

KALIHWISAKS

"SHE LOOKS FOR NEWS"



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

Non-Profit
Organization
US Postage Paid
Permit No. 4

Volume 137

Official Newspaper of the Oneida Tribe

December 23, 1991

New director hopes to take new approach in environment

Margaret Francour

Kalihwisaks

Although crises almost seem constant with the issues of the underground storage tanks, Fort Howard Sludge Lagoons and



Smith

tribal drinking water quality problems, tribal member Jackie Smith of the Oneida Tribe has recently accepted the challenge of Director of Environmental Services.

Smith, with a Bachelor of Science in Chemistry and Food Science, was employed with Ortek for some time as an organic chemist.

Smith is looking to "definitely change people's mind" on the way Oneidas view their position regarding neighboring environmental factor effects on the Tribe.

Smith said, "We need to have more people know what we do, such as with drinking water testing...we definitely need more P.R."

Another example of getting the word around is by getting in touch with the youth.

According to Smith, "These are one of my priorities, although I haven't gotten to them yet, my plans are to make an impression on them, a more human one."

"They are our future, those who will take care of our Earth, in many years to come."

Along with Smith's goals of education and public relation outreach, Smith says starting at home or in the office, in this case, offers her, her biggest challenge.

"Right now, I'm building an Environmental Staff, which will include a Safety Director, a Sanitarian, 3 Environmental Specialists, and an Administrator," she said.

The Environmental Department was acting on a staff of one, with Smith conducting field investigative work mostly herself, with some assistance by the Conservation Department.

"Now, we have qualified staff on board and are projecting a functioning department six months down the road. I should have some more people in here soon," she said.

What Jackie means by functioning is having the staff putting all the pieces together of a disrupted

filing system left in array as she came on board.

Larger environmental issues also take a toll on the department Smith is responsible for.

Ten underground storage tanks holding gasoline are in use on the reservation and have dual implications to the environmental and retail departments.

"The Retail offices are looking to keeping the cleanup cost down by preventing leaks while our main interests lie in protecting the land," she noted.

Another big issues is dealing with the sludge lagoons at Fort Howard. A remedial investigation and feasibility study is on-going.

"We have met with the DNR and Ft. Howard right in the lagoons as part of our field work," Smith said. 40 hours of safety training was a prerequisite upon entering the work, which included actual hands on experience with the proper safety suits and equipment."

Upon Jackie's reflection of this newly received position in a busy department, she sees that there's a lot of issues going on and her hope is that the community becomes involved by becoming 'informed and participating'.

It's all in a days work

M. Francour

Kalihwisaks

Timelines, schedules, appointments. What to do next?

What does go on in the daily schedule of the Environmental Department?

Director Jackie Smith said organization of her department is her main focus at this time. She is building a staff which will enable her to more effectively serve the environmental needs of the Tribe.

Besides developing direction for the department, other duties she's involved with is investigating complaints, working with the construction committee issuing sanitary permits, working with the underground storage tanks on all boundaries of the reservation, developing environmental statistics and testing drinking water.

Another landmark of work is in the Fort Howard Sludge Lagoons. Smith works with the DNR and Fort Howard on these sites.

It is obvious Smith's hands are full with traveling to and fro, servicing the community, doing the legwork and investigative work. But, who's going to do the paperwork with all this?

Jackie says she puts in about 50 hours of work a week, sometimes more.

It appears that it's just all in a days work for her.

Santa and his reindeer...



Photos/Francour & Skenandore

Top: Brittany Smith puts in her request to Santa at Day Care's Christmas party.

Right: Oneida Headstart children, dressed as Rudolph the Rednose Reindeer, decked the halls with their Christmas Carols last week.



NCAI holds presidential election

Washington, D.C. - On the crest of 1992, a controversial year for Indian People, Gaiashkibos, Tribal Chairman of the Lac Courte Oreilles Band of Chippewa Indians, was elected the 15th President of the National Congress of American Indians.

The elections occurred on December 5 at the NCAI 48th annual convention in San Francisco, California.

Gaiashkibos, who has served on the Lac Courte Oreilles council since 1983, announced, "Over the years, the dominating society has attempted to deprive us of our land, rights and our spirit. We must never let that happen."

Now at the helm of NCAI, Gaiashkibos is determined to resolve three issues that majorly impact Indian People: environment, Indian treaty rights and religious freedom.

"We need to be evervigilant in these areas because they are crucial to our future generations," he said.

For his first official action, he appointed Eugene Begay to serve as Interim Executive Director for NCAI. Begay has previously served as Executive Director for the United South and Eastern Tribes and holds a Doctorate degree in American Indian law.

"I want NCAI to tackle the impossible," said Begay.

Recycling: Lets get the hang of it

Submitted by Kalene White

We all have a tendency to throw out things that are still useful. For instance, when is the last time you threw away an empty soda can, newspaper, or plastic milk container?

Everyone can get the hang of recycling by starting at home. Get some empty boxes and label them. At first it may be hard to remember not to throw out cans or newspaper, but after a few times it will become a habit.

There are places in the community that save aluminum cans, which is a step towards recycling. For instance, the Norbert Hill Center, Health Center and Bingo has boxes for aluminum cans. We need to take that one step further. We need to establish containers for paper and glass. There are offices at the Norbert Hill Center that also have boxes for used paper.

A few helpful hints:

- When your ready to take in those newspapers you have saved, tie them up with string in 8-12 inch bundles. A few things that can be recycled from newspaper are tissues, home insulation and plant pots.
- Glass jars need to be rinsed thoroughly. It is not necessary to remove labels from glass jars or bottles. Most recycling centers only accept jars and bottles. Other glass products such as light bulbs, window glass and drinking glasses should not be mixed in. Glass can be recycled by being crushed into cullet and remade into glass containers.
- Plastic soda bottles and milk containers should also be rinsed. They can be recycled by being shredded and made into

fabrics and lumber substitutes.

In January, our community will be getting what we call satellites. One will be placed at the Norbert Hill Center, and the other at E and EE One Stop. After you have separated all these materials you would then take them to the satellites. They will be clearly marked glass, plastics and metal cans. The satellites will take plastics number 1-7, which is just about all commonly used plastics. Look on the bottom of the containers to find the number.

Rinsing the containers is stressed because one unrinsed container can contaminate the whole batch and none of it will be fit for recycling.

Let's try to grasp the concept of recycling by starting at home. Get the kids involved. They'll enjoy it and at the same time, they'll be learning how they can save our Mother Earth.

Warning: Smoke detector may malfunction

The manufacturer of the house-current-powered First Alert, Family Gard and BRK Smoke detectors has called on consumers to test their units for the possibility of non-functioning horns.

BRK Electronics estimates that approximately 3.5 million smoke detectors were manufactured between 1987 and March 1990. The horns may not function due to contamination of the contacts.

Because the devices are AC powered, consumers should not attempt to remove or repair the devices without speaking to a BRK

representative or consulting the owner's manual first.

To test the detector, hold the test button down for 20 seconds. If the horn does not sound or does not sound loudly, you should call 1-800-723-6990 to obtain a replacement detector free of charge.

The following models of smoke detectors are involved: BRK model 1839I, 1839WI-M; 1839I12R, 1839WI-12; 2839I; 2839WI; 2839TM. First Alert Model SA1839WI; and Family Gard - Models FG1839I and FG1839IHD.



The Oneida Business Committee extends their warmest wishes for a joyous holiday season. May the creator look upon you and your family with good health, happiness and peace of mind.



Rick, Debbie, Amelia, Loretta, Mark, Julie, Russell, Shirley, Lloyd



Ka nuh kwa tsli'..yo (Good Medicine)



Balancing Body, Mind & Spirit

A joint effort of the Healthworks Fitness Center, Oneida Tribal Employee Assistance Program, and the Communications Department

Sobriety Pow-Wow Celebrates Ten Year Anniversary

Event works because of commitment to celebration

Margaret King-Francour
Kalihwisaks

The first annual New Year's Eve Sobriety Party was almost cancelled in 1980 because of blizzard like conditions, but as some say, "The Show Must Go On!"

So it did thanks to some dedicated young couples wanting to celebrate the New Year in a sober fashion.

The legacy continues. This year's 10th Annual New Year's Eve Sobriety Pow-Wow, sponsored by the Human Services Department, will be held on December 31.

Last year's celebration fed over 500 people in a pot luck feast with pow-wow dancing, giveaways, prizes and honoring special friends and accomplishments.

With each celebration becoming bigger and better, Marj Stevens still likes to recall the initial celebration on that cold snowy night.

After overcoming a spin out in the ditch, Marj was all ready to call it quits with the celebration. A cancellation would be next on the agenda with phone calls to be made.

Despite the icy road conditions, the response was all

the same, "Come on...let's have it any way, we'll come pick you up," replied some of the clients with yearning excitement.

"They all had the same response, 'Let's do it, Marj,'" said Stevens recalling her initial days as coordinator of the celebration. "They really wanted to have it."

In the early days of this annual celebration, the event had about 40 people socializing and experiencing a good time without the use of alcohol or drugs. The celebration was held in Site II in the green building which currently houses the Oneida Public Safety Department and youth activities.

Today, it is held in the Civic Center or Norbert Hill Center, as it was last year. It also has seen transformation from a party or band providing entertainment to traditional social dancing and pow-wow dancing.

According to Marlin Mousseau, long time supporter and attendee of the event, "One thing the pow-wow has done is bring together community people from different

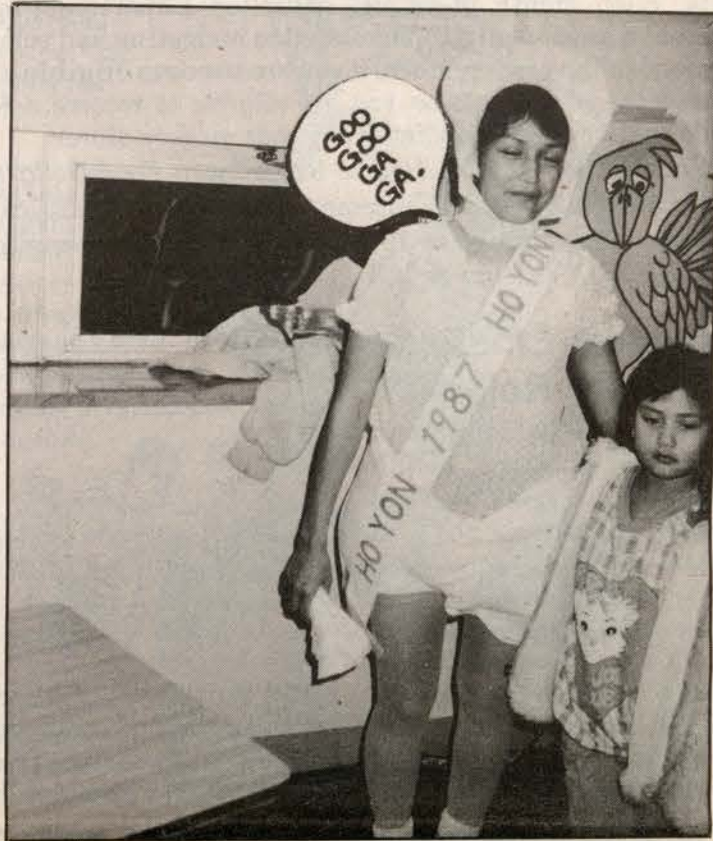
backgrounds. Uniting people under these circumstances, (with drum) breaks down the barriers."

Each year much work goes into the event. Today, committees are formed to handle the preparation of the large event. Security, Transportation, Decorations, MC's, Drums, flag bearers, Advertising, Food, Building space, and cleanup people are all needed to make a successful event.

"Every year we've had a success," said Stevens. "We can always count on people bringing food with plenty to go around. It's so comfortable, people can bring their families, kids...stay as long as they want."

The social aspect has people coming in for renewed friendships and others just out of curiosity.

This event has been sponsored by the Human Services Department. Original leaders and supporters include Marj Stevens, Marlene Summers, Marlin Mousseau, Kathy King, Carol Elm and other vital community members. Today, the transition



Ga Ga, Goo Goo: 1987 Annual New Year's Eve Celebration saw the New Year's Baby come rolling in, standing and all. The content baby (Tina Danforth) posed quietly and made her appearance for some of the evening's entertainment.

File Photo

has seen George Kamps, Art Skenandore, Bob Brown and other dedicated community members extend themselves to the success of the event.

Other generosity has been provided by the tribes' willingness to provide donations and physical support through building use over the years.

Good Medicine Mission Statement

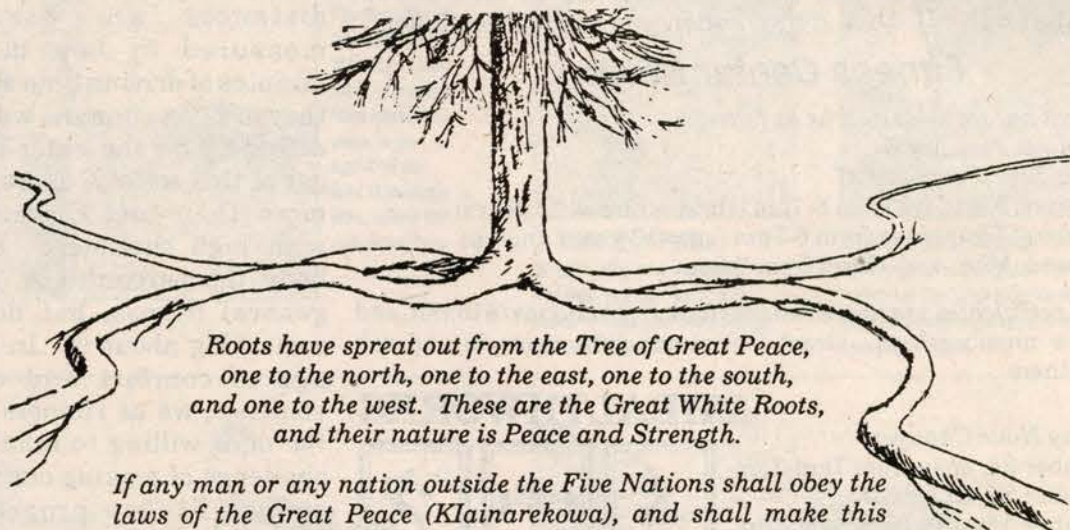
In *Good Medicine*, we hope to bring you useful wellness information and timely news about positive, healthy events and activities in the Oneida community.

Our purpose is to encourage you and your family members to live in a healthy way that is balanced in body, mind and spirit.

We believe that living a healthy lifestyle is a good way to prevent sickness in the future and to create wellbeing in the present. This idea of wellness, living in balance and harmony, is not new. Native American culture has long received the balance of body, mind and spirit as being necessary for good health. We hope that *Good Medicine* will follow in this ancient tradition of wisdom.

We welcome ideas and information for publication from Oneida community members. Send your information for *Good Medicine* to Bob Fresen or Claudia Skenandore of Social Services, or Eric Krawczyk of Health Promotions.

The Great Law



Roots have spread out from the Tree of Great Peace, one to the north, one to the east, one to the south, and one to the west. These are the Great White Roots, and their nature is Peace and Strength.

If any man or any nation outside the Five Nations shall obey the laws of the Great Peace (Klalinarekowa), and shall make this known to the statesmen of the League, they may trace back the roots to the Tree. If their minds are clean, and if they are obedient and promise to obey the wishes of the Council of the League, they shall be welcomed to take shelter beneath the Tree of the Long Leaves.

Those interested in bringing the Great Law to Oneida, Wisconsin, we have scheduled a planning meeting for:

December 30, 1991
1:00 P.M. - 3:00 P.M.
Civic Center Art Room



Introducing.....A Better Bite!!!

Better Bite is a grant which can provide you with a little extra money to spend at the grocery store. Already many people have received gift certificates for holiday food baskets. Each month of OCHC Nutrition Department will present a session on a topic related to budgeting and selecting food in the grocery store. If you are **income eligible** and attend the entire session you are eligible to receive a \$20 dollar gift certificate to Festival Foods grocery store.

January's topic.....How to Budget your Food Dollars

You must have proof of income to receive a gift certificate.

Sessions are limited to 10 people. For more information, call 869-2711 Ext 155 or 153.

Physical/Emotional Health Related?

Most of us seldom think about our emotional health as it is related to our physical health. In fact, our physical health is closely related to our emotional health. Have you ever gotten a headache after a stressful day at work? Most of us have experienced this close connection between feelings and physical health.

This also works conversely, if you feel good physically, you may feel good emotionally. So, if there is such a connection, after having a terrible day at work or home, a person may be better off doing something for their physical health, rather than nothing. Treat your physical self to something that would be a "treat". A good example for the fitness person go and work out, it's great therapy for anyone! If this only

causes you pain, go get a massage, or a whirlpool, or sauna. You can give yourself



a foot massage, or go for a walk in a quiet peaceful area. Eating a favorite treat wouldn't be the best idea, because the only thing you would immediately satisfy would be your taste buds. Good nutrition takes time to feel the effect.

So remember, treat your body to something good when you're feeling down. (Try not to satisfy your insides with food!)

If you have never tried exercising regularly, give it a try and make it a habit. It will make you feel great when you are feeling down.

Fitness Center News

The next karate class will be as follows:

Start date: January 6

Ending date: February 27

Beginners: Mondays from 6-7pm (children up to 12 years)

Beginners: Thursdays from 6-7pm (ages 13 years and up)

Advanced: Mon. and Thurs from 7-8pm

Gift certificates are now available for karate classes (\$16.00), and for new memberships. Great Christmas gifts, come in and ask about them.

Holiday Hour Changes

December 24, open from 7am-3pm

December 25, CLOSED

December 31, open from 7am-5pm

January 1, CLOSED

Circuit Classes

These classes will once again begin starting the week of December 9. They will be held from 12:10-12:50 for all of you who want to keep the holiday extra weight off! Class will be on Tuesdays and Thursdays each week.

HEALTHWORKS



FITNESS CENTER

No one exempt from AIDS

Submitted by: Chris Powless, Fitness Center Assistant

Since the shocking announcement that Ervin MAGIC Johnson has tested positive for the HIV virus the world seems to feel that he is already dead. It seems that this deadly disease has finally hit home. It has now made the huge step into the center ring of our lives, it is no longer a gay disease. The truth is, it has been a part of our lives we just haven't paid attention to it as we should have. The surgeon general has been warning those who are sexually active to protect themselves, because

this is not a "gay disease". Well, now we have someone who will make a great spokesman. It's sad that it had to happen to such a superstar, but this proves that no one is exempt from this disease. AIDS to some of us, is only found in the big cities, but it is everywhere, from the largest city to the smallest town.

As Native American people, we have to take special care of how we can control this disease. We have lost a lot of things in the last 200 years. Let's not lose our lives by being careless to the information that is given out about this deadly disease.



Wisconsin Winter Running

By Eric Krawczyk

I hate being cold, and really hate being cold and wet, but not as much as I hate being cold, wet and out in a biting wind! With Wisconsin winter running you can get all that, plus icy roads, snow drifts, wind chills or 20 to 70 degree's below zero. and maybe even some sleet.

I may hate the winter weather conditions but I love to run and love the challenge that winter running brings. Winter running is very special, very rewarding, very worthwhile, satisfying, energizing, and fun. But, mainly it's challenging.

As runners, we look for going beyond being comfortable, we look to extend ourselves. We live in an age where a couch potato existence is almost the accepted standard, in a society where people seek every convenience imaginable, where distances are usually measured by how many minutes of driving time away they are. As runners, we are definitely on the outer fringes of this society, as we are more than just concerned with high cholesterol, high body fat percentages, and general fitness, but doing something about it! In this age of comfort and convenience, we as runners are the ones willing to take the challenge of making our personal fitness programs work. In Wisconsin, that's where winter running comes in.

Winter running offers us regular positive feedback and adds the rewarding feeling of having faced adversity and

conquered it. Because we run we are winners, and when we run in the winter, we are very special winners. I've run a couple of thousand workouts and hundreds of races, but only a few of them were truly memorable. The special runs were almost always the most challenging ones, because they were the ones where I face adversity and conquered it. I won because I took the challenge. It has nothing to do with running a personal best and seldom is recognized with a plaque or trophy, and is usually known only by you and a few of your running friends. Most others wouldn't even understand what you were telling them about. In that category, is a ten miler, a few of my more committed running friends and I took a few years back. With wind chills at 65 degree's below zero, we decided that we would still do our Saturday morning workout. And we did. Yes, it was tough, yet, it was challenging, possibly even dangerous, and yes, it was one of the most satisfying running experiences ever. The 1987 Vilas 50K in Madison was run in some of the worst running conditions imaginable, with a nearly continuous heavy downpour, and temperatures in the high 30's to low 40's and strong winds. Not the place for most runners, but a perfect place to take a challenge and go for it.

Winter running in Wisconsin need not be as challenging as the 1987 Vilas 50K in

order to be worthwhile. In fact, winter running isn't nearly as tough as many people make it out to be. In today's high tech society, we have polypro tights and turtle necks, nylon and goretex wind and rain suits, ski masks, reflective clothing, and all sorts of training guides for winter running. As long as we dress properly, stay away from dangerous situations (traffic lanes, slippery areas and unsure footing), and use common sense, then there are few problems with winter running. The key to a successful winter running program is to have a program, and then to stay with it.

Here are a few of my ideas on winter running that I hope will work for you:

1. Always dress in loose fitting layers of clothing, being very careful to cover all outer skin areas. A nylon windbreaker is also helpful in protecting yourself from the wind. Hats, warm mittens and warm socks should always be emphasized. Whenever possible, try and run into the wind at the beginning of each run, so you won't catch a chill on the way back from your run.

2. Use the winter as a time to relax and run at an easier pace. If running your summer training courses, go at least a minute a mile slower than you would during the summer. I tend to run more for minutes than miles during the winter.

3. Make a schedule for yourself, but make it flexible. Three to four runs a week is

Christmas Pledge

The Health Promotion Department would like to wish everyone in the Oneida Community a joy-full holiday season. They would also like everyone to make the "Christmas Pledge"

Believing in the beauty and simplicity of Christmas, I commit myself to the following:

1. To remember those people who truly need my gifts
2. To express my love for family and friends in more direct ways than presents
3. To rededicate myself to the spiritual growth of my family
4. To examine my holiday activities in light of the true spirit of Christmas
5. To initiate one act of peacemaking within my circle of family and friends



INSIDE TIPS FROM THE FITNESS CENTER

• Standard First Aid Classes

Standard First Aid classes will be held regularly throughout the year in the Fitness Center for employees. This class includes CPR and first aid skills. This is an eight hour class, and usually will be held in two four hour sessions.

Watch for more information about new classes that will be held. I will hold them about every other month this year. Our classes that are scheduled so far are as follows:

January 14th and 15th 1-5pm

February 11th and 12th 8-12 noon

• Wellness is Worth it

Attention all Wellness is worth it participants, come on in this month to get your blood pressure taken, and body fat if applicable. Final results will be posted at the end of the month, and awards will be given. If you would like to participate next year sign up soon!

• Winter Running Cont'd

sufficient to maintain winter running conditioning. Use alternate forms of exercise to supplement your winter running program. I like to lift weights over the winter to makeup for fewer miles run. Others might like cross country or downhill skiing, snowshoe racing, taking an aerobics class or playing racquetball.

4. Keep it fun. Winter is not a time to take your running too seriously. Just by being out there you are succeeding. Times and distances are entirely secondary to just doing it. I like to run with a partner whenever possible in the winter. Having a friend to share the experience and challenge makes it more meaningful especially on

those chilly cold windy days.

5. With a lighter training program I make sure to check my weight regularly, just to make sure I don't "bulk up" too much. I set a ceiling for yourself weight wise and do whatever it takes to stay under it - control sized of meals, cut out snacks, eliminate eating after 7 pm, etc..

6. During the winter running season is a great time to dig through "Runner's World" and race booklets to plan your summer events. It's great motivation to get you out the door and through tougher runs to be planning on some warm weather running events in the future.

Good Luck!



Does SANTA have back PAIN?

If he doesn't, he probably will, sooner or later. Santa is a perfect candidate for back problems—he's overweight.

The same holds true for us mere mortals. Sometimes the cause of a back problem is not your back but your front: your "spare tire" may be the cause of your aching back. And the solution to your back problem may not involve pills, surgery or physical therapy.

How Your Back Works

Your spine, or backbone, is the central support of your entire skeletal system. It is designed for strength, to support your body weight, and flexibility, to allow movement. When healthy, your spine is S-shaped with three natural curves. When these curves are in balance, your body weight is evenly distributed. To maintain this alignment, you need to have strong and flexible muscles in your back, legs and abdomen. The abdominal muscles are especially important in supporting the spine.

When You've Gone To Pot

A potbelly changes the curvature of the back. The stomach pulls the backbone forward, stressing muscles and ligaments and putting pressure on discs. If you have ten extra pounds on your abdomen, you are putting an additional 100-pound strain on your back.

This additional strain occurs because the lower part of your spine is not receiving adequate support from your weakened abdominal muscles. Your back muscles try to maintain the proper spinal balance, but often end up strained or sprained.

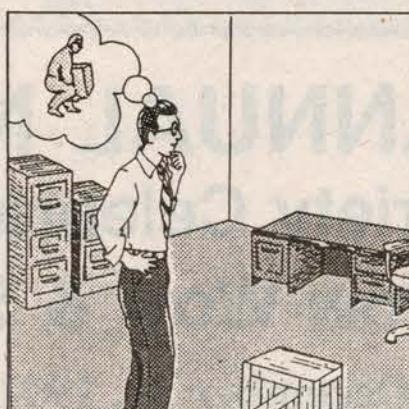
Back In Shape

Although excess weight does cause back problems, you can do something about it. Follow a diet and exercise program to maintain a healthy weight and strengthen your muscles. Develop healthy eating habits that work for you. And make exercise an important part of your day.



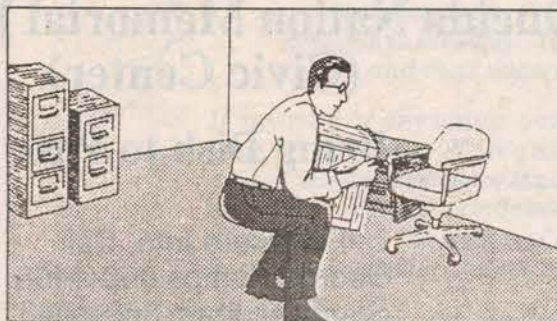
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The Safe Way to Lift



1. Visualize the Lift

The first step in safe lifting is thinking. "Can I lift it by myself?" "Can I hold it close to my body?" If the load is manageable, follow the remaining tips.



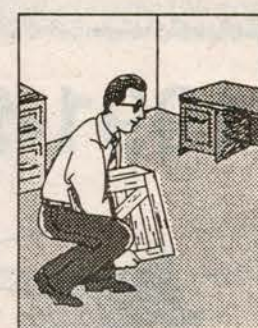
4. "Hug" The Load

Try to hold the object you're lifting as close to your body as possible, as you gradually straighten your legs to a standing position.



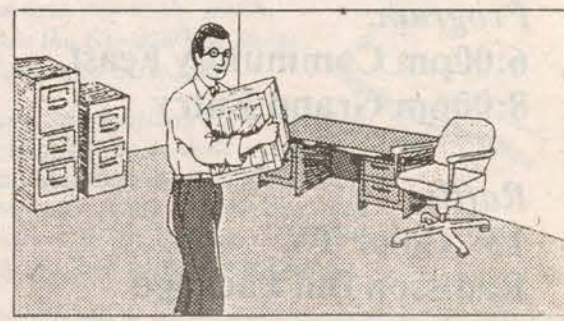
2. Tuck Your Pelvis

By tightening your stomach muscles, you can "tuck" your pelvis to keep your back's three curves in balance.



3. Bend Your Knees

Bend your knees instead of your waist. Let the large muscles in your legs support your back and carry the weight.



5. Avoid Twisting

Twisting while you lift or carry increases the load on your spine and can lead to serious injury. To avoid twisting, be sure that your knees and torso are facing in the same direction when lifting.

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TOWARD SOBRIETY

Cleaning Up Your Act



Alcohol and other drugs can take a toll on your health. Getting sober is the first step in improving your health.

For a chemically dependent person, the first step towards recovery is recognizing

that there is a problem. The second step is to quit using the chemical, whether it is alcohol or another drug. Unless the chemicals are gotten out of the way, the chemically dependent person never can know which problems in life are drug-related and which are not. Getting sober involves the body and the mind. Learning about the process can help make it easier to start and maintain.

Body

Getting sober starts with the body. If you have been dependent on alcohol or drugs, your body has gotten used to that substance, and will take some time to adjust to sobriety. If you have been using alcohol, cocaine, depressants or narcotics, it's best to have medical help, either from a treatment center or a doctor trained in chemical dependency issues. For other substances, it's safe to "just quit."

You can help your body adjust to sobriety by exercising, eating nutritious foods, and getting plenty of rest. Exercise is generally healthful, and also produces endorphins, a natural body chemical which helps relieve anxiety and increase positive feelings.

It's best to build up a regular exercise program, starting small, and gradually increasing the amount you do. Be moderate. It's possible to get hooked on endorphins, or injure yourself by exercising too much.

Good nutrition for sobriety requires lots of fresh vegetables, fruits, and complex carbohydrates, such as whole grains. Processed foods, additives, refined sugar,

Regular exercise is an important part of a healthy, sober life.



caffeine and high-fat foods should be avoided. Caffeine and sugar, in particular, may tend to increase cravings for drugs or alcohol.

Getting plenty of rest is also important, as sleep helps you adjust psychologically to living a sober life. You may have trouble sleeping at first. If so, try getting more exercise.

Mind

Becoming sober involves breaking old habits that contributed to chemical dependency, learning to solve problems that chemicals allowed you to ignore, and learning chemical-free ways to manage stress. We recommend the following:

- Think about situations that "trigger" you to take your drug. If possible, avoid them.
- Practice meditation, visualization or other relaxation techniques to manage stress.
- Think about the roles your friends play in your life. If some friends don't support you in sobriety, avoid their company and seek out new ones who will.
- Join a 12-step program such as Alcoholics Anonymous or Coke Anonymous. Your employee assistance program can refer you to local groups which can help you maintain and enjoy sobriety. Or check your local telephone directory.

It's Your Life

In chemical dependency, your drug controls a big piece of your life. In sobriety, you get your life back, and can begin the process of making it into the life you want. ☒

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Area Support Groups

Oneida 12 Step Support Group
Meeting: every Friday 7:30pm
Norbert Hill Center
Human Service Conference Room

A.A. Meetings
Every Tuesday & Thursday 7:30 p.m.
Mondays 2:00 p.m.
347 N. Broadway
Green Bay, WI

ACOA Meetings
Every Wednesday 7:30 p.m.
347 N. Broadway
Green Bay, WI

AL-ANON
8:00pm Mondays
Group Home on VV Sunrise Road, Keshena

Native American 12 Step Group
7:30 pm on Monday
Valley Unitarian Church
800 Superior Street, Appleton

AA Meeting
Monday 8:00pm Maehnoweskiyah
N 45 87, Cty G, Gresham

AA Meeting
Wednesday 8:00 pm
NAES College, next to St. Michaels, Keshena

AA Meeting
Saturday 8:00pm
Menominee High School, Keshena

Information Guide

Important Phone Numbers

Oneida Tribal EAP.....	869-4429
Healthworks Fitness Center.....	869-4398
Family Resource Center.....	869-4415
Tribal Alcohol & Drug Abuse Services.....	869-4415
Oneida Health Center.....	869-2711
T.R.A.I.L.S.....	869-1098
Oneida Recreation.....	869-1088
Multi-Purpose Center.....	869-2448

1991-92 TENTH ANNUAL NEW YEAR'S EVE Sobriety Celebration

Traditional Pow-Wow & Social Dance



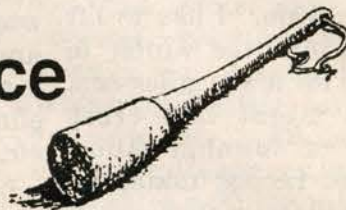
Program:
6:00pm Community Feast
8:00pm Grand Entry

Raffle:
13" Color TV
Radisson Inn Package
Bingo Pass

December 31, 1991
6:00 P.M. - ?????
Oneida Nation Memorial Building
(Civic Center)

Bring Dish to Pass

For More Info. Call
George Kamps 869-4408
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Art Skenandore
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Doctor, Lawyer, Indian Chief

Will someone please tell me why the gaming employees are being singled out for drug testing? You would have to be deaf, dumb and blind not to know that the drug/alcohol problem affects every area of the Tribe, even into our elected leadership.

If the Tribe decides to go with this policy of testing, and I think we should, it darn well better not be only the gaming employees who will be checked, as a matter of fact, let's start with our elected leadership and those in control, after all they are our leaders and role models...right? Doctors, lawyers, security officers, upper management are probably all eager to lead the way in this endeavor. Right??

If this policy is adopted I would strongly urge that our Tribe hire a non-tribal entity to randomly select those being tested, however often it would, as we are all familiar with the selective treatment that sometimes runs rampant within our structure.

One last comment, it is interesting to view the individual reactions of various individuals about this proposed policy, as Shakespeare once said, "Me thinks thou dost protest too much." -- **Judy Cornelius, Oneida Tribal Member and Employee**

Oneida Appeals Commission

The Great Law of Peace symbolizes unity, recognizing the individual sovereign rights of all life on Mother Earth. Without the land we

could not live, without the water we could not live, without the air we could not live, that is how the Creator made us. The White Pine with the four white roots reaching out to the four directions on the back of the Turtle, symbolizes strength to grow. It is here, and only here, that the Creator planted seeds of democracy, so that the spiritual freedom of life can be tasted by man. This is the gift we carry as Oneida people. When the Eagle warns of danger, we must protect this gift, for the sake of our grandchildren.

All life has a right to exist on Mother Earth. We like to work and live side by side as individual family members, without interference or disruption from one to the other. However, when disruption or interference occurs, we must figure out how these matters can be settled with a peace making system.

The Appeals Commission was adopted by the General Tribal Council to serve as this peace making system, whereby the people can petition the Oneida government for a redress of grievances, where individual rights of the people are protected. Where, when individual rights have been violated, the right to redress grievances by the people are treated with fundamental fairness and due process of law.

This is not an easy task. The Appeals Commission is being trained, learning how and why the Indian Civil Rights Act of 1968, the Oneida Administrative Procedural Act and Constitution and the Laws of Oneida, must be considered in rendering a

decision on any grievance brought by the people. This background information is vital in order for policies and procedures to be developed, whereby rights of the people will be assured fundamental fairness and due process of law.

The Appeals Commission cannot hold hearing until the ground rules governing the Appeals Commission, and administration of this peace making system, are in place. The Great Law of Peace is the Law upon which the U.S. Constitution was founded. We should remember, it is our people who introduced the concept of unity, and the concept of the separation of powers, all under one government. The need for a peace making system, for the government as well as the people, becomes even greater as Oneida's economic growth continues to expand in today's contemporary society. -- Appeals Commission Members **Stanley R. Webster, Jr., Sandy Skenadore, Mary E. Dodge, Lee McLester, Josephine Oudenhoven, Ernest L. Stevens, Jr., Charlene Cornelius**

Oneida Well and Septic Service

On September 30, 1989, the Oneida General Tribal Council called for an investigation of the well and septic program. The report was given to the General Tribal Council on August 19, 1991. The resolutions from the Indian Health Service Investigation Committee are to be voted on at the next General Tribal Council meeting in January 1992. We most sincerely hope that there will be

a quorum of 75 so that this meeting will take place.

One of the resolutions offered is that when the GTC votes to set aside money to be used to help tribal members with well and septic service. Those funds must be all used. This resolution was offered for the GTC consideration because the Facilities Construction Manager refused to contract out work that his workers did not have time to do. Of the \$125,000 that the GTC voted to spend on well and septic service in FY '90, he only spent \$38,905.43. Much of the \$38,905.43 was used to repeatedly pump the same failing systems rather than replacing them.

When confronted, the FCC Manager stated that he would not contract work out.

I am in favor of Oneida Tribal Enterprises having the first opportunity to do the work, however, they should have to compete for the work with outside contractors. Without competition the enterprise will become inefficient. We have all seen how services collapsed in Russia where the government run services had a monopoly. Without competition the result was long lines of people waiting for food, clothing, and just about everything else. In Oneida we have a long list of people waiting for well and septic services.

I am happy to say that last

spring the well and septic enterprise received new equipment and a lot more work was done. However, the need for competition is always necessary or inefficiency will be a problem.

Another resolution addresses the need for accountability. In December 1989, FCC Manager refused to report to his supervisor with a list of names of people who were served.

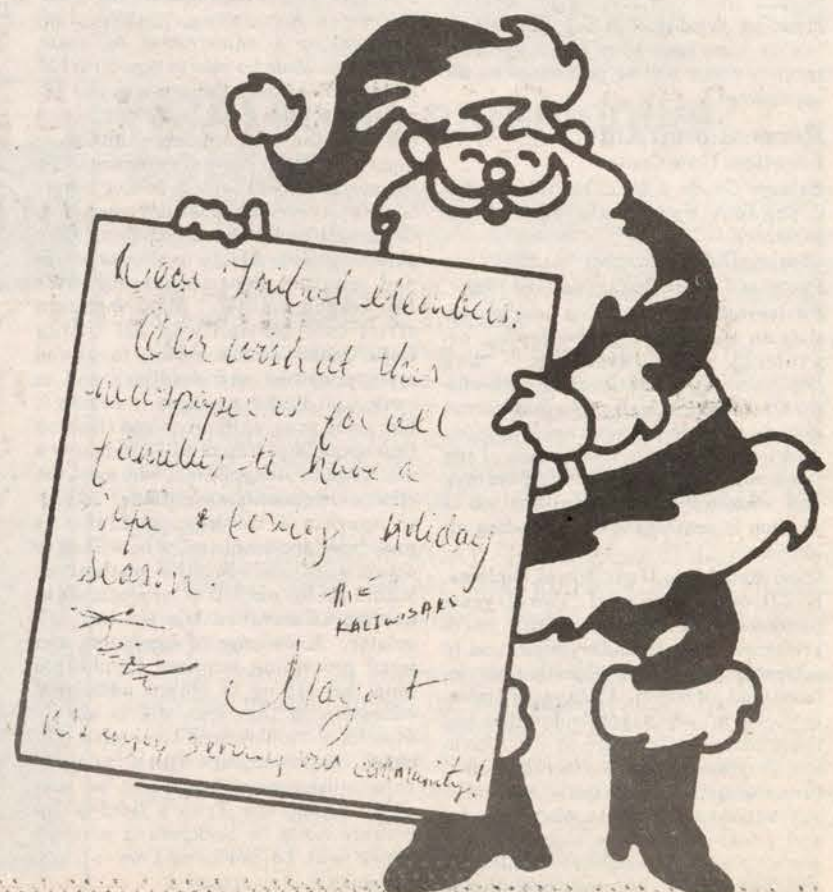
The use of public funds should not be shrouded in secrecy. Without accountability, fairness will not be required.

The investigation committee documented that a tribal member who only moved to the Oneida area a short time ago received free well and septic service. Over \$2,000 of the funds came from the \$125,000 that the GTC had approved for well and septic.

There will always be cases where some tribal members will receive priority service with funds from the Indian Health Service. This is due to IHS requirements. However, when the Oneida Tribal funds are used, there should be consideration for how long the home owner has been on the list. Some people have been waiting for a well for 15 to 20 years.

There are several more resolutions that are offered.

-- **Madelyn Genskow, Indian Health Service Chairperson**



KALIHWSAKS 1992 DEADLINE SCHEDULE

DEADLINE	PUBLISH	DEADLINE	PUBLISH
January 6	January 16	January 20	January 30
February 3	February 13	February 17	February 27
March 2	March 12	March 16	March 26
March 30	April 9	April 13	April 23
May 4	May 14	May 18	May 28
June 1	June 11	June 15	June 25
June 29	July 9	July 20	July 30
August 3	August 13	August 17	August 27
August 31	September 10	September 14	September 24
September 28	October 8	October 12	October 22
October 26	November 5	November 9	November 19
November 23	December 8	December 10	December 22

The deadline dates above are the dates that material is to be submitted to the Kalihwisaks Office. Material can be dropped off at the Kalihwisaks Office, located on the 2nd floor of the Norbert Hill Center, or mailed to Kalihwisaks, P.O. Box 365, Oneida, WI 54155. Material must be received no later than 4:30 p.m. on the above deadline dates.

This is only a tentative schedule. If changes in the schedule are necessary, the revised schedule will appear in the Kalihwisaks.

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

Housekeeper

Location: Anna John Nursing Home
Salary: Grade 1 \$4.66/hr.

Closing Date: December 31, 1991

Proposed Start Date: January 1992

Position Summary: This position is responsible for administering all housekeeping services at the Anna John Nursing Home in accordance with state and federal regulations within the policies and procedures set up by the Administrator and approved by the Nursing Home Commission. This position must be able to stand and walk in a limited area. This position is responsible to the Housekeeping Supervisor. Continuation of position is contingent upon funding allocation.

Qualifications: Must be 18 years of age or older. Ability to understand and follow oral and written instructions required. Willingness to perform routine repeatable tasks on a continual basis. Ability to work cooperatively with fellow employees. Must be able to perform job duties in a respectable fashion taking into consideration the residents of the Anna John Nursing Home. Must be safety-minded at all times. Must be willing to work flexible hours, including weekends, nights and holidays. Ability to work under pressure and keep up with the flow of work. Must be able to stand and walk a full eight (8) hour work day. Must be able to lift large and heavy objects (with assistance) when and where required by job responsibilities. Must be able to stoop, kneel, reach, push, pull, bend and lift to accomplish job duties (must fill out Physical Questionnaire form). Must NOT have a history of back problems that prevent or prohibit applicant from performing job duties. Must be bondable under the tribe's fidelity insurance bond (a background security check will be performed on all applicants).

Recreational Aide

Location: Civic Center

Salary: Grade 4 \$6.22/hr. (Negotiable dependent upon training and experience)

Closing Date: December 31, 1991

Proposed Start Date: January 1992

Position Summary: This position assists in the planning, developing, organizing, coordinating, and implementing recreational activities for the Oneida Community. Successful candidates for this position need to enjoy working with youth, have needs of the community and ability to work evening and weekend hours. Continuation of position is contingent upon funding allocation.

Qualifications: High School Diploma, HSED, or GED required. Two (2) years previous work experience with youth preferred. Post secondary education in recreation, physical, education, or related field preferred. Ability to effectively work with youth, adults, families and the community involved in the recreation program. Must be dependable, mature, energetic, possess initiative, and be self-motivated. Able to plan, organize and prioritize program objectives and goals. Ability to establish, implement and evaluate activities to ensure success

of the program. Ability to communicate both orally and in writing. Knowledge or the ability to gain knowledge of the prevention, treatment, and intervention of alcohol and drug abuse. Ability to work cooperatively with fellow employees and Tribal programs. Must possess or be willing to complete Basic First Aide and CPR certifications. Must pass a security background check. 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.

Administrative Assistant - Utilities

Location: Department of Public Works
Salary: Grade 5 \$6.86/hr (Negotiable dependent upon training and experience)

Closing Date: December 31, 1991

Proposed Start Date: January 1992

Position Summary: This position is responsible for the billing, collecting, and maintenance of all customer accounts in the Utilities Department. This position assists the Utilities Program Director in evaluating and assessing budget needs and completing budget modifications. This position requires the incumbent to maintain and provide accurate billing information in a timely manner. This position will work cooperatively with the Utility Commission and Accounting Department. This position is responsible to the Utilities Program Director. Continuation of position is contingent upon funding allocation.

Qualifications: High School Diploma, HSED, or GED is required. An Associate Degree in Accounting, Bookkeeping, Business or Administrative Assistant preferred. Must be able to type 60 WPM (Human Resources Department will administer a typing test to all candidates that meet the other announced qualifications). Three (3) years of experience in a secretarial, bookkeeping, billing or accounts receivable position required. Good oral and written communication skills required. Ability to plan, organize and prioritize departments objectives and responsibilities. Must maintain strict confidentiality in all Utility Department matters. Ability to set and meet priorities and deadlines and to work well under pressure is required. Excellent math skills required (Human Resources Department will administer a math test to all applicants who meet the other announced qualifications). Ability to operate a ten-key calculator is preferred (applicants must be willing to obtain additional education in this area within six (6) months of employment to become efficient on the ten-key calculator. Knowledge of computers and word processing required (applicants must be willing to obtain additional education in this area within six (6) months of employment to become efficient). Ability to work with a variety of personalities required. Must be bondable under the Tribe's fidelity insurance bond (a background security check will be performed on all applicants).

EDUCATION INFORMATION

Discrimination in Schools; Public Law 118.13

Submitted by: Mary Dodge, received from Dr. Loasching, Superintendent Seymour Community School District

Public Law 118.13 says that pupil discrimination is prohibited.

(1) No person may be denied admission to any public school be denied participation in, be denied the benefits of or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the person's sex, race, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.

(2) (a) Each school board shall develop written policies and procedures to implement this section and submit them to the state superintendent as a part of its 1986 annual report under s.120.18. The policies and procedures shall provide for receiving and investigating complaints by residents of the school district regarding possible violation of this section, for making determinations as to whether this section has been violated and for ensuring compliance with this section.

(b) Any person who receives a negative determination to the state superintendent.

(3) (a) The state superintendent shall:

1. Decide appeals made to him or her under sub. (2) (b). Decisions of the state superintendent under this subdivision are subject to judicial review under ch. 227.

2. Promulgate rules necessary to implement and administer this section.

3. Include in the department's biennial report under s. 15.04 (1) (d) information on the status of school district compliance with this section and school district progress toward providing reasonable equality of educational opportunity for all pupils in this state.

(b) The state superintendent may:

1. Periodically review school district programs, activities and services to determine whether the school boards are complying with this section.

2. Assist school boards to comply with this section by providing information and technical assistance upon request.

(4) Any public school official, employee or teacher who intentionally engages in conduct which discriminates against a person or causes a person to be denied rights, benefits or privileges, in violation of sub. (1), may be required to forfeit not more than \$1,000.

SALES

For Sale: 2 story, spacious older 4-bedroom home, approx. 2 acres, 1 1/2 bath, 2-stall garage, LP gas heat (can be converted to wood), new septic system (1 yr. old), gravel driveway, Seymour School District or Oneida Tribal School. Located at 2648 Van Bortel Rd., Oneida, 2 miles past Oneida One Stop on Hwy. 54 to Van Bortel Rd., South 1/2 mile to house. Asking price is Mid-\$40's. Taxes approx. \$900/yr. Closing to be set January 1, 1992.

Interested applicants must comply with the Credit Bureau Requirements (10% down payment). **Contact:** Bernice Elm, Land Property Analyst, Oneida Tribal Land Office, Norbert Hill Center (2nd Floor), P.O. Box 365, Oneida, WI 54155 or phone (414) 869-4459/833-6364.

Bank One is taking sealed bids for a 1984 2-bedroom trailer located at Pulaski Tailer Courts. The trailer is on a foundation. **No deadline on seal bids.** For more information, contact Wilma Peters at 435-0421 at Bank One.

This space could be yours! Advertise your service, product, or announcement in the newspaper. Call (414) 869-4395 for details.

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more fitting to say
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Merry Christmas
&
Happy New Year

ONEIDA ENTERPRISES - RETAIL DIVISION