lives.

As part of this endeavor, my Administration has strengthened the special government-to-government relationship between the Federal Government and the sovereign nations of Indian Country, expanded the role of American Indians and Alaska Natives in the Administration, and sought to increase educational opportunities and economic development throughout the Indian Country. Earlier this year, I signed an Executive Order directing the Federal Government to work together with tribal and state governments to improve Native American achievement in math and reading, raise high school graduation rates, increase the number of Native American youth attending college, improve science education, and expand the use of educational technology. We are also striving to boost economic development in Indian Country by working with tribal governments to meet their technology infrastructure needs, to coordinate and strengthen existing Native American economic development initiatives and to help Native Americans obtain loans more easily for building homes and starting new businesses.

Today's Native Americans are among the youngest segments of our population -- a new, large generation of young people who, if empowered with the education, skills, opportunity and encouragement they need to thrive, can lead Indian Country into a future as bright and promising as its extraordinary past. As we observe National American Indian Heritage Month, let us resolve to work together to make that future a reality.

NOW, THEREFORE, I, William J. Clinton, President of the United States of America, by virtue of the authority vested in me by the Constitution and laws of the United States, do hereby proclaim November, 1998 as National American Indian Heritage Month. I urge all Americans, as well as their elected representatives at the Federal, State, local, and tribal levels, to observe this month with appropriate programs, ceremonies and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this 29th day of October, in the year of our Lord, 1998, and of the Independence of the United States of America the two hundred and twenty-third.

/s/ William J. Clinton



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OFFICE HOURS Monday through Thursday, 8 am to 6:30 pm, Friday, 8 am to 4:30 pm or by appointment.

ADVISORY BOARD - Regular meetings are the second and fourth Tuesday of the month at 6:30 PM, December 8 & 22.

LANGUAGE - Emily Schwamp's beginners and advanced classes are every Thursday at 6:30 pm, except the first Thursday. That class will be held on the Tuesday before, which is December 1. Advanced language discussion group is every Saturday at 10 am. Both are at the SEOTS office. Kelli Clark's beginners have changed their meeting site to Brookfield, 1900 N. Calhoun Rd. and they will be meeting only once during December; which will be Dec. 7.

VAN TRIP - Our regular trip will be on the third Wednesday which is December 16, weather permitting. Be at the office before 8 am because we'd like to leave promptly at 8. We return about 5 pm. The van must be driven by an authorized driver. All of our staff are authorized by the Oneida Tribe to drive the van, PLUS we also have six volunteers who have been authorized to drive. When requesting the use of the van for the benefit of Oneida members, you should allow two weeks with a written request, and you should have a driver who is willing to drive for you. For information on becoming a certified van driver, call our office during the day.

DODO CLUB - Meets every Saturday at 11 AM except December 26. Still making

cookies for the holidays? The Dodos have wonderful recipes to share, and maybe you do too. Bring your recipes, and bring some samples 'cuz we like to eat cookies, too.

AUDIO TAPES - Longhouse Social Dance songs volumes 1&2 are available here at the office. Oneida hymn singers tapes, volumes 1,2,&3 are available on order.

ONEIDA NATION MUSEUM - In Oneida will be open Tuesday through Friday 9AM to 5 PM, and closed Saturdays until May. The museum will be closed to the public for the month of January, 1999.

FICTION GROUP will meet on Tuesday, December 15 and every third Tuesday of the month at 6:30 PM. All Oneida members and their families are invited to participate in critical discussion about contemporary American Indian Literature. We will be looking at poetry in the next few sessions, as well as historical work. Please give us a call to get the title of the books we are reading, or ask about our list of recommended readings for yourself.

SHARING OF THE GIFTS - Beginning December 17, the Senior's Holiday Dinner will be in Oneida at the Edgewood in Seymour from 5 to 9 PM. We will have a bus going from here and the first 60 people will be going. One elder can take one guest, and please register before December 10.

On December 21, we will come together to recognize the shortest day of the year, which is known as the Winter Solstice.

We do this in the morning at 10:00, and we share breakfast foods with each other.

Family Day at the Museum will be on Monday, December 28. There will be a guided tour, refreshments, and admission to IMAX which features "Greatest Places". Maximum of 30 for IMAX so please register by December 23. Or just stop in any time after 10 AM; we'll have snacks and good company... watch for our room by the Oneida signs.

On Wednesday, December 30, **Teen Skate Night** will provide admission, skates, pizza and transportation, if needed, to Wisconsin Skate University. Please register by December 29.

All month, we will feature a Holiday Giving Tree: come in to the office and pick a number off the tree and buy a gift for that child.

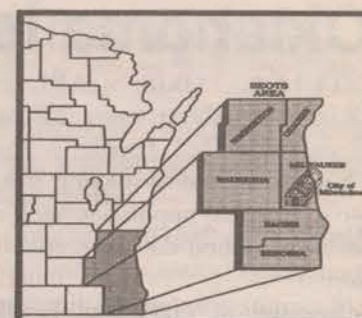
Also, we can take your name if you would like to Home visit those of our people who are in nursing homes, hospitals or who just don't get out much.

And we will top this all off by having our own Hoyan-in-the-City. Bring donuts, we'll have coffee. Come early, we'll be here by 9 am. Or come later and bring some food to share. It was good last year; there was a nice crowd and GREAT food!!!

LACROSSE SCHEDULE - Every Friday at 7:30 PM at Soccer USA, 4050 No. Port Washington Road. If you are interested in participating, or just watching indoor lacrosse this fall and winter, stop by Soccer USA. The team is always open to people that would like to learn the sport. We also need referees for the games and scrimmages. If you have referee experience, check the team out and maybe you can help. We will help teach you the rules and provide you the rule book and referee shirt. We often host players from Oneida and play teams from all over the state. Please call ahead so we can make proper introductions and arrangements. See you there!

ple that would like to learn the sport. We also need referees for the games and scrimmages. If you have referee experience, check the team out and maybe you can help. We will help teach you the rules and provide you the rule book and referee shirt. We often host players from Oneida and play teams from all over the state. Please call ahead so we can make proper introductions and arrangements. See you there!

INDIAN AGENCIES IN MILWAUKEE - Milwaukee Area American Indian Manpower Council, 1711 South 11th Street, Ph. 643-8300. Provides meaningful training,



SEOTS

employment, and educational programs to economically disadvantaged, unemployed, or underemployed American Indians residing in Kenosha, Racine, Milwaukee, Ozaukee, Washington and Waukesha Counties. Services include GED classes, Job counseling and placement and training and educational counseling. Office hours are 8:30 to 4:30 Monday through Friday. Fees: none.

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Days to Remember.....

*The Oneida Tribal Offices will be closed
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November 26 - Closed
November 27 - Closed
December 24 - Closed 1/2 Day
December 25 - Closed
January 1 - Closed

*These dates revolve around holidays observed by the
Oneida Nation. Thank you for your understanding!*

Oneida Appeals Commission Bulletin

On[^]yote⁷ a•ka⁷ shakotiya⁷ tole' the

Vol. 3 No. 8

August 1998

This bulletin contains summaries for the decisions issued by the Oneida Appeals Commission for the month of August 1998.

Initial Review

Oneida Bingo & Casino vs. Earl W. Smith, 98-EP-0013. August 7, 1998. Judicial Officers Gerald L. Danforth, Carole Liggins, and David A. Webster. Motion for Reconsideration.

The appellant requested reconsideration of an initial review decision which denied the acceptance of a notice of appeal. The appellant had originally argued that the Personnel Commission lacked jurisdiction over the case, that the initial review body had misapplied the law in question when it denied the notice of appeal, and that the initial review body should have granted the appellant five days to perfect the filing rather than an immediate dismissal. The initial review body found that the appellant's main argument that the Personnel Commission lacked jurisdiction had already been settled by the Appellate Court when the case was remanded to the Personnel Commission. The case was not accepted for appellate review.

Bradley A. Skenandore vs. Oneida Tribe, 98-CVL-0007. August 26, 1998. Judicial Officers Stanley R. Webster, Gerald L. Danforth, and Carole

Liggins. The appellant filed a motion to dismiss a case involving his failure to attend classes in a timely manner, citing violations of constitutional rights. The initial review body found that the appellant failed to specify what, exactly, he was attempting to dismiss and how his class attendance was related to his claims. The case was not accepted for appellate review.

Trial Court

Estate of Louis F. Danforth a.k.a. Flynn Danforth, 98-OHB-0008. August 3, 1998. Stipulation. Judicial Officers Carole Liggins, Gary G. Metoxen and Wanda L. Webster. A stipulated agreement between the parties regarding the disposition of the decedent's estate, with the exception of real estate assets, was entered into the record by the trial court on behalf of the parties. Parties are still in negotiation for disposition of real estate assets.

Appellate Court

Oneida Internal Security vs. Raymond Skenandore, 98-EP-0009. August 6, 1998. Judicial Officers Carole Liggins, Pearl House, Gary G. Metoxen, Dorothy J. Skenandore, and Winnifred L. Thomas. The appellant filed an appeal from a Personnel Commission decision which reversed the respondent's termination. The appellant argues that the Personnel Commission's original decision

to remand the case to the area manager because of new information and the decision which found the area manager's response untimely are both clearly erroneous. The appellate court defined new information as information that existed at the time of the original decision, was unavailable to the parties despite a diligent search, and is likely to alter the original decision. In this case, the new information was a memo written approximately two months after the area manager's original decision upholding the respondent's termination. The appellate court found that since the memo was written after the area manager decision, it could not exist at the time of the decision. It therefore could not be interpreted to be new. The Personnel Commission decision was overturned on the finding that it had been erroneous. The Personnel Commission was ordered to conduct a grievance hearing on the merits of the case

within forty five days.

Christine Cottrell vs. Oneida Human Resources Department, 98-EP-0001. August 14, 1998. Judicial Officers Carole Liggins, Pearl House, Kirby Metoxen, Mark N. Powless, Winnifred L. Thomas. The appellant filed a motion for reconsideration of the appellate court decision. The motion lacked clarity and failed to meet the legal criteria established by common law for reconsideration of an appellate court decision. The motion was denied.

Oneida Social Services vs. Jodi Rodriguez and Oneida Human Resources Department, 98-EP-0017. August 14, 1998. Judicial Officers Carole Liggins, Pearl House, Mark N. Powless, Dorothy J. Skenandore, Winnifred L. Thomas. The appellant filed an appeal of a Personnel Commission decision which held that the Oneida Human Resources Department Equal Employment Opportunity

Office is authorized to receive notice on behalf of area managers. The appellant moved the appellate court to join Oneida Human Resources Department as an interested party in this dispute. The motion was granted because the outcome of the case is likely to affect the grievance process and the Oneida Human Resource Department's role in that process.

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Oneida Gaming Commission News

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 Judy Cornelius - Commissioner * Lila Watts - Commissioner
 Lois Strong - Commissioner * Charlene Cornelius - Commissioner
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Oneida is successful in compliance status

(Below is a reproduced portion of a letter from the National Indian Gaming Commission)

The National Indian Gaming Commission (NIGC) has recently completed its Congressionally mandated survey of tribal compliance with the Indian Gaming Regulatory Act (IGRA) which contains the key requirements of the Act and the NIGC regulations. The results of that survey are being reported to the Secretary of the Interior and will soon be available to the Congress and the public.

As of June 30, 1998. The following information reflects the compliance status of the Oneida Tribe of Indians of Wisconsin. Please note that the compliance activities listed on the report are updated by the NIGC on a bi-annual basis.

"What is Indian Preference?" Federal Laws and "Indian Preference"....how does it apply?

There is a presumption that all federal employment statutes (laws) apply to reservations. The facts are, Oneida is mostly exempt from all federal employment laws. Further, there is a legal basis for federal laws not applying in Oneida. Similarly, in this article the Oneida Gaming Commission (OGC) will explore these issues. The OGC will try to dispel rumors and present some facts on the application of federal employment laws to the Oneida Casino.

In recent years, Indian Tribes all over the country have experienced unprecedented economic growth and development. Tribes are creating and owning businesses at an accelerated pace. Oneida is no different. With the emergence of gaming, Oneida has experienced tremendous growth in the area of employment over the last ten years.

From 1988 to 1998 the Oneida Tribe has seen an increase in

employment of 492%. This reflects a growth from 626 people to 3,080 people.

As a result of this success, the Oneida Tribe has found itself as one of the largest employers in the State of Wisconsin. As a significant employer, and as an independent sovereign Nation, Oneida holds a unique position amongst other employers in the area. This unique position translates into questions of employment law. Recently, important areas of employment law have been debated and decided by high courts. Central to many of these cases was the question of Indian tribes as employers and the application of federal employment laws. The higher court decisions have implications nationally, so these issues are not just local issues.

The OGC will briefly explore three (3) federal laws and how they apply here. And we will also examine the Oneida employment selection process.

1. Title VII of the Civil Rights Act of 1964. 42 U.S.C. sections 2000e-2000e-17(1988)

Title VII expressly excludes tribes from the definition of employers who may not discriminate on the basis of race, color, religion, sex, and national origin. Moreover, under this law, tribes are expressly allowed to exercise Indian preference mandates or clauses as employers. This means that the Oneida Casino as an enterprise of the Oneida Tribe is permitted to exclude employees from employment based on these aforementioned criteria.

With that being said, it must be understood that Oneida has truly exercised a very responsible and careful hiring process. Under this process, the Oneida Tribe has designated certain jobs (key employees and primary management) within the overall operations as needing to be held by

Indian employees.

2. Fair Labor Standards Act (FLSA). 29 U.S.C. sections 201-219 (1988)

This law's statutory language does not expressly apply it to Indian Country. Further, in *Martin v. Indian Wildlife Commission* (1993), the seventh circuit held that the FLSA did not apply to the Great Lakes Indian Fish and Wildlife Commission. The commission is exclusively owned and operated by a tribal organization.

As a result of this decision, the court denied a federal agency, the Department of Labor, from enforcing a subpoena. The court found that the FLSA would inter-

fere with tribal treaty rights and that it encroaches on the tribes ability to self-govern.

3. Labor Management Relations Act (LMRA). 29 U.S.C. sections 141-187 (1988)

This law's statutory language also does not expressly apply it to Indian Country. The Oneida Gaming Commission was unable to find any court which has addressed the issue of LMRA applying to tribal governments. However, the National Labor Relation Board has taken a position that the LMRA does not apply to tribally owned businesses located on reservations.

Oneida Tribes Selection Policy/Blue Book Policy III
 Federal Policy going back to

1834 affords hiring preference to Indians. The purpose of the preference is threefold:

1.) To give Indians a greater participation in self-government;
 2.) To further the Government's trust obligation, and;

3.) To reduce the negative effect of having non-Indians administer matters that effect Indian tribal life.

The Oneida Tribe exists to serve the needs of Oneida people. As a sovereign Indian Tribe and a unique cultural group, the Oneida Tribe has determined

Continued on
Page 21

COMPLIANCE REPORT AS OF JUNE 30, 1998									
Compliance Items by Tribe					TRIBE Operation(s)	Compliance Items by Operation			
DOI Approved Compact	Submits Investigative Reports	Submits Fingerprints to NIGC	Submits Employee Applications	NIGC Approved Ordinance		ST Fees paid to NIGC	Operation Licensed by Tribe	Submits Audits to NIGC	
X	X	STATE	X	X	Oneida Tribe of Indians of Wisconsin Oneida Bingo & Casino	WI	X	X	X

Chart - For ease of reading, the chart lists the major requirements of the Indian Gaming Regulatory Act across the top of the page. Each tribe and tribal gaming operation is listed alphabetically by state in the center of the page, between the tribal requirements and the gaming operation requirements.

KEY

- X
- a blank space
- N/A in Compact
- "a black diamond" in compact
- State
- XNC in Investigative Reports
- "a black circle" in Investigative Reports
- "a white circle" in Investigative Reports
- C
- New in Fees
- N/A in Audits
- IR in Audits
- "a black square" in Individually owned operations
- CA Compliance Agreement
- CR

SIGNIFIES

- Compliance.
- Non-Compliance.
- Class II operation, no compact necessary.
- Approved compact for off-track betting only.
- Tribe submits material to the State.
- Partial submission of materials.
- FBI is processing the fingerprint cards preventing completion of the Investigative Report.
- Employee applications will be submitted with the Investigative Report.
- Charitable gaming operation.
- New operation not required to pay fees until second calendar year of operation.
- New operation not yet required to submit audit reports.
- Audit report(s) for certain year(s) could not be prepared due to incomplete records.
- Individually owned operation where compliance status is currently under review.
- Tribe is meeting its compliance obligations pursuant to an agreement with the NIGC.
- Compliance status under review.

AMVETS CORNER



Photo by Kevin Moore

AmVets members Ron Sommers, Roy Metoxen and Jim Martin are pictured delivering turkeys to the Oneida Airport Child Care Director Dorothy Skenandore and Child Care Cook, Diane Shea. The turkeys were donated to the center for their annual Grandparents Holiday Feast.

By Jim Martin

AmVets Association

The Oneida Amvets Post # 54 celebrated Veterans Day by home delivering turkeys to needy families for the Thanksgiving

Holiday. This community service is an extension of the service the veterans provided to our nation while in the military. The Amvets are very busy preparing for the Christmas Holiday Food

Continued from page 20

that a highly desirable employment characteristic is a knowledge of Oneida culture.

As we look briefly at some laws that apply and at a policy that we have adopted as Oneida's, our actions are legally justified, and our behavior is responsible and within our own policies and procedures.

Reno Says Tribes Should Sue State If Negotiations Are Refused

June 11, 1998

WASHINGTON - U.S. Attorney General Janet Reno declined Wednesday to step in and mediate a dispute over Indian gaming between Governor Pete Wilson and most of California's Indian tribes, but she did encourage tribal leaders to sue the state if negotiations continue to stagnate.

The largest group of tribal leaders to gather here in modern times exulted in the historic meeting with the nation's top law enforcer, finding hope between the lines of Reno's careful comments. Though Reno merely urged the Indians to go home and

try again, they claimed she had given them permission to continue operating video gaming machines that Wilson claims are illegal. The tribes have taken Wilson to court over the issue because he has failed to fairly negotiate a gaming compact for the machines with all the California tribes.

After a one hour session with Reno, during which six tribal leaders sat at a table headed by Reno, Mark Macarro of the Pechanga Reservation near Temecula, California said, "This is a new day for tribes." Reno took diligent notes during the meeting. "We are encouraged by her response," said one unidentified leader.

NEXT EDITION

Part II of the Self-Regulatory series is pending release due to technical difficulties. Please look for Part II in the next edition of the Kalihwisaks issue.

In upcoming articles, the Oneida Gaming Commission will cover repeated audit findings and gaming compact issues.

Drive and I want to thank Susan Danforth, the Amvets Food Drive Coordinator for her hard work and dedication to making this year's food drive the most successful ever.

I would also like to acknowledge the efforts of Emerson John, Roy Metoxen and Harry Martin and Kalene White for their efforts on behalf of our community.

Please join the Amvets by nominating members of our community to be honored at the 1998 Community Service Awards Banquet. If you have any questions, please contact the Amvets Commander Jim Martin.

ATTENTION BUSINESSES!!

The Oneida Nation High School Information Processing Classes would like to apply their keyboarding skills to realistic projects. If you are a non-profit Oneida organization, please call Susan Hart now about your computer needs.

If you are an individual or for-profit organization, there will be a fee.

Call Susan Hart
at 869-4308

WE
AIM TO
PLEASE!

Bingo & Casino

HOLIDAY HOURS

Thanksgiving Day (Thurs., Nov. 26, 1998)

- Main Casino open 24 hours
- IMAC closes at 4:00 AM
- IMAC re-opens at 4:00 PM
- Bingo session at 6:00 PM

Christmas Eve (Thurs., Dec. 24, 1998)

- Main Casino and IMAC close at 4:00 PM
- No Bingo today

Christmas Day (Fri., Dec. 25, 1998)

- Main Casino and IMAC open at 4:00 PM
- Bingo session at 6:00 PM and Nite Owls at 10:00 PM

New Year's Eve (Thurs., Dec. 31, 1998)

- Main Casino and IMAC open 24 hours
- Bingo session at 10:00 AM
- New Years Eve Bingo Bash
(Sales 2:30pm, Warm Ups 4:30pm, Bash begins at 6:00pm)

New Year's Day (Fri., Jan. 1, 1999)

- Casinos are open 24 hours
- Bingo at 10:00 AM, 6:00 PM and Nite Owls at 10:00 PM

Bingo & Casino

2020/2100 Airport Drive • Green Bay, WI
Local: (920) 497-8118 or (920) 494-4500 • Nationwide: 1-800-238-4263



Development Division News

Seven Generations

Comprehensive bike and pedestrian program

By Mike Finn

Without a doubt, the best deal in traveling is a bicycle. A bike is cheap, uses little energy and other resources to produce and operate, produces no emissions, can be carried on busses as well as other forms of transit, and can often adapt itself to roadways.

Often spurned as nothing more than recreational, bicycles are a serious option that can generate considerable political appeal. Bike accommodations do not necessarily conflict with road interests.

For example, road engineers have discovered that improving

highway shoulders to accommodate bike lanes typically saves money in road reconstruction and repair.

Bigger shoulders that include bike lanes reduce the erosion that otherwise undercuts the roadway itself. This kind of cost effectiveness and the fact that bikes take up so little right-of way make them an ideal source of local transportation.

Although most communities have been slow to implement capital improvements which would benefit bicyclist, some have identified bike routes over the years.

Unfortunately, in a number of instances, these routes merely paid lip service to the needs of the serious bicyclist. Routes were identified which were "nice and safe" but often did not serve a transportation function, instead focussing on accommodating the bicycle as a form of recreation.

The Oneida Nation Planning Department is in the process of developing a comprehensive local bike and pedestrian network program.

Some of the comprehensive plans for bike trails will include the following options:

•Bicycle facilities in the form

of improved shoulders and bike lanes on existing or adjoining roads. These should be included as a regular feature of road (re)construction whenever possible, although retrofits are also needed as well.

•Introducing traffic calming measures in area of heavy traffic flow to improve the attractiveness and safety of cycling and walking.

•Good signalization, special crossing lanes, to increase safety for bikes at busy intersections

•Good maintenance, including snow-plowing and sweeping gravel on both bike paths and

roads with bicycle lanes/shoulders.

With community involvement and planning working together to develop a comprehensive bike and pedestrian plan, and the construction of pathways within the community, it is hoped that there will be a reduction of automobile traffic while allowing the Oneida Nation to become bike and pedestrian friendly and preserving the rural character of the land, and allowing community members a different way to experience the great outdoors.

Transportation in the Oneida Nation

By Mike Finn

As the Sovereign Nation of Oneida in Wisconsin strategically works to require lands within the boundaries established in the original 1838 Buffalo Creek Treaty, the consequences of dynamic community development must be accounted for. One of these consequences is dealing with transportation as a governmental function. As more and more of the land is acquired, administrative structures and policies must be tailored to address increased responsibilities.

Transportation has all too often been understood as pertaining primarily to roads and the accommodation of the automobile. This notion has led to cities and communities across the country which are low density, dispersed places with little consideration for people. More seriously, this type of settlement pattern has become at the expense of both the environment, and the taxpayer --both of which have absorbed the costs of urban

sprawl.

In its development activities, the Oneida Nation has the opportunity to investigate and develop those methods of transportation which have the greatest human benefit at the least environmental cost. Modes of transportation which are sustainable and promote minimum consumption of non-renewable fossil fuels can be developed and promoted to efficiently serve the Oneida public. This concept is informed by the Seventh Generation philosophy which employs a long range planning horizon to create an environment which sustains future generations.

For example, pedestrian movement, as a facet of transportation, can be understood within the context of maintaining the rural character of the Oneida Nation. Promotion of walking and biking can occur by providing the facilities for these activities to occur.

Some Of The Reasons Why You Should Consider Muehl-Boettcher Funeral Home



Kurt & Debbie Boettcher
Owners

- ☛ We've been serving families since 1873. We are a family dedicated to serving others during the most difficult time in life. Our goal is to offer caring, dignified service to all with the utmost integrity.
- ☛ With our newly expanded facilities, we offer one of the largest visitation chapels in the Fox River Valley.
- ☛ We offer complete funeral services which would be completely covered under the ONEIDA BURIAL ALLOWANCE FUND. This would include a selection of a quality metal or wood casket (with many to choose from), burial container and our services.
- ☛ Our guarantee on all services we provide. It is important to us that you are satisfied and that your wishes and concerns are carried out to the best of our ability.
- ☛ At Muehl - Boettcher we know tradition and ceremony are important. That is why we are always available to plan the type of service which is most meaningful to the families we serve. Like the important tribute and custom that the Oneida Singers sing for the visitation. We not only welcome, but look forward to listening to this wonderful tribute, and also any other special requests that family members may have . . . We are here to serve you!

If you would like additional information on pre-planning or any of the many other services we provide, just call, write or stop in . . .

Tsyotko't Swana'ktote Thika Kantho
"You Are Always Welcome"

**MUEHL-
BOETTCHER**
Funeral Home
Family Dedicated Service Since 1873

358 S. Main St.
Seymour, WI 54165
(414) 833-2328

JUST MINUTES FROM ONEIDA!

Oneida Business Committee LEGISLATIVE REVIEW

BC Corner: Tina Danforth Council Member

Recently at a GTC meeting where the topic of discussion was the purchase of the Oneida Wash and Go, there appeared no middle ground. Either you were in favor or you were against the purchase. But this was not a typical GTC meeting.

At this meeting, there were faces attached to the actions/consequences as a Tribal member's financial stability and future were at stake. Yes, it was an emotionally charged meeting. But emotions should not have been the determining factor.

The real issue was and will always be: "What is best for the Nation?"

I feel that by purchasing the car wash, the GTC fulfilled its obligation as ultimately it became the GTC's decision. We did the best we could do in a lose-lose more situation.

This property and all its improvements were presently subject to a foreclosure action. If this car wash would have gone all the way to a foreclosure judgment, it would have been put up for sale at a sheriff's auction to the highest bidder.

Our secondary lien position in the form of an OSBDC loan would never have realized any pay off. We were basically in an unsecured position as the proceeds from a potential sale in a



Tina Danforth

foreclosure action would not have even covered the priority lien of Firststar. I suppose it would have made better business sense to purchase it at the sheriff sale but at what price? The loss of a home and financial security (and faith) for the owner/Tribal entrepreneur? At the risk of Firststar and other banks losing faith in future requests by Tribal members for this and other types of financing? At one point in time, there was a solution to this dilemma by restructuring the loan in order to secure collateral for the note. However, the bureaucracy proved too formida-

ble/intrusive and the silent partner walked away from the deal.

So in the end, the system ultimately failed (Players in that system were OSBDC, Development Division, the General Manager and the Oneida Business Committee). It definitely is time to look inward at the systems in place and attempt to correct the defects or failure is imminent again. Responsibility must fall on all the players involved but it appears that lack of accountability is prevalent throughout the Tribal system. That is the real shame.

Some people have commented that this was a definite windfall for the Tribal entrepreneur. I think a better way to look at this situation is we now have a tangible asset and a viable business opportunity. We may have failed the Tribal entrepreneur, but we now have a chance to help ourselves as, technically, we each have a vested interest in the success or failure of this enterprise. A business can only succeed with the support of the surrounding community.

Lets not continue to look backward and point fingers; lets instead look ahead and see what we can do to make this venture a success.

Legislative Opinion

"Do you think the amount of negative campaigning in the state elections will effect the way we conduct our elections in the coming year?"



Leland Danforth
Council Member

Danforth:

No. I do not think the negativity displayed in the recent state election will effect our 1999 Oneida Tribal Elections.

As I recall, some individuals put out a number of slanderous hate mailing and brochures, that I believe the intent was to negatively effect certain candidates.

I think the membership responded to this negative mudslinging at the polls.

Doxtator:

No, I don't think the negative campaigning going on around us should impact our elections in the coming year.

As Onayote aka, we should not allow ourselves to be subject to this type of irresponsible and unnecessary campaigning.

Lets discuss the issues that are pertinent to the future success of our Nation and vote for those that we feel confident in in carrying that out.



Debbie Doxtator
Chairwoman

Jordan:

I hope our elections are not filled with negative campaigning but we'll probably have some candidates who will resort to those kinds of tactics. Negativity gets attention--that's human nature.

But you can bet that those candidates who use negative tactics to get elected will most likely use the same kind of tactics as an elected official, too.



Gary Jordan
Vice Chairman

ATTENTION ONEIDA!!

If you have a question that you would like to ask the Business Committee please write to us at the *kalihwisaks*.

The questions will start being printed the first of the year.

All questions must be provided with your signature and address, as the name will be printed along with the question. *kalihwisaks* encourages submissions, however all questions must be signed and addressed. *kalihwisaks* does not assume responsibility for unsolicited material and does not guarantee publication upon submission. *kalihwisaks* does reserve the right to edit. Questions may be edited for language and length.

Compiled by the Oneida Cultural/Heritage Department

The custom of Hoyan among all the Iroquois nations has been around for as long as most of us can remember.

The word "Hoyan" comes from the Iroquois word "oya'h" which means "another." The custom itself is the celebration of the passing of one year into another and is thought to have been influenced by the Dutch, who also celebrated the New Year in a similar fashion.

On the eve of the New Year, baked goods were prepared, usually doughnut, and fruit was set out in expectation of the "Hoyanners." When the New Year arrived, the day was spent going from home to home visiting, renewing friendships, and of course, collecting goodies.

Excerpt from a letter from Rose Kerstetter to Dr. Carol Cornelius dated December 9, 1995.

On my recent trip to Oneida I had occasion to meet several people who were childhood playmates over 50 years ago. I learned from them that there isn't much "Hoyanning" done any more.

Back in those days we lived in the third house from the corner on the Old Seymour Road near the present Seminary Road. Every New Year's day, my brother Floyd, sister Cecilia Mae, and I usually joined other neighborhood children, Domie, Leo, Louella, Alpha, and others, in a New Year's walking visit to nearby Oneida homes, knocking on doors and yelling "Hoyan!" until someone came to the door and passed out doughnut. (We were each equipped with a pillowcase and high hopes of filling it up, but we never quite made.

I remember that very early on New Year's Day, my uncle Steve Skenandore would pound on our door with Grandma Electa's pestle. I can just hear her say in Oneida, "Bring it right back, Steve." You can imagine the noise he made along with shouting. But it was all in fun, and we loved it.

I grew up to learn that this custom was a remnant of an older ritual from historic times and beyond.

It seems that during the time of Midwinter Festival activities in our homeland of New York State, Oneida

us to get ready for the sleigh ride again, we were going home.

I suppose we went to visit some relatives. We rode all afternoon. Those days then people lived far apart, not close together like it is now. That's why I think it took a

whole half day to get there.

Excerpt of interview with Richard Cornelius as told to Judi Jourdan on November 14 1998.

I remember when I was about 4 years old, I lived with my grandma and grandpa (William and Mary Metoxen) on Ray

like us so Grandma would tell us which houses were OK to Hoyan and which to avoid. But we went to some of the other houses anyway. When we knocked on those doors, they angrily chased us away. That was the first time I remember encountering that kind of discrimination. I didn't know what that was then. I didn't understand it. Grandma and Grandpa knew, but they never explained it to me. They just said to not go to that house again.

After a while, grandpa would come with the car and drive us the rest of the way because grandma would tell him it was too cold for us to be walking all that way. We'd go down Ray Road to Tip Road, over to E, then south to J, down J to Advent Road and then back home.

When we got home, Grandma would make us spread all our goodies out on the table and we'd munch on them all day long. If visitors came by "Hoyanning," and they usually always did, they'd sit and have coffee with Grandma and Grandpa and share in the goodies that were spread out.

The custom is very similar to the Christian celebration of All Saints Eve, better known to all of us as Halloween.

The Iroquois

children as well as Seneca, Cayuga, Onondaga, Mohawk, and later, Tuscarora children, would gather in the village accompanied by an elder (usually someone's grandmother) who was appropriately equipped with a large basket. Then the children and she would go thorough the village, knocking at doorways and begging for food. They wore small, braided cornhusk masks. If no one was at home, a child might snatch some object left outdoors by the absent family. This booty was later spread out some place where the grownups could easily retrieve their possessions. Almost sounds like trick-or-treat, doesn't it?

The children then helped Grandmother spread out the feast, possible in her own long-house, where they enjoyed their very own feast.

Excerpt of interview with Mildred Summers as told to Joyce Damrow on January 12, 1978.

I don't remember the first time I went "Hoyanning." That was before I was married. It was when I was a little kid, maybe when I was by Schuyler's yet, I might have went. I was among a bunch of kids at that time. I remember when they drove around in sleds, that were horse drawn. I can remember that. I think that was Anderson's team, that long sleigh. There was straw in there and they used to have those jingle bells at that time on the horses. I can remember that.

I don't know where we went but there was bunch of us in there and this man drove. I don't know how far, but it seemed we drove all afternoon in that sleigh and we got to a place where they let us all in. It seemed like we played games and they gave us lunch; it wasn't a regular meal, but it still was a pretty good lunch. We played around there awhile. The first thing I knew, they were telling

custom of

Road. Every New Year's Eve my grandma made doughnut and she had plenty of apples handy for Hoyan. My brother Wayne and my sister Gloria and I would go "Hoyanning." We would get our bags ready, get bundled up, and we'd start walking to the neighbors. We'd knock on doors calling out, "Hoyan" and the people would give us doughnut or cookies or apples, sometimes oranges, but usually apples.

Not all of our neighbors were Oneida

*Join in the season of
Hoyan*

on New Year's Day!!

If you already practice Hoyan or would like to start and would like to open your home to other community members, please contact Jean Webster at (920) 869-4373 to place your name on a list.

If Jean is not available, please leave phone number with answering service.

**Deadline to place name on the list is
December 8, 1998.**

A list of those participating will be printed in the Dec. 17 edition.

This page brought to you by:

*The Kalihiwisaks Newspaper and the
Oneida Nation Cultural & Heritage Department*

in an effort to continue to educate the next seven generations



Good News

Happy 40-Something
to my partner
"Weezy!"
All you want to do is
ZOOM-ZOOM?



Got nothin but
love for ya! "G"
PS-Exactly how old
are ya??

If you know this
person



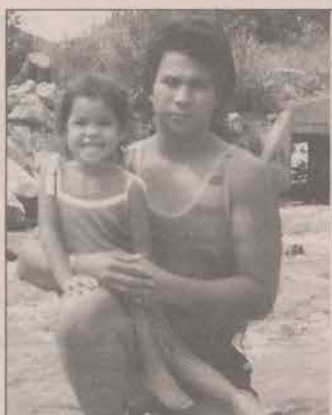
Give her a "wake-up"
call - Please!

Happy 21st Birthday
on Nov. 28th
"Jennica Metoxen"
a wonderful daughter
and sister



Hope your day is as
special as you are.
We love you!
Pa, Mom, Lambert,
Melissa & Jacob

Happy 36th Birthday
"Buddy (Vinny)
Powless"



HA-HA Remember
Story School?
Love your Sisters
& Brothers

Happy 4th Birthday
"Bryce Elm"
on November 8th



Love You - Mom, Tasha,
Meg, Norb, Tamara and
Grandma & Grandpa

Happy 9th Birthday
"Catrina Powless"



Love Mom

Happy Birthday
to our dad
"Richard "50" Powless"



Love your daughters
& granddaughters

LORDY LORDY!!!

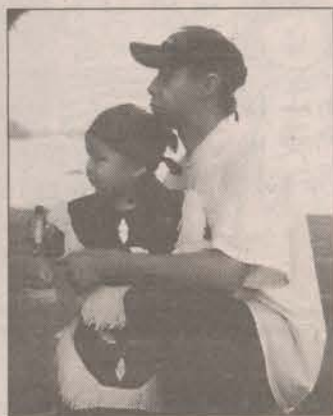
"Terry
Thomas"
is 40! on Nov. 18th
Happy Birthday!!!!
LOVE ALL YOUR
FRIENDS...AND
"NO" Leslie
didn't do this one!!

Happy 1st Birthday
"Cree Tubby"
on November 7th



Love Uncle Kelly
& Auntie MaryAnn

Happy 25th Birthday
to my daddy
"Matt Skenandore"
on Nov. 5th



Love Talon



Happy Birthday
to our son

"Scott Murray"
With Love From
Mom & Dad



Y.E.S. Program

NOVEMBER

Students Of The Month

Green Bay

Michael Capelle

Parents: Mr. & Mrs.
Charles Capelle

Seymour

Mitch Martin

Parents: Mary Lou
LaRock

Pulaski

Kenton King

Parent: Margaret King

West DePere

Randi Walking Eagle

Parents: Elaine Walking
Eagle & Wayne Metoxen



BIRTHS



Owi?la'se

(a new child)



Leia Ann Christjohn

NEWBORN DAUGHTER TO

Lori Best & Tom Christjohn

Born on November 9, 1998 in Milwaukee, WI.

She weighed 7 lbs., 11 ounces and measured 20 inches.

Grandparents are Karen & Fox Christjohn.

Leia has two older sisters Kayla and Marissa "Missy."

CORRECTION

Tristen Scott Stevens was born on October 22, 1998. In the last edition of the Kalihwisaks, it inadvertently stated his birth as Sept. 15, 1998. We're sorry for any inconvenience this may have caused. Thank you!

Congratulations

"Krystal L.
John"

for her 4.0 GPA

She is a 7th grade
student at

Burdick School
in Milwaukee, WI.

(Her parents are
Jody & Kirk John)

Keep up the good
work! We're all so
proud of you!

Mom, Dad, brother
Dakota, Gramma's,
Grampa's, Aunts,
Uncles and all the
Cousins love you!

November 22 - 28, 1998

E-mail us! info@TimeOutForKids.com
Web Site — [Http://www.TimeOutForKids.com](http://www.TimeOutForKids.com)

Sharon L. Awrey's Time Out For Kids™

Ages 5 to 105!

POETRY A-Z

A CHILD'S PLAYMATES

By: Bridgie Keelan
Lehigh Acres, Florida

Good morning sun; Good morning trees;
Good morning birds and busy bees.
How did you know that it was day?
Who told you night had gone away?
I'm wide - awake; I'm up now, too.
I'll be right out to play with you.

P.S. If you see someone without a smile -
give him one of yours!

SNOW

TRUE - FALSE?

1. Snow is frozen rain. T ___ F ___
2. Snow is a crystalline ice particle. T ___ F ___
3. Snow is white. T ___ F ___

PAST EVENTS

November 22, 1718 - Blackbeard, the pirate, was killed by British soldiers. They flew his beard from the ship's bow.
November 23, 1899 - The first juke box was installed in a San Francisco hotel. The original name was a 'Juke Organ.'
November 24, 1888 - American author and lecturer, Dale Carnegie was born. His book, "How to Win Friends and Influence People" was translated into 29 languages.
November 25, 1715 - Sybilla Masters became the first woman inventor. She invented a machine that cleaned and cured Indian corn. Women of that day could not file for patents, so her husband did all of the necessary paper work.
November 26, 1789 - President Washington proclaimed the first U.S. holiday to be Thanksgiving. It became official when President Lincoln signed a proclamation.
November 27, 1889 - The first permit to operate a motor vehicle in Central Park was issued to Curtis Brady (NY). It carried a stipulation that he was not to frighten any horses.
November 28, 1963 - Cape Canaveral was renamed Cape Kennedy. President Lyndon Johnson was instrumental in the change.

Years ago, Thanksgiving was not universally celebrated in the U.S. It wasn't until 1777 that all 13 colonies celebrated such a day - at the same time. Prior to this, each colony had their own type of celebration, at different times and for different reasons. At one time this observance was connected to the Revolutionary War, so in 1863, all of the observances were unified.

MAKE A NICER WORLD

REMEMBER
YOUR
FOREFATHERS



TREAT PEOPLE
THE WAY
YOU YOUR-
SELF LIKE TO
BE TREATED!

MY PERSONAL THOUGHTS

ELDER AGE PLEA

BY: Viola Cox / Macon, Georgia

Cast me not off in the time of old age. Help me to creep across the street. Assist me up and down the steps - so I can go to and fro. I have eaten the bread of misery and drunk the water of sorrow, but still... I have hope for tomorrow. A hope that sends a shining ray - far away - down a future highway. To the highway that leads to Heaven and ends at the Pearly Gates. There I will get my robe and crown - so, cast me not off in the time of old age.

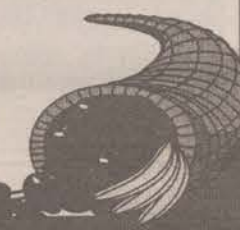
"We pass through this world but once. Each new day is a treasure. Spend it wisely." — Terry L. Awrey

WHAT IS IN THE PICTURE BELOW?

A CORNUCOPIA

This is a symbol of an
overflowing supply.
The horn of plenty.

The shape represents the horn
of Amalthea - a goat.
(Greek Mythology)



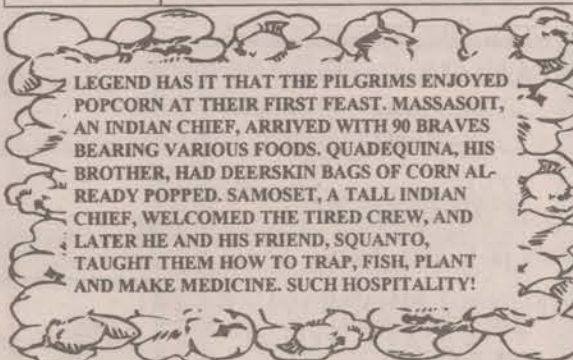
WHAT DID A PILGRIM LOOK LIKE?



Kids invented their own games. They whittled toys out of wood, and made dolls out of rags and pinecones. They were up at sunrise, and had very long working days.

Probably not the way you've pictured them. One man that sailed the Mayflower had his portrait painted, and from the costumes and customs of the day, much can be surmised. Men wore beards, parted their hair on the side, and wore it over their ears. Women wore long hair tucked under their caps. They all wore simple, but colorful clothes. The women wore dresses with full skirts reaching their ankles. Men wore linen shirts, leather or wool breeches, and knit stockings that went up to their hips. On their heads they wore woolen stocking caps. It is very doubtful that they ever had buckles on their hats and shoes!

Before children were allowed to play, they had to attend Bible study, do chores, and learn the ABCs. They were taught to fear God, respect the King, be proud of their heritage, and work as a FAMILY TEAM!



LEGEND HAS IT THAT THE PILGRIMS ENJOYED POPCORN AT THEIR FIRST FEAST. MASSASOIT, AN INDIAN CHIEF, ARRIVED WITH 90 BRAVES BEARING VARIOUS FOODS. QUADEQUINA, HIS BROTHER, HAD DEERSKIN BAGS OF CORN ALREADY POPPED. SAMOSET, A TALL INDIAN CHIEF, WELCOMED THE TIRED CREW, AND LATER HE AND HIS FRIEND, SQUANTO, TAUGHT THEM HOW TO TRAP, FISH, PLANT AND MAKE MEDICINE. SUCH HOSPITALITY!

To Give
THANKS

LETTERS FROM READERS

Thanksgiving

By: Jude Bridges / Fort Smith, Arkansas

To the bright sunny days, to the sun in your face.
To the sun - filled flowers.
To you, always being there.

To the fresh, clean rain, to the raindrops quiet patter. To thirst - quenched trees.
To you, always being there.

To the breezy Autumn winds gently touching your face. To the crunching scarlet leaves.
To you, always being there.

To soft white snowflakes gently dropping in your hair. To hand - packed snowballs.
To you, always being there.



Thank you for always being there!



THE MAYFLOWER - WOULD YOU BELIEVE?

This ship had two decks and three masts. It was about 25 feet wide and 90 feet long. The upper section (forecastle) housed the crew. There was very little comfort and no privacy. Children aboard had names like; Love, Remember, Resolved and Humility.



The ship carried furniture, supplies, seeds, farming tools, hard-tack, beans, peas, pickled beef or pork, and various trinkets - along with other survival items.

CIRCLE FOODS SERVED AT FIRST THANKSGIVING.

- | | | |
|-----------------|------|------------------|
| 1. Turkey | 1621 | 8. Vegetables |
| 2. Corn | | 9. Ice Cream |
| 3. Geese | | 10. Tacos |
| 4. Pizza | | 11. Candy Bars |
| 5. Guinea Fowls | | 12. Pumpkin Pie |
| 6. Lobster | | 13. Dried Fruits |
| 7. Bass | | |



SMILES

The teacher wrote on the blackboard:
"I ain't had no fun for three months."
Teacher: "How can I correct that?"
Silly: "Get yourself a boyfriend."

CRANBERRIES

Indians first introduced this
sour red berry they called,
'ibimi' to the
Pilgrims.



The Pilgrims thought the pink blossom that nodded on the top of the plant looked like the head of a crane - so "crane berry" was later changed to cranberry. The Indians used the berries to draw venom from arrow wounds, and the juice as a dye for their blankets.

IT'S NICE TO REMEMBER

FOOD FOR THOUGHT

Our Pilgrim Fathers and the early Indians were thankful for the bare necessities of life, while we, who have so much to be thankful for, often forget about these courageous, persistent people. By braving the unbroken land of a new continent, they established the initiation of freedom for us all! Just imagine - they knew less about the world they were sailing to, than we today, know about the MOON!!!

ANSWERS: Snow - True/False? 1. False.
2. True 3. False. The white appearance is the result of the reflecting ice crystals.
Guess what They Ate! 2. 3. 5. 6. 7. 8. 13. 14.
There was no pumpkin pie because they ran out of flour before they landed. The women probably boiled the pumpkin. Also, they referred to a variety of geese, ducks and guinea fowls as 'wild turkeys'. They belonged to the pheasant family, and are quite different from the common turkey of today.

Please address all letters to:
TIMEOUT FOR KIDS
1555 East Margaret St.
Iron Mountain, MI 49801

(EDITING RIGHTS RESERVED)

Letters



Attention Tribal Membership

On August 10, 1998, the Oneida Land Commission took action to support the Oneida Health Center's request for permission to lease a home.

A directive was made to our Real Estate Services Department to identify and/or acquire a rental property for the Health Center's needs.

The primary purpose will be to render housing for medical staff, namely physicians. The Oneida Health Center is in dire need of doctors and medical staff.

The Land Commission is convinced that proffering residential housing may attract potential permanent physicians.

The Oneida community has a very great need for distinct medical services that will impact the lives of its membership.

I am asking for your support because the Division of Land Management has a commitment strictly to the tribal members and their housing needs.

We have never considered the occupancy of non-members before and we do not intend that this will be a regular practice at the Division of Land Management. I strongly assure

the membership that we will be assessing this endeavor in coordination with the staff of the Oneida Health Center. We will also follow-up on the effects this may have on the health services received, especially in regards to quality care, improved doctor/patient relationships and retention of the best for our people.

I will provide you with a progress report on this in six-month increments. If we determine at some point that this has no positive effect to improved health care services, I will personally advocate that this arrangement be discontinued.

I thank you for your time & consideration in this matter. I would also appreciate any comments, questions or suggestions that you may have.

Please feel free to call me any time (869-1690) from 8:00 A.M. until 4:30 P.M., Monday through Friday.

My next report on this subject will be published in the May 1999 Kalihwisaks issue.

Chris Doxtator
Division of Land
Management, Director

Forgotten?

When I read the letter in the October 22 issue of the Kalihwisaks from "Disgrace," I could have just about wrote that letter myself.

I too, am an Oneida and I feel something is definitely not right.

Our Tribe is one of the richest in the nation and yet when I went to the business sector a few years back and asked for financial help, I would have had to jump through hoops only to be, I'm sure turned down, because I don't live on the reservation, nor is my business. And because I'm not 65 or over, or because I don't work for the Tribe.

I suppose I can just forget about getting a slice of the pie.

Denise Jordan

Special thanks

My aunt Elayne Hall and I would like to take this opportunity to send out a special "thank you" to everyone who has taken time to stop by and see my mother (Betty Powless) during her illness. Everyone has been extremely kind and giving during my mother's illness. My mother, too, has been overwhelmed by everyone's giving and kindness. Thanks from the bottom of our hearts!

**-Rosemary Malanak
and Elayne Hall**

Big thank you

A big thank you and recognition to the following Departments that donated items for our Site II Recreation Halloween Party/Dance.

Dear Elders, relatives and members of the Oneida Tribe,

Watekwanuhelatu! Sk^n^ko k^h? Kwa ki anyo yoyantlati.

I wish to address you on the subject of the Tribal expenditures and the need for special General Tribal Council meetings. Over the past several years there has been a great deal of discussion about various aspects of the Tribal budget. The General Tribal Council has reacted by placing a \$100,000 limitations on unbudgeted items (Resolution 8-3-98 A).

Two issues have recently been raised that directly impacts the above resolution: the car wash and the employee incentive. In the first instance, clearly the car wash is a matter of an unbudgeted expense that requires Business Committee action. However, the Business Committee interpreted the above resolution as permitting the expenditure and was subsequently passed by motion at a meeting at which I was not present.

With your action on Nov. 2 you have done what the Business Committee could not. I recognize this authority as binding on

Your good deeds will always be remembered. The youth had an excellent time and it was fun for all.

Oneida Public Transit Staff
Department of Public Works
& Groundskeepers;
Communications
Environmental
Oneida Dental Department
Compliance
Oneida Housing
Little Bear Development
Site I Recreation
Oneida Apple Orchard

A big shout out to all the youth that participated in the Halloween Bus Trick or Treating.

**Oneida Public Transit
System Staff & Site II
Recreation Department**

Letter to the Oneida Membership



Doxtator

the Business Committee and have taken the appropriate steps to accomplish your directive in this matter.

The employee incentive was a slightly different matter. There was a budget of approximately \$824,000, yet the Business Committee authorized the expenditure of over \$1,060,629 which is \$219,037 over budget. I would be the first to extend my gratitude to all the employees for their hard work and dedication; however, resolution 8-3-98 A clearly limits the Business Committee from approving the excess of \$219,000.

I know that these special meeting are costly and time consuming, but I believe that the

Business Committee was clear about the \$100,000 limitation and therefore feel it is my obligation as a sworn officer that I follow this directive. We have made great strides in reducing the budget, albeit somewhat fortuitous, to the extent of having a budget surplus. Some may argue with the amount but I think the present \$100,000 limit provides ample discretion within which the Business Committee may reasonably act. The resolution is not only reasonable but it is the prerogative retained by the governing body.

I will continue to follow your directives and implement them to the best of my ability. I am as committed to this as I know you are to your past directives; therefore, in the future, I will bring all budget matters to you that exceed your directed limitations as I did with the car wash and employee incentive.

I wish to thank you for your participation and direction in this matter and I wish you a Happy Thanksgiving with your families, friends and loved ones.

**Sincerely,
Deborah Doxtator
Chairwoman**

NOTICE

The Oneida Nation Museum will be closed to the public for the month of January for partial remodeling of the exhibits.

**The following are the
Oneida Museum's hours:
Business Hours are 8AM-5PM;
Monday thru Friday
Museum Hours are 9AM-5PM;
Tuesday thru Friday;
The Museum is closed Mondays!
If you have any questions
please call 869-2768**

Letters

Was it good for you too?

Immediately after the GTC meeting of Nov. 2, 1998, a woman approached me and said, "I very rarely come to GTC meetings and now I remember why." My exact sentiments. I left the meeting wondering, "What just happened?" All too often, I leave GTC meetings with that same feeling. I received my packet of information regarding the topic of concern: "Asset Purchase Agreement Oneida Wash-N-Go/Car Wash" in due time to review for the meeting. After reviewing the material, I felt I did not have enough information to form an opinion or make a decision. I decided to attend the meeting with the hopes that I would be able to hear both sides of the issue and then make an informed decision. That didn't happen either.

I found a place to sit which I thought would be out of the main thoroughfare of opinions and factions. Prior to the meeting even starting, there was a small cat fight between four women over the 040 handout. Wow! That was dynamic! The presentations were emotional, not factual. I tried to process what little information was presented, separate it from the high level of emotions that was in the room and prepare questions. Before I knew it, the discussion period was over and the vote was being taken. Too late! I still did not feel informed about the issues/facts involved. So I'll ask them now.

October 7, 1998 memo from the OBC to GTC regarding resolution #8-3-98A requiring GTC approval for (unbudgeted) expenses over \$100,000. What was the catalyst for this resolution? Could it be past spending patterns that have occurred at the level of OBC that motivated the GTC to bring the power of spending back to the general membership level? To argue that the OBC had reviewed all of the logistics involved in this venture and found it a waste of time (Tina Danforth) to have to bring it back to GTC is irrelevant. There is an existing resolution that requires this type of action and that is something we all need to live with. The question of budgeted or unbudgeted is an argument over semantics. The intent of the resolution is what needed to be clarified. There was a reason this issue was being brought back to GTC, that reason being resolution #8-3-98A.

The Project Chronology for the Car Wash was inconclusive. What was the long term history of this project? The chronology only outlined a point in time when the Pelkys presented their proposal to the Enterprise Division. Where was the analysis/chronology of events that led to the investment in this venture from the point of beginning? If I remember correctly, OSBDC had advised against this investment from the beginning. Market analysis was conducted at the Planning Department level using a comparative of the PDQ franchise - which, in my opinion, is an inequitable comparative. Who could compete with a franchise? It's like comparing apples to oranges. There is a vast difference between a big corporation such as PDQ and a small business venture such as Wash-N-Go. The presentation by Keith Appleton stating that Shell Corporation thought this would be a good venture was hearsay. Where was the hard data that supported this type of venture, based on demographics, comparable traffic patterns and customer target groups? This is the type of information that I would have appreciated in order to make an informed decision. Why would a comparable such as PDQ be an acceptable analysis for the start of such a venture while a comparable on the appraisal for like properties is not? (Gary Jourdan).

The proposed amount for asset purchase was originally \$350,628.21. What does this figure represent? In addition to this question, after all the amendments to the motion, there is no specific/exact dollar amount that was approved. The amendment to the motion contained language that was ambiguous and allowed for "personal loss." Who will define that loss in terms of dollars and sense (oops, I mean cents). How will that mystery figure be distributed? To whom are the Pelkys indebted? Information indicated that OSBDC provided at least \$150,000, Firststar about another \$150,000 and a home equity loan for about \$50,000. That's \$350,000. Is that where the money will be distributed? It wasn't clear. In addition to these figures -- what is the amount of interest, fines and "personal loss?"

A verbal commitment was made to the Pelkys to steer tribal business to the car wash. This was only verbal - you can't take

that to the bank, nor can you pay your creditors with verbal commitment. If the tribe felt compelled to assist the Pelkys with this venture, then it would have been good business sense on their part to get this commitment in writing. That commitment never panned out -- and that's unfortunate for the Pelkys.

The crux of the issue was never addressed. It is my position that a serious analysis take place regarding the systems that are in place to process these types of ventures. It's a difficult thing to look at sometimes. Where did we fall down? What deals were cut, what promises were made to this family to lead them to believe this would be a wise investment? We didn't hear about any of those issues -- it's too close to pointing the finger and laying blame. But there is a fine line between laying blame and holding people accountable. There is a fine line between blaming and constructively analyzing the shortcomings in order to rectify problem areas so that situations like these do not occur in the future.

What happened in the GTC meeting was a "clearing of the conscience." The system failed one of our tribal members and rather than look at those failings, we threw money at it hoping it will go away. Will we go back and clean up our messes? Will we take an analytical look at all the issues/people/politics that were at play in this situation and address them so we are not in this position again? I say, good for the Pelkys. No one wants to lose their home or their shirts, however, if this were not a \$101,000+ problem, it would never have come to the attention of GTC for remedy. What then, of all the 100's of \$99,000 or less situations that will never receive the attention of GTC but are equally as devastating to tribal members either through loss of jobs, loss of homes, intimidation, loss of equitable and fair resolution, or "personal loss." I say these will all get lost in the system.

I don't believe there is one tribal member who has not experienced some type of unfair treatment by the system and when trying to use the processes set in place by the system has not received a fair hearing or a fair settlement of their issues. They get lost in the quagmire, get overwhelmed by the bureaucracy, the rhetoric, the politics or the double-talking, hollow promises. That's about all our system can do for us these days. I guess we just don't walk the talk, but boy oh boy, can we ever talk the talk.

Susan G. Daniels
Tribal Member

Love

As an enrolled member of the Oneida of Wisconsin and therefore of the indigenous first Americans of the United States, I would like to add my voice to those before me who have expressed their pride and love for our community and this country. Although many tribal members such as myself have chosen to move away from the reservation to work or go to school, we are not terminated members. The Oneida reservation in Wisconsin is still our community, even if it was to pick up and move in entirety to another location, just as we did over 100 years ago and just as some members have chosen to do over the years.

Our strong traditional heritage teaches us to support one another in love as a family of community. Love is the basis of the League's Great Law of Peace. The support of one another is the expression of love, as the Creator intended us to care for one another. All peoples of the world recognize the importance of balance in reaching out to one another in the love for humankind as the Creator intended. Every religion of the world expresses the importance of love and balance. Without love and balance, there is chaos and fighting. The teachings of the Great Law are not inconsistent with the teachings of Christianity. There should be great respect for each person's path of choice within the Creator's love. These teachings must govern our decisions daily or we stray from the Creator's path of love and balance. Love, the simple four-letter "Word" of our God, the Creator of all.

There will be no seventh generation, if the current generation falls apart. I respectfully ask the Oneida Business Committee as they attempt to make the best decisions for Oneida people to not forget all the Oneida people who have moved away from the 'rez.' I respectfully ask my fellow tribal members to remember all the members who live outside the 'rez.'

Catherine Webster Phillips
Enrolled Oneida
3203 Priest Woods Dr.
Nashville TN 37214

Thanks for the vote

With your involvement approximately 1/2 of the candidates we supported were successful. As you probably observed, the turn out was much larger than predicted across the board. We had a tougher row to hoe.

I am truly thankful to all of you who did take the time to vote. For too long we have allowed those outside of the nation to take that initiative and set the agenda. Voting is another way to express our voice on issues. Joining our voices together does make a difference.

I wish to acknowledge my staff, Janet and Brenda, and also Patti Hoeft, Laura Manthe, and Heidi Frechette whose enthusiasm and ideas helped to keep us moving. I would also like to recognize Francine Skenandore whose phone calls to many of you in support of the Conduit helps make Oneida more visible to candidates in important races.

This was our first "Get out the Vote" effort that was Oneida-generated. We will keep fighting the good fight, and we will be stronger in 2000.

Bill Gollnick

Legislative Affairs Director

Thank You

Oneida Casino

The Oneida Community Support Staff would like to acknowledge the past endeavors of Ron Sommers and his staff at the Casino for their dedicated efforts with the donation of food to the Community Support Food Pantry. Without the vast undertaking of the Holiday Food Drive at the Casino, our pantry would not be able to service the Community to the great extent that we do. During the past year, we have disbursed over 800 boxes of food to families who were experiencing hardships due to unfortunate circumstances.

On behalf of these families and the Community Support Program, we wish to thank Ron and the Casino staff very much. We appreciate their dedication over the years and are proud to be able to work in conjunction with them to make life a little less stressful for our people.

Jean Funk (Benefits Mgr),

Jean Penn (Case Mgr),

Corinne Zhuckkahosee

(Budget Counselor), Nancy

VanDen Heuvel (Case Mgr)

kalihwisaks Disclaimer

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

ALL LETTERS AND/OR OPINIONS MUST BE SUBMITTED IN ORIGINAL FORM & SIGNED OR **THEY WON'T BE PRINTED.**



LEGALS



BOARD VACANCIES

Oneida Nation Veterans Affairs Committee

Three (3) vacancies: These vacancies are for one (1) year.

Deadline for filing is December 7, 1998

Qualifications: The Veterans Affairs Committee will be made up of members of the Oneida Tribe of Indians of Wisconsin who have served honorably on active duty in the Armed Forces of the United States of America. Qualifications shall also include the following: 1- Honorable Service A) A person who has been inducted into, or voluntarily entered, active duty in one of the service branches of the Armed Forces of the United States of America and who did not receive a discharge from active duty with that branch of the Armed Forces of the United States of America due to "less than honorable conditions." B) Active duty is having served 181 days or more of continuous active duty unless discharged early, with less than 181 days active duty, for a service connected 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 in the Oneida Community.

Purpose: It is the purpose of the Veterans Affairs Committee to serve as an advisory body to the Oneida Veterans Department in matters related to Oneida Nation veteran's rights and benefits; and to protect the honor and integrity of the Oneida Nation and all veterans who served honorably in the United States Armed Forces.

Oneida Pow Wow Committee

One (1) vacancy, with a term ending in February of 2000

Deadline for filing is December 7, 1998

Qualifications: The Board of Directors shall serve two (2) year terms. Board of Directors are not limited to the number of terms, consecutively or otherwise. The Board of Directors shall be appointed by the Oneida Business Committee.

Purpose: The purpose of the Oneida Pow Wow Committee is to plan, develop and sponsor at least two (2) annual Pow Wows for the Oneida Community. Pow Wows will be competition in nature, to allow for maximum generation of profits to be utilized towards future Pow Wows and cultural events to benefit the Oneida Community.

Oneida Enterprise Development Authority

Three (3) vacancies

Deadline for filing is December 7, 1998

Qualifications: The Corporation shall be managed by a Board of Directors consisting of three (3) persons from the General Tribal Council who are voting members and who have extensive experience in business. The term of office shall be three (3) years. Directors shall be appointed by the Oneida Business Committee.

Mission: The Corporation is organized to facilitate third-party financing of major development and investment projects of the Oneida Tribe of Indians of Wisconsin, and for the transaction of any lawful business related thereto.

Oneida Environmental Resource Board

One (1) vacancy, with a term ending in March 2000

Deadline for filing is December 7, 1998

Qualifications: a) ERB members must be enrolled members of the Oneida Tribe. No ERB member may be employed within the Environmental Department, the Conservation Department, or other area of the Oneida Tribe over which the ERB has directed oversight responsibility and authority. All applicants for membership shall be required to sign a conflict of interest statement. b) Each ERB member shall be selected and appointed by a quorum of the Oneida Business Committee. Upon appointment, each new member shall be installed at a meeting of the Oneida Business Committee. c) All ERB members, within ninety (90) days of the appointment to the ERB, are required to participate in training as follows: 1) Environmental Law- Eight (8) hours, two (2) hours of which shall be Oneida Tribal law and procedures. The Oneida Law Office shall be responsible for providing this training. 2) Grievance, Hearing, and Appeals - six (6) hours. The Appeals Commission Attorney shall be responsible for providing this training, which shall consist of training in formal opinion writing and the basics of evidence. 3) Professional Ethics, including issues of confidentiality - two (2) hours. The Oneida Law Office shall be responsible for providing this training. 4) In addition, all ERB members are required to review and accumulate a minimum of eight (8) hours annually in the above courses. 5) ERB members shall be required to be familiar with Robert's Rules of Order. 6) The ERB may, in its discretion, extend the time allowed for completion of any and all required training of a member for good cause shown.

Applications can be obtained from Shane Antone, Norbert Hill Center, N7210 Seminary Road, Oneida WI 54155 or call 869-4032

PUBLIC HEARING NOTICES

Oneida Nation Motor Vehicle Registration Ordinance

The purpose of this law is to create a system for enrolled Oneida members who reside on the Oneida Nation Reservation in Wisconsin to register their motor vehicles exclusively with the Oneida Nation, for the issuance of Oneida license plates to qualified applicants, and for the Oneida Nation to regulate the public roads with in its sovereign jurisdiction.

When: November 24, 1998

Where: Legislative Operating Committee Conference Rm-NHC

Time: 11:30 A.M.

Oneida Worker's Compensation Law

The purpose of this law is to set up a system of compensation and medical benefits for employees of the Oneida Tribe who suffer compensable injuries in the employment of the Oneida Tribe. The law is not remedial in any sense and is not to be given a broad liberal construction in favor of any claimant or employee. The Oneida Tribe will compile and apply its own benefit schedule which will mandate the benefit levels applied to applicable injuries. The Oneida Tribe will mandate employee responsibilities and supply literature to employees explaining such. The Oneida Tribe will develop a timely appeals process whereby an employee may seek a third party for a final decision. Access to the benefits available by the law will serve as the sole remedy against the employer.

When: December 3, 1998

Where: Legislative Operating Committee Conference Rm-NHC

Time: 11:30 A.M.

Computer Resources

It is the Policy of the Oneida Tribe of Indians of Wisconsin to provide appropriate computer and computer related resources that support and enhance the effectiveness and efficiency of its workforce. The Oneida Tribe of Indians retains the right to develop specific guidelines with respect to the usage and application of said computer and computer related resources.

When: December 10, 1998

Where: Legislative Operating Committee Conference Rm-NHC

Time: 11:30 A.M.

Half (1/2) Fair Rental

This resolution consolidates several Business Committee approved policies developed for leases on trust land, and clarifies their effect on all tribal leases at the time they are executed, whether the land is held in fee or trust.

When: December 17, 1998

Where: Legislative Operating Committee Conference Rm-NHC

Time: 11:30 A.M.

Process for above public hearings:

1. Testimony:

A) Oral: There will be a 10 minute limit for all oral presentations. Each participant is encouraged to provide a written transcript of his/her comments, to be submitted in advance to the above named person/s at P.O. Box 365, Oneida, WI 54155.

B) Written: The Oneida Tribe encourages the submission of written comments from those who cannot attend or do not plan to speak at the hearing. A maximum of ten (10) pages, double spaced, can be submitted within ten (10) business days to the Tribal Secretary (Julie Barton) or Jessica Danforth, Legislative Support Specialist after the public hearing.

**If you would like to obtain a copy of the above proposed policy, contact the LRO office at 869-4376.*

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Northeast Wisconsin Technical College
Human Resources
P.O. Box 19042
Green Bay WI 54307-9042
(920)498-5710
E.O.E. m/f/d/v

School District of Howard-Suamico

Howard-Suamico/ Ashwaubenon

American Indian Coordinator
40% to 50% FTE, Grades K-12,
\$16.69 per hour. Must have
experience in or knowledge of
cultural or educational issues
facing American Indian stu-
dents.

If interested, applicants should
send a cover letter and resume
to:

Barbara Van Haren
Assistant Superintendent -
Pupil Services
1935 Cardinal Lane
Green Bay WI 54313

Radisson Inn Green Bay

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INDIAN COMMUNITY SCHOOL

3126 West Kilbourn Avenue, Milwaukee, Wisconsin 53208 (414) 345-3070

Clinical Psychologist

We are seeking a clinical psychologist to provide evaluation, diagnosis and treatment to effect improved adjustments and function. You will select individual therapy and serve as consultant to staff in areas such as testing, curriculum policy and classroom management.

The successful candidate will be Board certified to practice in Wisconsin. You must have excellent written and oral communications skills. Experience in an educational environment or other relevant experience is desirable. We offer a competitive salary with excellent benefits including employer paid health, dental and vision insurance.

Director of Facilities

We are looking for a Director of Facilities to provide engineering expertise and overall management to the Building Services, Engineering/Groundskeeping and Security departments. You will provide strategic leadership for our current and future building, grounds and equipment management.

The successful candidate will have a Bachelor's Degree in Facilities Engineering or related field and 5+ years of facilities engineering experience with at least two years in a supervisory/management role. Experience with security management a plus. Must have experience with vendor management and budget planning and execution. Must have successful multi-project management experience. Good mechanical skills essential. Must have demonstrated team building experience and excellent communication skills.

Reading Teacher

We are looking for a Reading Teacher to provide interactive direct instruction to emergent readers. You will provide Native American children with environment rich in print, while stimulating their interest and independent reading level. You will work with children to develop appreciation for Native American literature and cultural diversity. Requires Bachelor's Degree and Wisconsin License - 316 Reading Teacher.

Please send resume and salary history to:
Indian Community School of Milwaukee, Inc.
Human Resources
3126 West Kilbourn Avenue
Milwaukee WI 53208

The Indian Community School of Milwaukee, Inc. requires each employee to successfully pass a drug screen and security background check before an offer of employment will be extended.
Equal Opportunity Employer. Compatible with the provisions of Title VII of the Civil Rights Acts of 1964, 42 U.S.C. sec. 2000e et seq., a preference in employment will be extended to Native Americans.

ONEIDA TRIBAL EMPLOYMENT

Groundskeeper - Assistant Store Recycler - Gaming Manager (2 Positions)

POSITION NUMBER: 00629 (Hours
Appx. Ten (10) to forty (40) hours per
week)
DEPARTMENT: Maintenance-Gaming
LOCATION: Oneida Bingo & Casino
DIVISION: Gaming
RESPONSIBLE TO: Maintenance
Supervisors
SALARY: Grade 03 \$8.49/Hr (NEGO-
TIABLE DEPENDENT UPON EDU-
CATION & EXPERIENCE)
CLOSING DATE: On-going recruit-
ment

Proposed Start Date: Applicants will be
placed on a pool and will be notified as
positions become available
SUMMARY: This position is responsi-
ble for the maintenance, grounds keep-
ing and recycling duties as
needed/requested, for the Main Oneida
Bingo & Casino facilities. This position
is a full-time position but will require
the incumbent to be on-call at times
and to work a flexible schedule which
include nights, weekends and holidays,
hours may vary from ten (10) to forty
(40) per week. This position also per-
forms backup duties for the division
and may be called upon to perform
tasks other than those specifically
related to grounds keeping. This posi-
tion has been designated as a entry
level position. This is a non-exempt
position and reports to the
Maintenance Supervisors.
Continuation of position is contingent
upon funding allocations.

How To Place A Classified Ad:

Phone: 490-2452
Fax: 490-2453
Or stop in at
894 Riverdale Drive
Oneida, WI 54155
Cost: \$6.95 for
1 col. inch

Assistant Store Manager (2 Positions)

POSITION NUMBER: 00683
DEPARTMENT: Westwind
LOCATION: 2370 W Mason Green Bay
DIVISION: Enterprise
RESPONSIBLE TO: Store Manager
SALARY: Grade 07 \$23,316/Annually
(NEGOTIABLE DEPENDENT UPON
EDUCATION & EXPERIENCE)
**MUST BE AN ENROLLED MEM-
BER OF THE ONEIDA TRIBE OF
INDIANS OF WISCONSIN**
CLOSING DATE: December 8, 1998
Proposed Start Date: February 8, 1999
SUMMARY: This position will assist
the Retail Division Store Managers in
all operations including sales, mer-
chandising, display, inventory control,
scheduling employees and customer
services. This is an exempt position
and reports to the Store Manager.
Continuation of position is contingent
upon funding allocation.

Bus Driver - Three Sisters

(35-40 hrs/wk.Sept.
Thru June)

POSITION NUMBER: 00078
DEPARTMENT: Head Start
LOCATION: 2801 W Mason St, Green
Bay WI
DIVISION: Governmental
RESPONSIBLE TO: Head Start
Supervisor
SALARY: Grade 03 \$8.77/Hr (NEGO-
TIABLE DEPENDENT UPON EDU-
CATION & EXPERIENCE)
CLOSING DATE: November 23, 1998
Proposed Start Date: January 25, 1999
SUMMARY: This position operates a
school bus to pick-up and deliver chil-
dren to and from the Head Start
Program according to established stan-
dards. This is a non-exempt position
and reports to the Head Start
Supervisor. Continuation of this posi-
tion is contingent upon funding alloca-
tions.

Students and community revisit the shared history

By Kevin Moore
Kalihiwisaks

Oneida students were sitting in the front row, listening intently to the words of speakers from tribes across Wisconsin telling of their shared experiences, at the Oneida history conference last month.

Dr. Carol Cornelius, area manager of cultural heritage, said it is important for area tribes to revisit their shared history at these bi-annual conferences, and important for students — prospective leaders — to know of their history.

"I think it's so important (for youth to attend) because they are our future leaders. In order to be good leaders, they need to know history, what our ancestors have done for us, and go forward to be good leaders," she said.

Gordon McLester, conference coordinator, said the turnout was good, with 200 people registered. He said the conference explored the Oneidas move to Wisconsin, what the area was like then and who the participants were in the relocation.

Speakers from the Potawatomi, Chippewa, Ho-Chunk, Brotherton, Stockbridge-Munsee and Menominees attended the conference. "They presented who they were and their contact with Oneidas," McLester said. "They did some real good presentations," he said.

McLester talked about "polishing the chain," a symbolic reference to the covenant chain, and treaties. The covenant chain refers to agreements between nations, he said, from when Dutch traders chained their ships to shore when trading with the Six Nations of the Iroquois.

He spoke of "dusting off" the chain, and the two parties each holding onto an end of the chain to signify they had an agreement. Either party could drop the chain to eliminate the agreement.

Cornelius said treaties remain the supreme law of the land between sovereigns. "No one gives you sovereignty," she said. "You have sovereignty. It dwindled, but we had it, or they wouldn't have made treaties." The treaties were confirmed with wampum belts, with purple and white shells from the quahog shells of the Atlantic Coast.

The first two-row wampum belt with the Dutch had parallel rows meaning "we are brothers," she said.

Some treaties were signed to end wars, Cornelius said. But after the War of 1812, "we weren't as powerful," she said. "At first we were needed as allies, ... later treaties were meant to take our land." The principal question of treaties, upheld by the judiciary, is how Native

Americans understood what the treaties meant. "A lot of people think we gave up land. But we reserved part of our original land," Cornelius said and referred to the reserved-right doctrine, meaning: "If we didn't give it away, it's still ours," she said.

Treaties made with New York state after 1790 are illegal, she said, because they were made without federal approval. Legal precedent also states that ambiguities must be resolved in favor of tribal interests, as was evident in the Pamperin Park/Duck Creek ruling recently, giving tribal members the right to fish from the western bank. "This is crucial, given the language difference," Cornelius said.

Dr. Ron Satz, UW-Eau Claire, spoke about the failure of the Wisconsin public school to teach Native American sovereignty, as mandated by state Act 31. The word 'treaty' originated in France, and means "to handle or discuss," Satz said. He quoted a source saying, "The survival of Indian people is tied to 19th century contracts." He said early contracts between the fledgling United States and Indian nations were made because the states were not yet a world power. "It was a pipsqueak, weak nation, and it looked to the west and saw



Photo by Kevin Moore

Gordon McLester, Oneida history conference coordinator, explains the theory of polishing and dusting off the chain in regards to treaties.

mighty Indian tribes, and it saw the French and English (courting) the tribes." Satz referred to a statement made at the time by Henry Knox, Secretary of War: "It would cost us hundreds of thousands of dollars and the shedding of American blood if we fought the Indians."

Chief Justice John Marshall used the word "nation" and "tribes" interchangeably, Satz said. "Wisconsin failed to remember federal law in the 19th and 20th centuries," he said. "State laws have no force over tribes, yet time and again the state ruled over tribes. The Chippewa couldn't hunt without state permission for 100 years. In

1950 there was a superintendent on Indian reservations to see that no Indians used oleomargarine, but he had no business being there," Satz said. Treaties between the federal government and Native American tribes are "extremely important," Satz said. "Your ancestors knew that, and knew they were dealing with future generations of people," he said.

McLester said tentative plans are being discussed on whether another conference will be held next year. He thanked the Business Committee for supporting the conference, the many others involved, and the school for letting students attend.

Coke is it...



Photo taken by Mary Ann Hendricks

Grand prize winner, Kristine Rabitoy, was all smiles as she was presented her 4 Day/3 Night Vacation package by l-r: John Beauchamp from Centralized Food Purchasing, Coca-Cola General Manager Bill Jensen, Kristine and Business Manager Bob Niemela. Over 400 total prizes, including t-shirts, sweatshirts and Coke products were awarded from Coca-Cola cans/bottles purchased from various locations on the reservation.



9th Annual Give-A-Kid-A-Book Campaign

Please donate new books for
local kids in need.

Drop off your donations
before Saturday, Dec. 12
at any Brown County Library or
the Oneida Nation Museum

Call
448-4400,
ext. 381
with
questions

You can also donate checks to buy
books payable to:
"Friends of the Brown County Library
Give-A-Kid-A-Book."
515 Pine St., Green Bay, WI 54301

The books will reach kids in low-income families through the
Salvation Army as holiday gifts — and through other programs
which promote year.

Chippewas begin relay run to Washington

LAC DU FLAMBEAU, Wis. (AP) - Chippewa Indians concerned about preserving tribal treaty rights are making a relay run to Washington, D.C., before the U.S. Supreme Court hears arguments in a Minnesota case.

Fifty people, including Lac Du Flambeau Chippewa Tribal Chairman Tom Maulson, attended a spiritual gathering at dawn on the reservation before 10 people embarked on the relay run Wednesday, said Richard Matty, a spokesman for the tribe.

The run is expected to take 16 days, followed by several days of ceremonies in Washington before the Supreme Court hears oral arguments Dec. 2 in the treaty rights case.

At issue is whether the Chippewa retained off-reservation rights to hunt, fish and gather on land now in Minnesota that was sold to the federal government in an 1837 treaty.

Lower courts have ruled that eight Chippewa bands retain those rights, but the state of Minnesota and several counties and landowners disagree and

have appealed.

The disputed territory includes most of Lake Mille Lacs and all or parts of 12 east-central Minnesota counties.

The runners will carry a spiritual treaty staff during what is being called the Waabanong, or "back to the East," Run, organizers said.

"Carrying the treaty staff and the prayers of our people on foot to D.C. shows how deep our commitment is to the preservation of our treaty rights," Maulson said in a statement.

The staff was given to the Chippewa people by a Lakota Indian during a 1990 peace run that ended on the Lac du Flambeau Reservation in response to violence over the Chippewa exercising off-reservation rights to spear walleyes in northern Wisconsin lakes each spring.

Since then, the staff has been kept at the reservation and taken into courtrooms when treaty rights were being litigated, Maulson said.

Ulali unplugged...



Photo by Mary Ann Hendricks

The trio of acappella singers Ulali, l-r, Pura Fe', Soni Moreno and Jennifer Elizabeth Kreisberg, provided a mini-performance at the Brown County Library last Saturday, Nov. 14, hours before their stage performance at the Norbert Hill Center.

"Christmas on the Rez"

Join in the holiday spirit having fun using your imagination AND **"WIN"** a **\$500 gift certificate to Bay Park Square Mall while doing it!**

The Oneida Special Events Department will be sponsoring a

"Holiday Season Home Decorating Contest"

Contest Rules:

- 1) Must be a private residence or business within reservation boundaries.
- 2) Must be at least 18 years of age to enter.
- 3) All applications must be submitted by **Friday, December 11, 1998 at 4:30pm.** **NO EXCEPTIONS** will be made. All applications can be sent to the Oneida Communications Department,
- PO Box 365, Oneida, WI 54155.
- 4) Prizes will be awarded for 1st, 2nd and 3rd places.
- 5) Must be outdoor decorations.
- 6) Head of household must be an enrolled member of the Oneida Tribe of Wisconsin.
- 7) **Second Prize: \$300 Gift Certificate and Third Prize: \$200 Gift Certificate.**

Judging will take place on December 14
For more information, call Lisa O. at 490-2452

Decisions of Judges ARE final! Winners will be announced in the Kalihwisaks

***NOTE: All employees of the Communications Department are not eligible to win.**