

INSIDE:  
*Twenty years of  
 loyal, dedicated  
 service.*  
 See Page 3.

# KALIHWISAKS



"SHE LOOKS FOR NEWS"

Volume III

Official Newspaper of the Oneida Tribe

November 9, 1990

## Paving the way for housing site residents

*Oneida Tribe assists in paving roads in Site I and II.*

(Oneida, WI) - The Oneida Tribe is literally paving the way for tribal members, thanks to two grants from the Bureau of Indian Affairs totalling \$246,229.

The Site II paving project, which is currently being completed, and the Site I project, which will be completed next spring, will enable the tribe to pave the roads in the sites.

Under Public Law 93-638, the contracted grants gives the Oneida Tribe the opportunity to contract directly with the BIA. According to Jerry Kurowski, Facilities Construction Manager, the advantage of working directly with the BIA is significant.

"With Public Law 93-638 coming into effect, this makes the tribe the general contractor," said Kurowski. "In layman's terms, we can hire the subcontractors, plus we also have a say into how the roads are to be paved."

"In addition," Kurowski added, "we can place tribal members on these site jobs, or we can place workers on other jobs within the reservation or outside the reservation."

The first road grant covering the work performed on Flying Leaf Subdivision Road, otherwise known as Site II, totals up to \$137,163. The shoulders are now being layed out alongside the newly paved roads.

The tentative project costs for the Site I paving project totals \$109,065. Kurowski said the reason Site I figures are tentative is because they're not sure how they are going to pave that Site.

"It's possible we could just patch up the needed sections," said Kurowski. "But then again, we could grind the black-top that needs repair and use that to repave over the surface."

At Site II, the roads aren't the only surface that's being paved. Thanks to a \$69,072,45 Housing

and Urban Development project grant, the driveways of the residents will be completely paved.

"Money from HUD will be also available to pave the driveways in Site I next spring," said Kurowski.

While the outside work of the housing sites is being completed, a little work inside wasn't being neglected. Through a \$54,000 Housing and Urban Development project grant, a heating conversion from electric heat to natural gas was taking place at the 10-4 elderly complex in Site II. The conversion process was completed by the tribe's Plumbing Department and the Building and Grounds Construction crew.

The HUD grants came about through the combined efforts of the tribe's Housing Authority and Plumbing Department.

These combined efforts paved the way for 20 tribal members who worked on the projects.



*Jules Sommers, employee of Murphy Construction, helps pave the roads at Site II. Tribal members are now being hired for these various jobs thanks to Public Law 96-638.*

## Oneida youth takes on leadership role

(Oneida, WI) - Orleana Batiste is another one of those people. One of those few youth in the class of a million. Batiste was honored with a "Student of the Year" award by the Wisconsin Indian Education Association at education awards banquet held at the Radisson Inn during the week of October 7-10.

Batiste's award coincided in a similar setting honoring

Sharon Mousseau with "Educator of the Year."

Orleana, 16, and a sophomore at Freedom High School, gained recognition through the eyes of Debbie Johnson, Student Advocate at Freedom High School. Debbie nominated Orleana as Student of the Year based on her record of outstanding leadership skills including her par-

See Youth/Page 2



## Oneida 1st Annual Championship Pow-wow

An unidentified traditional dancer follows the beat in an opening Grand Entry song on Saturday evening, October 20, at the Brown County Arena in Green Bay, Wisconsin. Dancers from every horizon arrived in Green Bay to display their regalia and receive chance to win in the Championship scene. Spectators from throughout the Green Bay area enjoyed fancy and traditional dancing as well as a variety of traditional Oneida foods such as fried bread, Indian Taco's, corn soup and some special treats such as Strawberry Julius' and Mexican enchilada's. Oneida's Art Skenandore and Bill Means hosted the three day event.

See Page 6 for Pow-wow Winning Results

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 Oneida Tribe of Indians  
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 Oneida, WI 54155

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# NATIONAL/LOCAL

## Obituaries

### Shirley Skenandore

Shirley Skenandore, 50, 1019 Ranch Road, Oneida, died Monday evening, October 29, 1990 in a local hospital. The former Shirley Wheelock was born in Oneida on March 29, 1940 to the late Abraham and Myrtle (Hill) Wheelock. She married James Skenandore at Holy Apostle's Church on November 11, 1972. Shirley had been employed at the Oneida Bingo Hall.

Survivors include her husband, James; an uncle, Donald Wheelock of Oneida; and

cousins, Emerson, Theresa, Robert, George, Leona, Walter, Judy, Donald, Eugene, Emerson, Pauline and Pat; nieces, nephews and friends.

### Robert Wendell Denny

(correction)

Grandparents Isaiah and Clara (Elm) Webster were inadvertently omitted in the last *Kalihwisaks* issue.

Our sincere apologies to the family.

## Youth: From Page 1

participation on the basketball and volleyball teams, various band groups, and selection on the honor roll.

Debbie also said, "I also think highly of her participation in Oneida's youth group of T.R.A.I.L.S. with Gail Ellis as director. I think her school and tribal affiliations really make a difference."

Orleana, an Oneida-Chippewa, says she was really surprised and happy at the award nomination.

She also stated she participates as a Message Carrier, traveling to conferences and discussing issues facing Native American youth such as drug and alcohol, sex education, racism, suicide prevention, treaty rights, land claims, AIM, and communications, just to name a few.

Orleana also serves on the Steering Committee on the Great Lakes Youth Council.

At Freedom, a public school cooperating pro-actively with Native Americans, Orleana found yet another place as Student Representative in the Title

V group. This group assists all Native Americans regardless of tribal affiliation.

As a result of Orleana's diligent pursuance of higher knowledge through school, inter-government and tribal affiliations, she has caused a rippling effect amongst her peers.

"She has kids who look up to her," stated Debbie Johnson regarding the other kids at school.

"She's a very good role model, her personality is great, and she is very outgoing. She is very well liked," Johnson added.

Orleana said she really received a lot of her support through T.R.A.I.L.S. program director, Gail Ellis. Orleana has participated with that group for approximately three years.

A somewhat quiet Orleana has a few words for those trying to accomplish things in life.

"Anyone can achieve anything if you just try," said Orleana.



Batiste

## Danforth travels abroad with other Native Americans

An across the seas French-Indian connection allowed Nora Danforth, a former Oneida resident currently living in New York, to recently receive an opportunity to travel with her family to France and Switzerland as part of a culture educating group.

Nora's family, currently living in were asked to take part in a traveling venture to France and Switzerland to participate in a honorary festival reuniting Native Americans.

This recently found French-Indian relationship gave Native Americans the opportunity to travel, illustrate and display traditional Indian ways and beliefs to eager and inclined Europeans.

In late July of this year, Nora, the daughter of Edith Reed, Oneida, traveled for approximately ten days with her companion Izzy Zephier, and sons RedTail, RedElk Boy and Sioux Boy, as well as a drum group including Darrell Zephier and traditional dancer Orland Caldwell of Keshena.

Traveling throughout France in places such as the Valley of Fresiniers, Brancon in the French Alps, Thonon and Lusanne, the group danced and sang traditional Native American songs, displaying their native dress and Native American lore. A stop at Rhinfeilden, Switzerland was also en route.



Nora's family poses in Thonon, France. Lake Geneva is in the background

Zephier said, "The Europeans are waking up to the Indian way of life. Their admiration for the way Native Americans take care of Mother Earth and their outlook on world peace are courses they like to pattern their own beliefs on."

A genuine interest was also exemplified by the French as Zephier explained to translators, journalists, and a TV-2 station in Paris, the blending of traditional and modern ways of the Indian.

He said he was surprised at questions like, "Are most Native Americans alcoholic?" and "Do you live in tepees?" A chance for clarification and an opportunity

to update the Europeans was fulfilled. Zephier stated they had many questions to ask.

He also stated a symbolic gesture of good will and support among Native Americans and the French was demonstrated through a donation of land given to the Lakotas. Zephier said he hopes this gesture would be recognized by the United States government.

Zephier and Danforth concluded that many good contacts were made abroad and they were welcomed to return.

They also stated that they were very willing and eager to learn the ways of the Native American.

## Indian budget for 92' asks for 34% increase

"The proposed BIA budget for FY 1992 reflects our commitment to keeping up with tribal needs. BIA has received priority treatment-- a 34 percent increase in funding over last year. That's more than any other Interior bureau."

That was the word given to the participants of the National Indian Tribal Leaders Conference by Interior's top budget official--Lou Gallegos, Assistant Secretary for Policy, Management and budget. He said the fiscal commitment was necessary (to maximize the utility of the government-to-government relationship to increase opportunities for all American Indians).

"You know it, I know it, and Secretary Lujan knows it. In fact, President Bush knows it too," Gallegos told his audience. He said the President has said he is committed to encouraging successful government-to-government relationships to "end dependency fostered by federal controls."

"But more must be done," he said. "The system, as it stands, is not effective. Tribes are facing problems that no American should have to confront: education performance is too low, un-

employment rates are too high, reservation economies are too weak, and the forces of poverty are too strong."

Gallegos told the gathered elected tribal leaders from throughout the Nation that the new budget will address the problems head-on. "We want to restructure BIA to serve you better, and we are meeting our goals through Presidential management by objective," said Gallegos. "Bringing up standards of Indian education to the national average; double funding for early childhood programs, support more contracting for school operations, and increase funds for secondary education, are of utmost importance."

In the area of self-determination which is proposed as a separate office reporting directly to the Assistant Secretary, Gallegos said FY '92 increases are proposed in self-determination grants, contract support funds, and Indian priority programs."

"Our budget is strong enough to help all tribal governments that want to join in this successful program."

## Public Hearing: Sanitary District Ordinance

Wednesday  
November 14, 1990  
6:30pm

Business Committee Conference Room

Issue: Include Water Service Under  
The Sanitary District Ordinance

# RESERVATION NEWS

## Cooks recognized for twenty years of dedicated service

Dating back to 1970, two ladies began working for the Oneida Tribe in the capacity of food service to the elderly. Now twenty years later, Mary Metoxen and Althea Schuyler are still serving the elderly, and still with a smile.

Metoxen, who began in October of 1970, and Schuyler, joining Metoxen one month later, both agree that one more year of food service is enough. Depending on Schuyler's health, possibly a few more years. What kept these dedicated ladies in this business for so long?

"I've been cooking all my life," said Metoxen. "I enjoy cooking, and since I do it all the time, I might as well make a profession out of it."

"I like to cook," said Schuyler. "I enjoy working with the elderly. These past twenty years have been special."

Metoxen's career in cooking began when she went to a Chef's Training course. Metoxen then worked in a restaurant in Michigan until she began her food service years here in Oneida.

Metoxen's skills have even rubbed off onto her associate. "I have learned so much from Mary," said Schuyler.

Wendell McLester, Director of Senior Citizens Center, enjoys the association of Metoxen and Schuyler throughout their tenure. "It's great seeing our own people being hired and then working for such a lengthy period of time," said McLester.

McLester, on behalf of the Oneida Reservation Commission on Aging, presented the ladies a plaque for their loyal dedicated service. They also received a Native American wall clock plus congratulations from everyone participating in

the congratulatory luncheon on October 25.

According to McLester, an average of 100 lunches are served every Monday through Thursday. On Friday's, the ladies prepare a breakfast instead of a lunch.

"Our program has been noted for the food preparation," said McLester. "We now serve 19 counties, which includes 3 reservations. Without Mary and Althea, this would not be possible."

"We get a nice mixture of people coming through the doors," said Schuyler. "Indian, non-Indian, old and young. I enjoy them all."

The menus vary day to day. Whatever the scheduled menu is, Metoxen and Schuyler will be serving with a smile. But don't wait too long. There smile will only be behind the kitchen counter for a limited time.



*Service with a smile: Mary Metoxen, left, and Althea Schuyler serve up one of the many meals in their 20 years of service.*

## Oneida Pow Wow Committee Update

In spite of the rainy weather, the July 1990 Pow Wow was very successful. There was an average attendance of 2,500 people. After all bills were paid, the committee had \$4,252.94 to carry over for the upcoming Fall Pow Wow. Actual expenses came to \$26,776. The expenditures are as follows:

Revenues:	Carry over (From 3/90 to 5/90)	
	(May Minni Pow Wow)	\$ 2,953.99
	Advanced Sales	1,272.50
	Admissions at Gate	13,135.45
	Donations (Individuals)	40.00
	Donations (Tribal)	5,000.00
	Sponsorships (Retail)	2,800.00
	Food Stand Revenue	1,725.00
	Craft Stand Revenue	3,183.00
	Raffles	913.00
	<b>Total Revenue</b>	<b>\$31,028.94</b>

Expenses:	(July Pow Wow ONLY)	
	Prize Money	17,305.00
	Personnel Expenses	4,190.00
	(MC, Arena Dir., Security, Admissions)	
	Ground & Equip. Rental	3,165.00
	Supplies Expenses	1,620.00
	Misc. Expenses (Printing, Parade & Clean-up)	496.00
	<b>Total Revenue</b>	<b>\$26,776.00</b>

Our current bank balance is \$7,409.89 which was utilized to fund the expenses of the October 1990 Fall Pow Wow.

The Oneida Pow Wow Committee currently consists of 6 officers who are Clifford Cornelius, Bruce Danforth, Dorothy Powless, Debbie Powless, Mary Edna Green Deer and Cheryl Skolaski (Treasurer). The Oneida Pow Wow Committee is a volunteer committee and all funds raised are deposited immediately for future Pow Wow expenses.

We would like to take this opportunity to give a special thank you to Sandy Ninham, Ron Peterson, Jim Van Stippen, Jean Webster and all the other people who helped make our Pow Wow a success.

## Oneida 1st Annual Championship Pow Wow Results

### Team Dance:

1st: Michelle Greendeer, Crystal Cleveland, Charlene Klein

2nd: Leon Thompson, Chasky Johns, Rick Cleveland

3rd: Tina Hindsley, Gina Hindsley, Sissy Repine

**Drum Contest:** 1st: Bear Clan, Milwaukee, WI

2nd: Northern Wind, White Fish Bay, Ontario, Canada

3rd: Bear Runner, Minneapolis, Mn

### Mens Traditional (50+):

1st: James Klein Sr. (Ojibwa) Taylor, Mi

2nd: Bernard Doud Sr. (Chippewa)

3rd: Eddie Benton Banai (Ojibwa) Hayward, WI

### Womens Traditional (50+):

1st: Loretta McPherson (Menominee) Neopit, WI

2nd: Ramona Lewis (Winnebago) Tomah, WI

3rd: Vera Kingbird

### Womens Jingle (18-49):

1st: Terri Brown (Oneida/Menominee) Neopit, WI

2nd: Denise One Star (Oneida) Two Strike, SD

3rd: Dianne Desrosiers (Sisseton/Wahpeton Dakota) Sisseton, SD

### Mens Grass (18-49):

1st: Howie Copenace Sr. (Ojibwa) Ontario, Canada

2nd: Adrian Pushetonequa (Mesquakie) Tama, IA

3rd: Mike One Star Sr. (Sioux) Two Strike, SD

### Mens Traditional (1849):

1st: Terry Fiddler (Cheyenne River Sioux) Eagle Butte, SD

2nd: Gerald Cleveland, (Winnebago) Waukesha, WI

3rd: Ed Blackthunder (Oneida/Sisseton Sioux) Rosebud, SD

### Womens Traditional:

1st: Iris Thundercloud White (Winnebago/Potawatomi) - Black River Falls, WI

2nd: Patty Thompson (Winnebago/Sioux)

3rd: Fran Williams (Winnebago/Caddo)

### Womens Fancy (18-49):

1st: Crystal Cleveland (Winnebago) - Waukesha, WI

2nd: Lana King (Alabama Censhatta/Sioux)

3rd: Beck Taylor (Ojibwa) - Hayward, WI

### Mens Fancy (18-49):

1st: Jerry Cleveland Fr. (Winnebago)

2nd: Leon Thompson (Yakima/Nez Perce) - Satus, WA

3rd: Rick Cleveland (Winnebago) - Osseo, WI

### Boys Traditional (13-17):

1st: Leonard Welch Jr. (Stockbridge) - Bowler, WI

2nd: Bill King (Oneida) - Oneida, WI

3rd: Nathan Isaac (Chippewa/Pott.) - Walpole Island Ontario

### Girls Traditional (13-17):

1st: Jessi Cleveland (Winnebago) - Tomah, WI

2nd: Jolene One Star (Sioux) - Tow Strike, SD

3rd: Amanda Mack (Oneida/Menominee) - Keshena, WI

### Girls Fancy (13-17):

1st: Regina Hindsley (Winnebago/Menominee) - Wisconsin Dells, WI

2nd: Nicole Larson (Ojibwa) - Hayward, WI

3rd: Antoinette Repine (Ojibwa) - Cleveland, OH

### Boys Fancy (13-17):

1st: Kerry Funmaker Jr. (Oneida/Winnebago) - Green Bay, WI

2nd: Lewellyn Tucker (Oneida/Menominee) - Keshena, WI

3rd: Howie Copenace Jr. (Ojibwa) - White Fish Bay, Ontario, Canada

### Jr. Boys Fancy (7-12):

1st: Darrell Hill (Oneida) - Green Bay, WI

2nd: Nigel Schuyler (Oneida/Ottawa)

3rd: Corey Hindsley (Winnebago) - Wisconsin Dells, WI

### Jr. Girls Fancy (7-12):

1st: Erica Hawpetoss (Menominee/Navajo) - Oshkosh, WI

2nd: Jodi King, (Oneida/Winnebago) - Oneida, WI

3rd: Sasha Cornelius (Oneida) - Oneida, WI

### Jr. Boys Traditional (7-12):

1st: Cody King (Oneida/Menominee) - Oneida, WI

2nd: Dwayne Maracle (Mohawk) - Ontario, Canada

3rd: Adrian Klein (Oneida/Ojibwa) - Michigan

### Jr. Girls Traditional (7-12):

1st: Jackie Klein (Oneid/Ojibwa) - Taylor, MI

2nd: Reyna Syrette (Ojibwa) - Canada

3rd: Adeline Decorah (Winnebago) - Wisconsin Dells, WI

*Due to space limitations, the Kalihwi-saks is unable to print fourth and fifth place winners. We apologize for any inconvenience.*

# HEALTH NEWS


## HEALTH CENTER HOURS

Dental Department  
8:00 A.M. - 4:30 P.M.  
Monday - Friday

Billing Office  
8:00 A.M. - 5:00 P.M.  
Monday - Friday

All Others Offices of the  
Oneida Health Center  
8:30 A.M. - 5:00 P.M.  
Monday - Friday

Oneida: 869-2711; Seymour: 833-7536;  
and Little Chute/Appleton: 788-6692



**"Women Discovering Strength"**

- Starting Date- Nov. 7, 1990 (every Wed. after)
- Time- 12 Noon to 1 pm      • Lunch- Provided
- Place- N.H. C. Blue Room      • R.S.V.P.- Call Carolyn

869-4415      Sponsored by: Employee Assistance Program      869-4415

## Oneida women's health project

This project will provide comprehensive planning and referral services, early prenatal care, breastfeeding counseling, and postpartum follow-up of mother and infants who are members of the Oneida Tribal Community. The primary goals of this project will be maintenance of reproductive health, protection of fertility, safe, effective and successful contraception, early pregnancy confirmation and early related care, and preparation for future pregnancy and birth.

Oneida Women's Health Project offers you:

### Information about:

- Your body; how it works, especially the reproductive system
- Contraceptive methods
- Women's health needs, menstruation, first pelvic exam
- Preparation for pregnancy
- Talking to your children or partner about sexuality

### Health and Medical Services:

- Confidential pregnancy testing
- Blood test for anemia
- Urine test
- Physical exams relating to your reproductive health needs
- Contraceptive supplies
- PAP test
- Testing for sexually transmitted disease

To make an appointment call the Oneida Health Center, as for Community Health Nursing and tell the secretary you want to make an appointment for the Oneida Women's Health Project.

## Oneida Health Center October Birthdays

Henri Oudenhoven - Dental	10/07
Judy Omernek - WIC/Nutrition	10/17
Jeanne Libert - Dental	10/19
Kimberly Schultz - Billing	10/20
John Spangberg - Environmental Health	10/25
Tina Cottrell - Community Health	10/28

## Taking over-the-counter medications

From time to time, we all experience some minor ailment which does not warrant a trip to the doctor, but is annoying enough that we treat it with an over-the-counter drug. Since these products are available without a prescription, many people feel that they are not very strong or dangerous. They could not be more wrong.

When a product is made available as an over-the-counter (OTC) drug, it means that the Food and Drug Administration (FDA) has determined that with proper label instructions and information, the average person can use that product effectively against. Safe effective use of OTC's depend on the consumer reading the label instructions, cautions, and uses for any particular product.

If you take a trip down the cough and cold aisle in your local pharmacy you'll quickly realize that treating your cough isn't as simple as you think. There are hundreds of products aimed at the cough and cold market - all very similar - but which is the right product for you? Some have aspirin. Some contain tylenol or alcohol. Some will make you drowsy, some will keep you awake at night. Do you have a chronic medical condition like diabetes, high blood pressure, ulcers, kidney disease, glaucoma or heart disease? Once you decide on a product, should you buy the name brand product or the less expensive generic brand?

All these factors should be considered before you purchase a product. If you're unsure about which product to choose, you can read the labels on the products to find the one that's right for you, or simply ask the OTC expert, the pharmacist. Your pharmacist can help you find the product that should help with your particular condition and he or she has the knowledge and experience to tell you when it's time to pass on the OTC's and see your physician.

Once you have your selections made and take it home, be sure to read all the directions and cautions on the label. Even if the product is one you have purchased in the past, read it. Manufacturers will occasionally reformulate (change the formula) of their product and this sometimes will result in a new dosage or new cautions.

Be sure to follow directions carefully. If it says "2 teaspoons full every four hours, it means "2 teaspoons every four hours". Overuse of OTC's can in some cases actually make your condition worse and in more severe cases land you in the hospital.

If used correctly, OTC products are an effective, inexpensive way to treat those minor aches and pains. Remember to consult with your pharmacist to help you choose the right product and follow the golden rule of "When all else fails, read the directions".

## Staggering virus causes school closing

*Tony King-Yakwalihwi-saks-Oneida Tribal School newspaper*

Oneida Tribal School cancelled all classes on Friday, November 2, 1990, due to a raging flu virus.

Principal Artley Skenandore and administrator Sharon Mousseau decided Thursday afternoon to shut down the school for the following day.

The decision was made in order to let the highly contagious virus run its course. According to patients visiting the Oneida Health Center due to the illness, doctors stated that this was a 72 hour flu. Skenandore figured that by Monday most students and faculty who were likely to contact the virus would be over it, and school would return to normal.

Several students reported having been sick the day before, but feeling well enough to come to school the next day. Adults didn't seem to fare as well. Kevin Jordan and other faculty members reported being nagged by the bug for several days.

Symptoms included nausea, vomiting, diarrhea, fever, chills, and head and body aches.

Absentee rates climbed above 20 percent on Wednesday. More than ten students became sick

during the school day and went home. The number of absences for the day hovered around 50 students and several teachers.

On Thursday, absences soared even higher, causing Skenandore and Mousseau to announce the closing. At one

point, Debbie Reiter, Mousseau's secretary, commented, "I had over five sick students in my office at one time."

In addition to the school illness, several employees being housed in the Norbert Hill Center experienced the virus.

## General Tribal Council Meeting

Monday  
November 19, 1990  
Norbert Hill Center  
Auditorium  
7:00 P.M.

Agenda: Approval of  
FY '91 Budget

Hope to see you there!

# EDUCATION NEWS

## Teens see "White Bison" in youth leadership workshop

Indian youth from participating local schools recently engaged in a 2 day youth leadership training program at the Norbert Hill Center with White Bison, a Native American training organization from Kent, Washington.

White Bison, a non-profit corporation team made up of organizers Sheila Hardwick of Seattle, Washington and Don Coyhis of Colorado Springs, Colorado, highlighted points of personal and organizational development in the levels of self-image, self-esteem, leadership, possibility thinking, motivation, comfort zones, affirmations, and creative vision processes. The White Bison also tied in the Native American belief system of the Medicine Wheel and traditional ways of thinking.

Hardwick and Coyhis initial ties were in the corporate settings working in personal and organizational development, self-esteem, and drug and alcohol recovery. They conducted workshops in leadership and team building. Both possess degrees in psychology.

Later, the two discovered a definite need for enhancing self-esteem in the Indian world and have now established the team of White Bison.

The team not only leads workshops to youth throughout Indian Country, they assist families, individuals, tribal councils, schools, treatment centers and prisons in re-awakening themselves to their real potential.

Hardwick stated the number one thing hitting youth today is the lack of self-esteem.

"They think they aren't good enough to become a lawyer, for example," said Hardwick. "They're



Don Coyhis, Instructor from White Bison, provokes thought in a mind-mapping exercise at a youth leadership workshop held at the Norbert Hill Center. The workshop was sponsored by the T.R.A.I.L.S. program.

consistently told they're not good enough or lack good qualities. If you were told this on a regular basis, you'd start to believe this, too."

She added, "The way we create limits and boundaries for ourselves and our children has to be stopped. We take away the potential our minds have; likes, dislikes, brilliance, spirit and creative ability."

White Bison has traveled and worked with many western tribes such as the Yakimas, Utes, Pullyaps and the Navaho's.

## Public Hearing Notice

Notice is hereby given that a public hearing will be held on Wednesday, November 28, 1990 at 6:00 pm at the Lannoy Elementary School, 2007 County U, Green Bay, WI 54313, for the purpose of providing information about the educational proposed under the Title V Indian Education Act, Sub part 1 for the Pulaski Community Schools. This publ hearing will be held in accordance with regulation No.251.21 of the Indian Education Act.

## UWGB Outreach Office

The UWGB American Indian Program Coordinator, Denise Vigue now has an Outreach Office at the Norbert Hill Center.

She will be located in the Career Center, Rm #4350, on the following dates and times.

<b>Tuesday, November 13</b>	<b>3:30 to 6 p.m.</b>
<b>Tuesday, November 20</b>	<b>3:30 to 6 p.m.</b>
<b>Tuesday, November 27</b>	<b>3:30 to 6 p.m.</b>
<b>Tuesday, December 4</b>	<b>3:30 to 6 p.m.</b>
<b>Tuesday, December 11</b>	<b>3:30 to 6 p.m.</b>

If you have any questions about UWGB (how to apply, what kind of majors they offer) please stop in or call Denise at 869-4453.

## UWGB Credit Outreach, Spring 1991

Offered in the Spring Semester 1991 will be

### \*College Writing 552-100

\* This class will fill on general education requirement at UWGB. The class will be held at the **Norbert Hill Center**. If interested please contact the Oneida Education Officer for further information at 869-4332 or 4331.

## UWGB Teacher Certification Program

The Oneida Education Officer and the Department of Education at UWGB are now working on a teacher certification program to be brought out to Oneida.

Classes for the program are being planned to begin at the Norbert Hill center as early as Spring 1991. For further information or to sign up for this program contact Cheryl VanDenBerg at the Oneida Education Office at 869-4332.

## Notice To All Indian Parents Of Children Who Attend West De Pere Schools

An informational meeting regarding Impact Aid/Public Law 81-874 and Indian Student Progress at West De Pere schools will be held on Tuesday, November 20, 1990 at 6:30 p.m. in the Corvillia Room at the Norbert Hill Center in Oneida.

Randy Freese, Superintendent of West De Pere Schools and James Lamal, principal of the 7th and 8th grades will be presenting information regarding Impact Aid and Indian Children.

For those who aren't aware of Public Law 81-874, this is Federal aid to school districts who serve children residing on Indian land. This law also provides for active consultation and participation by Indian parents and Tribal officials, with the district, regarding the use of these funds. Please plan to attend, as your children ultimately benefit from this aid. They need your support.

Refreshments will be served. For more information, contact Mary Dodge, West De Pere Student Advocate at 337-1080.

## OTS 1990

### Volleyball Season

A-Team (7th and 8th grades) 7 wins 4 losses  
B-Team (4th,5th,6th grades) 7 wins 3 losses



(Back Row L to R) Inez Skenandore, B-coach, Crystal House (A), Grace Elijah (A), Sunshine Webster (A), Melissa Mousseau (A+B), Josephine Skenandore (A)\*, Nasiqua Rice (B), Susan Ninham, A-coach. (2nd Row) Lahoma Merrell (A), Abbie Skenandore (B), Cheryl Skenandore (B), Tori Cone (A+B)\*, Prairie Rose Danforth (A). (Front Row) Reva Danforth (B), Kristy Cornelius (A+B), Katsi? Skenandore (A+B)\*, Connie Danforth (B). (Not Shown) Lynn Webster (B), R.C. Cornelius (B)

\*Top Server: Katsi? Skenandore

\*Ace Server: Josephine Skenandore

\*Most Consistant Server: Tori Cone

A special Thank you to the families, the friends, and the staff that came and supported our girls and helped out with the Fundraisers. A Big Yawako to Joylyn Cornelius who worked extremely hard at organizing support for our young ladies!

## Graduate Fellowships for American Indians

The American Indian Graduate Center (AIGC) of Albuquerque, New Mexico, announces the availability of graduate fellowships for 1991-92 for American Indian and Alaska Native students from federally-recognized tribes.

**ELIGIBILITY:** To be considered for an AIGC fellowship, an applicant must be:

1. An enrolled member of a federally-recognized American Indian Tribe or Alaska Native group, or possess one-fourth degree federally-recognized Indian blood.
2. Pursuing a master's or doctorate degree as a full-time graduate student at an accredited graduate school in the United States.
3. In need of financial aid after exhausting available aid at the college financial aid office.

**AWARDS:** Awards range from \$250 to \$10,000 for the nine-month academic year. Applicants **MUST APPLY** for campus-based aid at the college they are attending. Failure to apply will disqualify an applicant.

**TO APPLY:** Contact:

American Indian Graduate Center  
4520 Montgomery Blvd, NE, Ste. 1-B  
Albuquerque, NM 87109  
(505) 881-4584 (Collect calls not accepted)

**DEADLINES:** Postmark by April 15, 1991 for the 1991 Summer Term  
June 1, 1991 for the 1991-1992 Year  
(September to May)

To Live,  
is To Read



# RESERVATION NEWS

## Oneida businesswoman goes out on a limb



Etta Katers, Green Bay, poses in front of Subway, her business located in the Oneida Industrial Park, near Walmart.

"Taking that first big step is probably the hardest thing we've had to do to make this thing where it is today," stated Etta Katers manager of Subway, a small business located next to Wal-Mart, in Oneida's Industrial Park.

Katers (formerly Williams), an Oneida, and her husband, a systems programmer at Green Bay Packaging, both agree that the first step was the most difficult: deciding to go full throttle at running and buying a business.

Katers said this has been an idea for some time with her and her husband and finally it's become reality.

Reality shows through as one walks through her newly formed business with busy customers, freshly purchased modern

equipment, and shiny new tables.

"I got tired of working for others in business. We felt it was time to do this on our own." Katers commented. The Katers opened up in June of this year after researching began in September of '89. "This is probably the most fun I've had, (in working)" she added.

Katers knows what it takes when customer service plays an important role in her line of work. She also speaks from work experience: coming from four jobs in the service industry and in which those jobs having the most important goal of customer satisfaction. Her husband assists in computerization and programming of register systems, sales and completes the major brunt of bookkeeping.

Etta's strength lies in handling operations and the customer.

In order to support their business preparation, the Katers also received an intensive training series in Connecticut from the Subway franchise. Upon arrival, they received training in business operations, employee personnel, bookkeeping, promotions and preparation in the initial opening of the store.

From the business angle, Katers stated they're doing real well. "We're doing #1 in sales, for the Subway's in the Green Bay area." She added, "We have a good product, and we employ up to 10 people. We have another Native American person employed as well."

When asked why "Subway"?, Etta replied, "Subway was the most affordable franchise and it's a good product."

Etta claims the 2 most important aspects of running their business are pleasing the customer and retaining patience. "You got to have a lot of patience, and you learn by doing," she stated.

The Katers goals now lie in promotional areas. "We got to get our name out there as well as our product and services." Etta said she's currently involved in promoting party platters to assure some attention to the Subway name. She also is involved in cross advertising with the new located One-Stop on West Mason and the Raddison Inn-Green Bay.

Etta's word of advice lying out to those business seeking entrepreneurs: "Don't give up, keep knocking on doors, do alot of research. You can survive and get ahead of the game."

## Milwaukee woman wins Do-It bingo jackpot

Oneida Bingo recently dished out a jackpot over \$39,000 to a Milwaukee woman who won the Do-It game.

Dolores Iwaskiewicz, 64, blacked out her Do-It bingo card on the fifteenth and final number to win \$39,100. Iwaskiewicz received a check that afternoon for \$1,000 and picked up the remaining \$38,100 the next day.

"I'm still in a state of shock," stated Iwaskiewicz. "This is the biggest jackpot I've ever won."

Iwaskiewicz explained that she plays the same numbers for the Do-It game, only this time it paid off.

"I play numbers 8, 18, 21, 42, 51, 62 and 70," she said. "I don't know why I play them, but I just do."

When asked what she has planned for her winnings, she mentioned paying some bills, sharing her good fortune with her family and putting the remainder in the savings.

Iwaskiewicz, who plays Oneida Bingo 3 to 4 times a week, is employed as a packager at Clements Sausage.



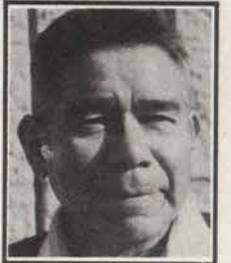
Iwaskiewicz proudly displays her winning Do-It card along with her jackpot winnings.

## If You Ask Me

*In paying special attention to Native American issues, who would you vote for in the upcoming Wisconsin State Governor's election?*

**Walter Moffett:**

"I'm not sure what point of view the candidates are taking but I further need to look at the tribe's involvement with the state, the governor's relationship with the tribe's and related issues such as environment and social services."



**Etta Katers:**

"Taxes are sure going up. After you get them in there it's hard to tell what they're going to do. They say one thing and do another. About the Indians, they're sure using it as a political device. It's in the front papers now, for so many years, you never seen anything about it."

**Sonny King:**

"I would vote for Thompson because he has created alot of jobs for us. Loftus hasn't proven anything legitimate."



**Judy Cornelius:**

I would not vote for either Thompson or Loftus. Very little has been written about Loftus and his platform. Gov. Thompson's long affiliation with the PARR group and the pressures radiating from the Counties Association, which Thompson has ties to, lets us know he is not a friend to Indian Country. As far as I'm concerned, bring back Tony Earl!!"

## Public Hearing on Gaming Ordinance

Monday

November 26, 1990

Copies of Gaming Ordinance available at the Oneida Library or the Business Comittee offices.

## Gun & Deer Registration

November 17 - 25

8:00 A.M. - 4:00 P.M.

Site II Parks Building

# GOOD NEWS

## Nursing Home resident reaches century mark



100 years young Millie Kilar takes time out to pose with her birthday cake.

If the Happy Birthday song seems familiar to Millie Kolar, it's because she has heard it over and over and over. Actually, Millie heard the song for the 100th time back on Wednesday, October 25th, when the Anna John Nursing Home residents sang and helped Millie celebrate her 100th birthday.

According to Millie, her birthday is actually October 26. According to her chart at the nurses station, her birthday is October 28, but Millie swears it is the 26th. Whether it be the 26th or the 28th, her life of 100 years has been a good one.

A descendent of Czechoslovakian parents, Millie was born and raised in Milwaukee. In her later years, Millie worked as a Registered Nurse up in Northern Wisconsin.

Said one nurse, "Millie used to speak of her days as an RN quite a bit. She was very proud of that fact."

Millie first arrived at the Anna John Nursing Home on January 26, 1984. From her first day there, the staff of the nursing home fell in love with her.

Millie, who has one younger brother, fit in with the Indian and non-Indian residents at the nursing home.

"Everyone just enjoys her," said Lynne Collins, Activities Director. "She would even speak her language to the others."

Collins stated that Millie likes to participate in bingo and the exercise classes. Millie also loves music, and used to dance the schottische.

## Another tribal member serving in Persian Gulf

Submitted by Raymond, Joyce, Adam and Angela Johnson.

Chris Johnson, graduated from the Intelligence Specialists Course at Norfolk, Virginia in April of 1990.

Fortunately, he was able to spend three days at home in mid-August on 48 hour recall status, before he was called back and deployed to the Persian Gulf on August 19th. He is stationed aboard the U.S.S. Nausau with a Marine Amphibious Assault unit.

Letters have been sparse due to mail disbursement problems, but prayfully that will all soon be behind us.



Christopher L. Johnson

We appreciate all the calls and prayers of support we have received. Please keep in touch with your friends and let them know that you are praying for

their sons and daughters, husbands and wives, fathers and mothers. A person never realizes how much this means until they have a special need. Also continue to pray everyday for a peaceful and speedy solution in this crisis.

Our son is proud to be serving his country and we are proud too, but we are also proud of your families. In Chris' letter home, he wrote, "God Bless the U.S.A."

If anyone is interested in writing to Chris, his address is: ISSN Christopher L. Johnson USN, OZ Division, OPS Department, USS Nassau (LHA-4), FPO New York, NY 09557-1615.

## New Hires for September 1990

Ira Cornelius	Instant Tickets Machine Repairman Instant Tickets Operations	09/05/90
Peter King	Instant Tickets Machine Repairman Instant Tickets Operations	09/05/90
Jeanne C. Zellner	Child Care Teacher Day Care	09/06/90
Christine Van Schyndel	Child Care Teacher Day Care	09/24/90
DuWane Smith	Promotion: Bingo Relief Session Supervisor Bingo	09/09/90
Connie Metoxen	Transfer: Bingo Worker Bingo	09/02/90
Jan Summers	Promotion: Bingo Relief Session Supervisor Bingo	09/09/90
Ron Sommers	Transfer: Bingo Worker Bingo	08/29/90
Nelson Smith	Bingo Worker Bingo	09/06/90
Mary Dodge	Student Advocate for American Indians - W.D.P. JOM	09/10/90
Wendell Van Stippen	Transfer: Manager - Economic Development Division Economic Development	10/01/90
Terry Pamanet	Bingo Worker Bingo	09/10/90
Susan Derksen	Maternal Child Health Nurse Health Center	09/24/90
Lawrence Murphy	Nurses Aide Anna John Nursing Home	09/11/90
Jacquelyn Metoxen	Transfer: WIC/Nutrition Aide Health Center	09/27/90
Sandra Charles	Transfer: Community Health Representative Health Center	09/24/90
Maxine Cottrell	Maternal Child Health Aide Health Center	10/01/90
Vern Doxtator	Promotion: Director of Safety & Security Safety and Security	10/07/90
Christopher Johns	Transfer: Grants Writer Administration	11/12/90
Z. Ron Skenandore	Title Reassignment: Job Training Director Education and Training	10/01/90
Daniel G. Skenandore	Bingo Worker Bingo	09/27/90
Cory Habeck	Bingo Worker Bingo	09/27/90
Laura Hill	Bingo Worker Bingo	09/29/90
Kelly Metoxen	Bingo Worker Bingo	09/27/90

Saturday November 10, 1990  
10:00am to 9:00pm

## GIFT-O-RAMA

Dealers \$20.00 per table  
\$1.00 Admission  
(12 & under Free)

RADISSON INN  
2040 Airport Road  
Green Bay, WI  
54304

FOR MORE INFO  
CONTACT:

Yvonne Jourdan 869-4304  
Marilyn Teller 869-2214  
Nori Damrow 869-2752  
833-6841



# CLASSIFIEDS

## ONEIDA TRIBAL EMPLOYMENT

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

**APPLICATIONS/RESUMES SHALL BE SUBMITTED TO:**

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

### Environmental Specialist

**Salary:** Grade 8  
**Closing Date:** Until Filled  
**Proposed Start Date:** November, 1990  
**Position Summary:** This position performs a variety of tasks involving the development, implementation, monitoring and evaluation of environmental policies and procedures adopted by the Oneida Tribe.

**Qualifications:** Undergraduate degree required. Bachelor's degree in Environmental Science or Natural Resources (with substantial undergraduate training in hydrology or hydrogeology) or Chemistry preferred. The Oneida Tribe may consider applicants whose training and experience demonstrate equivalent competencies. The successful applicant who is hired under the equivalent competency condition will be required to formulate, aggressively pursue and obtain a directly-related degree within a period of time acceptable to the Oneida Tribe. This individual would be hired at grade level 8 step 0 and would earn wage adjustments as he/she demonstrates the required competencies. Previous work experience performing water, soil and air testing and/or hydrology preferred. Strong basic and technical writing skills required. Ability to collect, collate, convert and interpret technical and statistical data into succinct and useful reports required. Knowledge of solid waste disposal, air, ground water and water quality assurance programs and issues preferred. Must be willing and able to work evenings and weekends if required. Some local travel is required. Must possess valid Wisconsin driver's license and an appropriate license to operate a vehicle and be certified as eligible to operate a Tribal vehicle under the Oneida Tribe's Vehicle Driver Policy.

### Utilities Program Director

**Salary:** Grade 9 (Negotiable depending on training/experience)  
**Closing Date:** Until Filled  
**Proposed Start Date:** As Soon As Possible  
**Position Summary:** This position administers and supervises all activities of the Tribe's Water Department, sanitary sewer system and treatment facilities with an emphasis on operating and maintaining the treatment and supply system. This person will be responsible for maintaining standards set by the Tribe and the U.S.E.P.A., and in maintaining positive customer and client relations.

**Qualifications:** High School diploma or GED required. Two (2) or three (3) years experience in all phases of public utility operations required. Certified waste water operator's license within one (1) year of employment required. Knowledge of the principles, practices, methods, materials, and equipment used in water treatment and pumping, sanitary sewer systems, waste water treatment and septic pumping operations required. Ability to organize utility billing and collections systems and to maintain records related to billing and collections required. Ability to organize jobs, assign workers, create schedules required. Ability to develop and maintain effective working relationships with subordinates, Tribal and non-tribal officials, health officials and the general public required. Must possess valid Wisconsin driver's license and an appropriate license to operate a passenger vehicle and be certified as eligible to operate a Tribal vehicle under the Oneida Tribe's Vehicle Driver Policy.

### Contract Health Clerk Assistant

**Salary:** Grade 3 (Negotiable depending on training/experience)  
**Closing Date:** November 8, 1990  
**Proposed Start Date:** November, 1990  
**Position Summary:** This position assists the contract Health Clerk in maintaining and operating the contract health voucher system. This position requires personal interaction with clients to obtain information, with third-party care providers and insurance vendors to process payments, and with co-workers to coordinate internal services. A high degree of accuracy in all aspects of work is required.

**Qualifications:** High school diploma or GED required. Post-secondary training in related areas preferred. Experience in clerical work related to third party billing in the insurance or health care field required. Knowledge of the general application of medicaid, medicare and private insurance systems related to billing/payment operations required. Good verbal and written communication skills required. Ability to type 35 WPM accurately required (the Human Resources Department will administer a typing test to all applicants who meet the other announced qualifications). Basic interviewing skills required. Knowledge of and ability to operate standard office equipment (such as copying machines, 10-key calculators, etc.) required.

## EMPLOYMENT

### Diabetic Grant Outreach Worker

**Salary:** Grade 4 (\$6.25/hr)  
**Closing Date:** Until Filled  
**Proposed Start Date:** As Soon As Possible  
**Position Summary:** This limited term, part-time position assists in implementing a demonstration grant project focusing on diabetics in and near the Oneida Reservation. Funding for this position is contingent upon grant compliance.  
**Qualifications:** High School diploma or GED required. Previous experience or familiarity with health prevention care programs preferred. Genuine interest in assisting in the provision of preventive health care services to a diverse community population required. Willingness and ability to participate in in-service training and other continuing education opportunities related to work performance and duties required. Knowledge of or experience in providing care to diabetics required. Some local travel including providing transportation of clients is required. Must possess valid Wisconsin driver's license and an appropriate license to operate a passenger vehicle and be certified as eligible to operate a Tribal vehicle under the Oneida Tribe's Vehicle Policy.

### Head Start School Bus Driver (20 hrs/wk; limited term status)

**Salary:** Grade 3  
**Closing Date:** Until Filled  
**Proposed Start Date:** October, 1990  
**Position Summary:** This position operates a school bus to pick-up and deliver children to and from the Head Start Program. This position will be a limited term position to fill a vacancy created by a medical leave; it may become a regular position depending on the status of the regular employee.

**Qualifications:** A current Wisconsin Bus Driver's License is required. This license is required in order to operate a bus in the State of Wisconsin. Must have a good driving record. This individual must be certified as eligible to operate a Tribal vehicle under the Tribe's Vehicle Driver Policy. All applicants must submit a copy of their current driver's license, a copy of their current Wisconsin Bus Driver's License, and evidence of personal vehicle insurability. Driving records will be checked with the State Department of Motor Vehicles. Must be willing to complete a First Aid Certification course. Some knowledge of auto mechanics relevant to school bus maintenance and operation is preferred. Must be willing and able to make arrangements to perform all assigned duties on an emergency call-in basis. A high school diploma or GED is preferred.

### Medical Records Technician

**Salary:** Grade 5 (Negotiable depending on training/experience)  
**Closing Date:** Until Filled  
**Proposed Start Date:** As Soon As Possible  
**Position Summary:** This position is responsible for maintaining the Oneida Community Health Center's Medical Records System according to appropriate standards including JCAHO standards.  
**Qualifications:** High School diploma or GED required. Post-secondary education in medical records or related field preferred. Accreditation as a Medical

## EMPLOYMENT

Record Technician preferred. Applicants who do not possess this certification may be required to formulate and aggressively pursue a training plan to obtain this certification within a period of time acceptable to the OCHC. One (1) year work experience in a medical office required. Prefer direct experience in medical records. Ability to type 35 WPM accurately required (the HR department will administer a typing test to all applicants who meet the announced requirements). Knowledge of medical coding procedures preferred.

### Clerk/Typist Pool (Emergency/Temporary)

**Salary:** Grade 3 (\$5.09/hr)  
**Closing Date:** On-going pool  
**Position summary:** This is an emergency/temporary status position. A pool will be formed from qualified applicants to fill clerk/typist positions throughout various Tribal offices as needed. Employees in this position are "on call" and receive no employee benefits except for FICA, Workmen's Compensation, and Unemployment Compensation.  
**Qualifications:** High School diploma or GED is required; training in office techniques, secretarial duties, typing, filing or related field is desirable; knowledge of general office procedures; ability to type, must type 35wpm (test required); must pass math and spelling tests which will be given by the Human Resources staff.

## JOB OPENINGS

### Director - Childrens Center UWGB

Master's in early childhood education or

## JOB OPENINGS

related field, 2 years preschool teaching experience and 1 year administration. Wisconsin preschool certification or eligibility required. Forty preschool children, 2 teachers and 50% secretary. Annual appointment; minimum \$27,537. Apply to Richard Jansen, Acting Director, SS1400, UWGB, Green Bay, WI 54311-7001.

*UWGB is an EO/AA employer*

### Office Assistant

Human Services Agency seeks office services assistant to type correspondence, press releases and a variety of informational pieces and perform other office duties. Skills needed include: word processing, data base management, mathematical, written and verbal communication. Interested individuals should send a resume to the Office Manager, Fox River Area Girl Scout Council, 925 W. Northland Avenue, Appleton, WI 54914.

*EOE - M/F/H/V*

## PETS, SUPPLIES

To Give Away: 2 female kittens (one is white, the other is gray striped). Both very smart and litter trained. See Debbie Lehman or call 869-4358.

## SALES

4 BF Goodrich raised white letter tires. P205/75 R14 all seasonal radials. \$100.00 Like new. Call 869-2873 after 4:00 p.m.

4 bedroom ranch, 3 acres wooded lot in trust. Reasonable. If interested, call 337-0612

## Board Vacancies

### Oneida Tribe Joint Apprenticeship Committee - 8 Members

To plan and implement an apprenticeship program to provide technical training to Indian people in order to meet the needs of the Tribe in areas of skilled trades; to address unemployment; and to train people for jobs that pay higher wages. The tribe is looking for a total of 8 members for this committee: 3 from skilled trades, 2 community representatives, and 2 retirees from trades. The eighth person will be a BC representative. There will also be 2 representatives from NWTG trades division to act as technical advisors.

### Oneida Group Home Advisory Board 4 Vacancies

The Business Committee has approved the formation of an Advisory Board for the Oneida Group Home. Presently the Business Committee is the board required by the license through the State on an interim basis. The purpose of the board is to provide support and resource to the Director of the Group Home. The board will consist of three non-tribal members plus 4 tribal members.

The three non-tribal members will be representatives from Brown and Outagamie Counties plus someone from the Brown County Sheriff's department.

**Deadline for filing shall be November 16, 1990.**

Applications for the above vacancies can be obtained at the Tribal Secretary's Office, Norbert Hill Center, 3000 Seminary Road, Oneida, Wisconsin 54155.