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GENERAL MANAGER  
PO BOX 365  
ONEIDA, WI

54155

# KALIHWISAKS



## "SHE LOOKS FOR NEWS"

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Volume 140

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FEB 1 1992  
February 15, 1992

## State's gambling expansion mostly felt as negative

Margaret King-Francour  
Kalihwisaks

The State of Wisconsin's hefty attempt to expand gambling in the State has shaken many of its residents.

Governor Tommy Thompson has proposed legalizing video poker machines in taverns, racetracks, and restaurants with liquor licenses in communities where voters approve with local referendum.

Tribal officials have sworn their compacts stabbed in the back just as others fear the onset of street corner gambling.

"A deal is a deal," said Rick Hill, Oneida Tribal Chairman, in a public hearing with state representatives addressing the ramifications on the relationship between tourism and gambling.

"We struck a deal in our compact with the state, following their rules and processes and after one week of filing in the federal register, they turn around and propose to take away our deal through this, (state expansion)" he added.

George Kamps, Tribal Family Services Director, said the tribe discourages the use of alcohol, and in the setting of gambling in the

taverns, a person's judgement is adversely affected.

"It's not a good situation," Kamps said.

"If they approve it, it'll be pretty much in every little corner of the state, in every tavern, in every town, this will easily saturate the state population," he said.

Thompson cited reasons for expansion: to aid relief in property taxes and pull the illegal machines out of the shadows.

Regulation was Thompson's resort to controlling the illegal video machines in the State. This point was brought out by the Blue Ribbon Task Force he created to advise him on the issues of gambling in the State.

"That's a strange way to handle things...take something bad and attempt to control it, by making it legal," said Ron Peterson, Advertising and Marketing Director at Oneida Bingo and Casino.

"It's a poor excuse when you have marijuana all over the state, people dealing it, and conclude that it's so out of control, we should just legalize it," Peterson said.

He added, "That's what he's doing, he says there's so many machines out there, we should just legalize them."

It was only one month before, in a January 13th issue of the *Press-Gazette*, Thompson said he was "somewhat surprised" by the state task force recommendations to expand gambling.

He also said he has always advocated a go-slow approach on new forms of gambling saying the market would be saturated with gambling outlets.

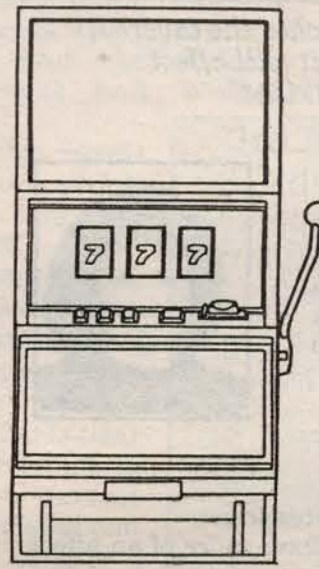
Even the State's Attorney General remarked his disapproval of the gambling craze in the state, saying the quality of life would be adversely affected.

In the public hearing held in Milwaukee, a private coin-operated businessman testified that the way the proposition is set up now, the regular businessman would be crazy to engage in the video game-tavern setup.

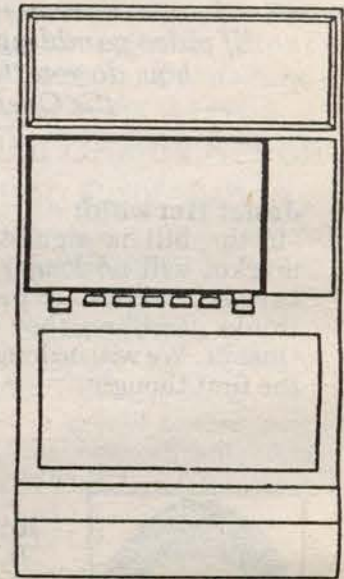
"The state is raping the tavern owner with taxes, distributor and manufacturer overhead, and winner payout. What is left after all this is taken out? The little guy won't be making a dime, it's crazy," he said.

The Wisconsin Indian Gaming Association (WIGA) has taken the stance of supporting the concept of maintaining gambling at its present status.

Video Lottery Terminal (VLT)



ONEIDA TRIBE  
GENERAL ADMINISTRATION  
Video poker



Video Lottery Terminals are being proposed by the State to be permitted where Class B Liquor licenses are allowed, e.g., taverns, bowling alleys. In addition these terminals would be permitted at race tracks. The initial proposal by a Wisconsin State legislator was for Video Poker only. Video lottery terminals are really slot machines with unlimited games.

### Listening to testimony...



Patti Archiquette gives her testimony at the Oneida Housing Authority Public Hearing on February 6. The panel noting her remarks are L-R: Francis Harjo, Executive Director for the National Commission on American Indian, Alaskan Native, and Native Hawaiian Housing; Gordon Thayer, Housing Specials for Bureau of Indian Affairs; and Tom Wilson, Energy Specialist for Residential Energy Services.

Photos/Keith Skenandore



### How Governor's proposal hurts the State and Indian Tribes

If Governor Thompson chooses to expand gambling, the following is a list of ramifications that could be felt throughout the State population, including: residents, private businesses, tourism industries, Tribes, and law enforcement. This summary was attained through the efforts of the Wisconsin Indian Gaming Association, of which the Oneida Tribe is affiliated.

- Eliminate jobs - increase number of welfare cases
- Reduce State's economic activity
- Send profits out-of-state
- Increase budgets for state law enforcement
- Reduces tourism-less traveling occurs due to 'around the corner' gambling sites
- Undermines sovereignty - negotiated compacts meaningless
- Northern tribes economy depleted in off season - games saturated
- Added regulations - more commissions, dollars, time

Info: M.Francour

### Native Americans sought for show

Appleton, WI - The Paper/Arts Festival is looking for Native American actors, dancers, drummers and chanters for a stage production of "Glory of the Morning," an original theatrical tribute to the Winnebago Nation.

The paid positions will be filled by talented Indians who can commit to three weeks of intensive rehearsals in March and six performances April 8 through April 12 at West Theater in Appleton.

Phone the Fox Valley Arts Alliance at (414) 734-4860 for more information.

### If You Ask Me...

*"If video gambling reaches the taverns, how do you think it will affect the Oneida Tribe?"*

**Janet Herwald:**

"If the bill is signed, our market will no longer be a target. When a person thinks gambling, they think Oneida. We will no longer be the first thought."



**Ron Peterson:**

"It will have more of an affect on giving gambling a bad name...How are these games going to be controlled security wise?"

**Amelia Cornelius:**

"If video poker is limited as the original bill came out, I don't have much opposition to it. Video lottery terminals offer an unlimited amount of games, quite different from the original bill."



**Jerry Hill:**

"It's unfair to us! The whole purpose of the compact was to limit gambling."

Interview and Photos by Margaret King-Francour

### Land Office Land Application Update

The following is a list of people who have not yet responded to a letter from the Oneida Tribal Land Office requesting to update information on their land application.

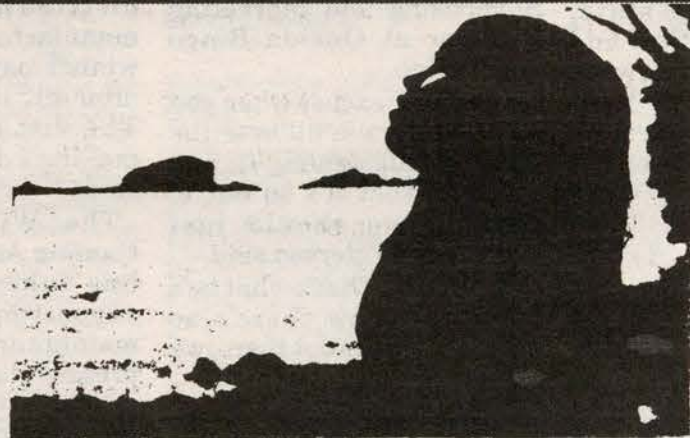
Any persons who do not contact the Land Office by **March 1, 1992** will be moved to the end of the Land List. If your name appears below, please contact this office immediately at **869-4334 or 833-6364**.

- Deborah Elm & Vijay Suri
- Thamer & Lawrence Tally
- Terrance Smith
- Sonia Jennings Powless
- Quadalupe Orosco
- Robert & Audrey Ninham
- Robert & Theresa Torrez
- Bradley Smith
- Emerson Reed, Jr.
- Antone O. Brunette
- Barbara Metoxen & Steve Ventura
- Murphy & Hazel Cornelius
- Janice L. Jourdan
- John E. & Janet M. Hill
- Yuma Thomas
- Kitty Melchert
- Clifford & Debra Cornelius
- Robert E. Oldenburg
- Yvonne L. Creapeau
- Kathy & Joseph Lemerond
- Diane & Kenneth Van Straten
- Albertus M. Lucas
- Susan J. Torrez
- Terry Jean Robbins
- Sandra S. Skenandore
- Lynn Peltier
- Michael T. Hurst
- Ralph L. Powless
- Norreen Carr-Doxtator
- Diane M. Chevalier
- Elizabeth Cornelius (Kolosso)
- Mary Jo Doxtator
- Matthew Powless

- Timothy & Colleen Sauer
- Katherine & Robert Milbach
- Victoria & Michael McQuillin
- Jeannete & James Fish
- Kenneth & Florence Ninham
- Allen & Violet Ninham
- Anna M. Torrez
- Frederick Cornelius
- Evelyn & Harvey Moffaet, Sr.
- Harold A. Huff, Sr.
- Michael E. Denny
- Vernon & Violet Skenandore
- Milton & Rosella Summers
- David D. & Debra S. Kurowski
- Lavina & Robert Laurent
- Susan & Richard Christenson
- Rosalie Batiste
- Carol & George Mohawk
- Henry & Madelyn Skenandore
- Raymond & Joyce Johnson
- Claudette Schuyler
- Tammy & Richard Maufort
- Renee Ann Doxtator-Kozlusk
- Wilbert & Cindy Rentmeester
- Rachel B. Baird
- Al Baird
- Steven J. Hurst
- Mrs. Cecilia Roberto
- Debra J. Flores
- Shirley Chevalier
- Debra S. Cornelius
- L. Keith Harvey
- Edward Skenandore

- Tim VandenBloomer
- Cindy & Richard Kuba
- Donna Jean Antone
- Victoria Ann Riner
- Peter R. King
- Michael Torrez
- Robert Wacek
- Henry Lopez
- Patti & Daniel Manwell
- Eleanor Ann Niec
- Virginia G. Johnson
- Phineas & Joyce King
- Aloyious G. Jourdan, Sr.
- Karen Kay Nolan
- Brenda L. Skenandore
- Connie & Jerry Guyette
- Barbara & Jeffrey Miller
- William & Walter Smith
- Samie & Bonnie Jordan
- James & Alfreda Cooper
- Linda R. Verheyen
- John & Mary Williams
- Nora B. Danforth
- Harriet Kindness
- Calvin L. Cornelius
- Winona-Lenan Garner
- Christine A. Brunette
- Allan c. Cornelius
- Kent S. Brunette
- Georgia Funmaker
- Nancy Rasmussen
- Norman Hubert

## OUR CHILDREN STAND ALONE UNLESS WE CARE...



### REACH OUT TO ONE OF OUR OWN

The Oneida Indian Child Welfare Department would like to "Thank" all those who helped make the "Giving Tree" for Christmas 1991 a huge success! The "Giving Tree" was implemented to provide gifts to Oneida children.

Special thanks goes to Oneida Advertising and Promotions, Oneida Youth Council/TRAILS, Oneida Public Safety, Oneida Optimist Club, Oneida VFW, Oneida Museum, Oneida Tribal Employees, Oneida Community Members and various staff of Social Services for wrapping and delivering over 500 gifts to our Oneida children.

We look forward to your continued support and assistance for Christmas 1992. Thank you again for your generosity in helping our Oneida children.

We would like to share all of the smiles and happiness from the children and families with all of you -- Oneida Indian Child Welfare Department: Sandi Zhuckkahosee, Billie Jo Cornelius and Bob Borowitz

**YAWAKO**

### Native American Ministry of Milwaukee

Reverend Ben Bushyhead, Director - 1738 S. 11th St. Milwaukee, WI 53204 - Phone (414)-384-1500

Sunday School: 10:30 A.M. - Worship Service: 11:00 A.M.

Membership Not Required - United Methodist Church

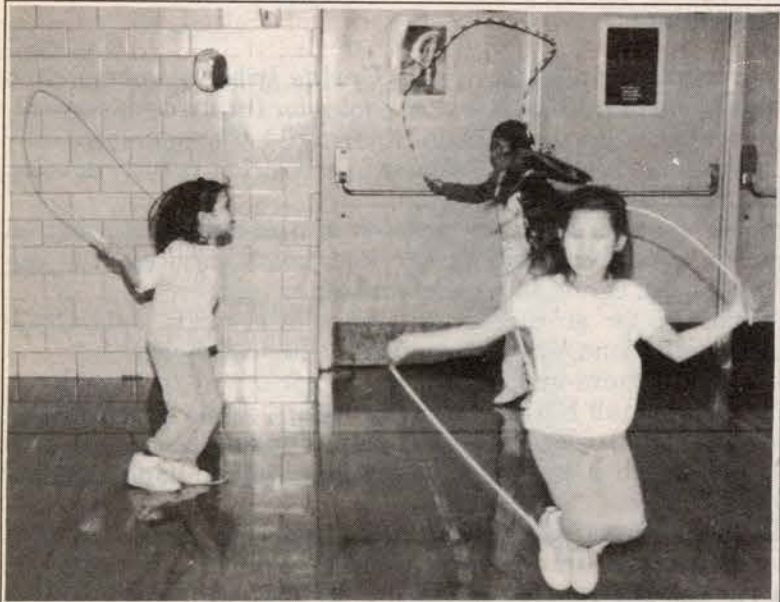
Offering Personal & Family Counseling  
Women's Support Group also available

Inter-tribal Kids Night with Drumming & Beading Class on Thursday, 6:30 to 8:00 P.M.

(We request that an adult accompany the children)

Oneida Hymn Singing Classes & Practice  
(Please contact Jim Cooper at 672-5735)

## Jumping for joy?



Photo/Keith Skenandore

First grade students Marissa Metoxen, left, Elizabeth Pohan and Ahsaun Teller, background, participate in the health program Jump Rope for Heart.

Oneida, WI - Oneida Tribal School students, grades K-8 participated in the Jump Rope for Heart on February 7. Divided into teams of six, the students jumped rope for 90 minutes, with two team members jumping for two minute intervals.

Pledges were collected for each minute they jumped. The pledges or donations are to help fight heart disease and stroke, the nation's #1 killer.

Last year the students raised approximately \$500.00, and this year, they will come close to doubling that amount. The event is sponsored by the Wisconsin Association for Health, Physical Education, Recreation and Dance (WAHPERD).



## UW-Milwaukee to host Indian Science Fair

Milwaukee, WI - The University of Wisconsin-Milwaukee will be the site for the 5th Annual National American Indian Science and Engineering Fair, April 9 - 11, 1992. The students converging on Milwaukee will represent tribes from the woodlands to the plains.

Students in grades five to 12, sponsored by their schools or other local organizations, will participate. This demonstrates how the American Indian science fair has maintained its identity as a celebration of children's accomplishments as well as a competition.

Students are encouraged to explore and develop a project that reflects their traditional Indian culture and the integration of Western science and technology.

"For many of the students, this means projects that reflect the thought that people are one with the environment," said Rose Daitzman, Director of UWM's GEST (Gateway to Science, Engineering and Technology) program. "Other projects which simply reflect a student's understanding of current science and technology are also welcomed."

For many students, the science fair is their first opportunity to be exposed to hands-on science, to conduct research and to interact with professional role models in science and engineering.

Traditional awards will be presented at each grade level to recognize projects that show understanding of traditional Indian culture as it relates to science.

The 1992 science fair is hosted by GEST at UWM's college of Engineering and Applied Science, and was initiated by the American Indian Science and Engineering Society (AISES).

The roots of the 1992 science fair go back to 1982, when AISES received a grant from

the Fund for the Improvement of Post secondary Education and launched a science fair network initiative. Today, it is estimated that 20,000 students have been involved in AISES science fairs.

More judges and corporations willing to sponsor special awards are needed for the fair. Many of the judges will be American Indian professionals involved in engineering or the scientific disciplines.

Volunteers from UWM are needed to act as campus guides for those attending the science fair. Student participants from New Mexico, Minnesota, South Dakota, Oklahoma, North Dakota, Montana, Arizona, Washington, California and Wisconsin are expected for the event.

### 3rd Annual Oneida Nation Education Conference

"New Traditions through Family Education"  
 March 6, 1992  
 8:30-4:30 p.m.  
 Radisson Inn

This conference is an offering of educational topics and resource materials for the Oneida Community, and is geared toward parents, local teachers and other educational providers.

**Topics:** Act 31 Mandate (History & Culture)  
 Family Literacy - Oral and Written Traditions  
 Parents/Community - Key to Success of Students  
 Student Panel

**Presenters:** Robert Powless, Loretta Webster, Bill Gollnick, Brian Doxtator, Sharon Wendt, Edna Cornelius-Grosskopf, Tina Danforth

**Register:** Space is limited, register as soon as possible

For more information contact: Oneida Education Dept., P.O. Box 365, Oneida, WI 54155, (414)-869-4333

### Financial Aid

#### Workshop 1992-93

Attending a College or University this fall?

Remember to apply for



financial aid now!!!

February 25, 1992  
 6:00 P.M.  
 NHC Cafeteria

A Financial Aid Counselor will be available for questions and answers

### GREAT PROGRAMS FOR GREAT STUDENTS

St. Norbert College Announces

#### 1992-93 Scholarship Programs For Cultural Diversity

St. Norbert College invites qualified students to apply for admission. If accepted, you may be eligible to compete for one of the merit-based tuition scholarship programs:

| Number Available | Program Description             | Minimum Eligibility Requirements  | Total Value Over 4 Years |
|------------------|---------------------------------|---|--------------------------|
| 3                | Diversity Education Scholarship | RANK: Top 50% of graduating class<br>Essay<br>Wisconsin Resident<br>Application Deadline: February 17, 1992 | \$20,000                 |
| 4                | Cultural Diversity Scholarship  | Interview with Scholarship Committee<br>Application Deadline: February 17, 1992                             | \$16,000                 |

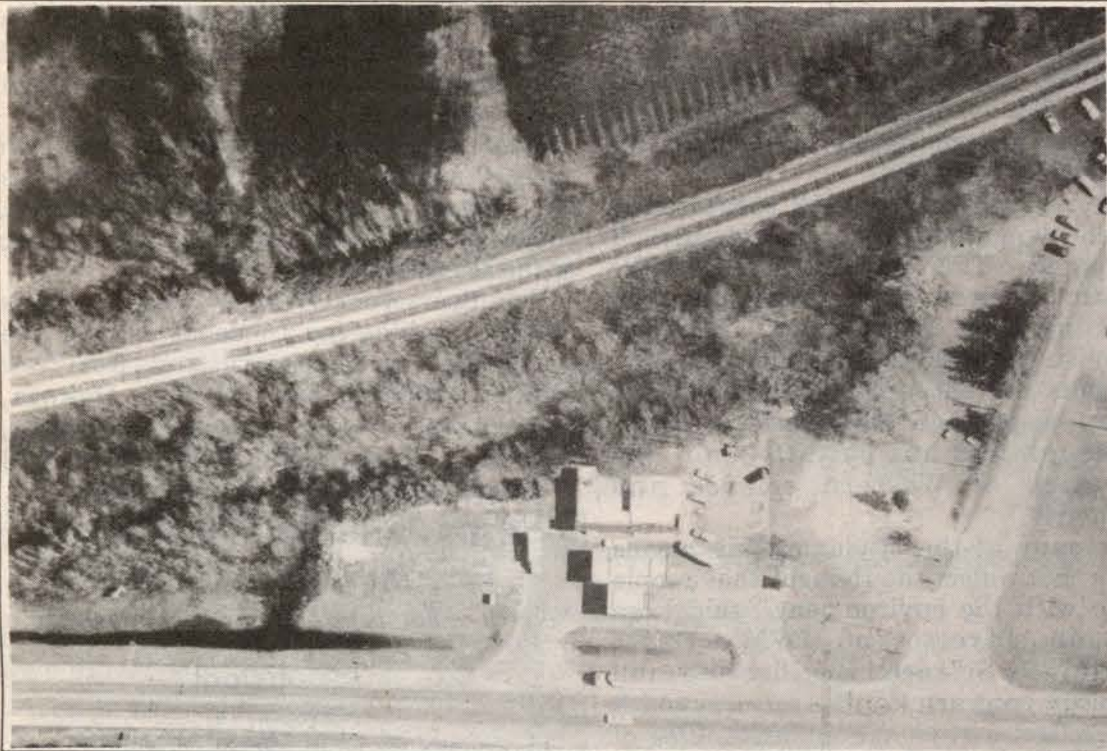
#### Opportunities Available:

- ▣ Honors Program
- ▣ Freshman Seminar
- ▣ Study Abroad
- ▣ Double Majors
- ▣ Four Year Graduation Guarantee
- ▣ Unique, Flexible Liberal Arts Curriculum
- ▣ Excellent Grad School Placement
- ▣ Office of Cultural Diversity

#### FOR FURTHER SCHOLARSHIP INFORMATION CONTACT:

Office of Admission  
 St. Norbert College  
 100 Grant Street  
 De Pere, WI 54115-2099  
 (414)-337-3005  
 1-800-236-4878

# Future site development may produce mini-mall



Photo/Keith Skenandore

Excavation is currently taking place behind the Oneida One Stop at Highway 54 for future site development possibilities.

**Keith Skenandore**  
Kalihwisaks

In a recent preliminary sampling, Oneida tribal members cited the need for a restaurant as a logical choice for future development. At the present One Stop location on Highway 54, the restaurant may become reality as the Oneida Tribe is in a position to fully develop that site for multiple use.

A proposal for that site is to develop a mini-mall, including an expansion of retail and gaming services, truck services, and improved access and egress for trucks and other vehicles.

"Don't take it for granted it will be a mini-mall," said Ernie Stevens, Project Manager, "although it is a logical choice."

Stevens said a mini-mall would be a logical way to provide an opportunity for small businesses. The extent of the development, including the actual selection of the types of businesses, needs to be arrived at through a process of arriving at an in-depth market feasibility analysis.

A brief market analysis of a limited number of tribal members ranked a restaurant as the most needed business. Seventy-one percent ranked the restaurant as the number one need, while a grocery store and laundromat ranked 53 percent and 47 percent, respectively. Hardware and Auto Repair ranked in at 38 and 35 percent, followed by Auto Sales, Bank and Meat Market/Butcher Shop.

The present site development taking place at the One Stop was approved by the Business Committee on February 5. The One Stop is located on .8 of an acre. The acreage to be made available by the

**See Mini-Mall/Page 5**

## Local baby advances in Most Beautiful Baby Pageant

Green Bay, WI - On January 26, 1992, the Most Beautiful Baby Pageant was held at the Holiday Inn, Green Bay. Competing in the regional competition was Schuyler Noelle Sallaway, the 11 1/2 month old daughter of Jodi Cornelius.

The contestants were judged on seven different outfits. They were also judged in a photogenic category and in Personality Plus, Sweetest Smile and Prettiest Eyes.

Schuyler won advertising products in a photo. She was sitting in a pail with a towel and ivory soap. She won advertising products on stage. She dressed as Rageddy Ann and had a matching doll. She also won the Western Wear competition as she modeled her Indian dress and shawl. She was the overall winner in these categories.

For her accomplishments, Schuyler received four trophies. She was also a winner in her age division of 8 to 14 months as 1992 Most Beautiful



Baby. She received another trophy and a crown and also her entry free of \$175.00 paid to the state competition.

Thanks goes out to Carlos Cornelius, Pearl Webster, Harrier Reiter and Justine Smith for sponsoring Schuyler in the pageant. Thanks also goes out to Schuyler's grandmother, Cleo, for making her winning outfits.

Schuyler is the granddaughter of Wayne and Cleo Cornelius.

Good luck to Schuyler at the state competition.

## Honoring dedicated and retiring tribal employees

Caroleen Skenandore, Mary Metoxen, Rita Cleven and Ambrose Skenandore proudly display their pendleton blankets they received for years of dedicated service, while Marge Stevens, below, anxiously awaits to get wrapped in hers for her years of dedication.

Photos/M.K.Francour



Oneida, WI - Four former Oneida Tribal employees were honored as they turned in their keys as they face their retirement. The Business Committee honored Rita Cleven, Mary Metoxen, Caroleen Skenandore and Ambrose Skenandore for years of dedicated service.

Rita Cleven served 24 years as the baker at the NHC Cafeteria; Mary Metoxen worked 21 years as a cook for the Commission on Aging; Caroleen Skenandore served the elderly for 16 years through the Epworth Hall Program; and Ambrose Skenandore worked as a custodian for 9 1/2 years at the Civic Center and the Arqhiquette Building.

Marj Stevens was also honored as she leaves the AODA/Social Services Division. Stevens accepted the position of Land Claims Coordinator, thus ending her 11 year war against alcohol and drug abuse here on the Oneida Reservation.

For their efforts, they each received a pendleton blanket, a plaque acknowledging their dedication, along with a medallion and gift certificate.

The Oneida Tribe salutes and honors these 5 outstanding tribal members for their accomplishments.



**General Tribal Council Meeting**  
**February 1, 1992**

**CANCELLED**  
7 P.M.  
See Page 7 for reschedule date

## Locking in the freshness

Keith Skenandore  
Kalihwisaks

Move over tupperware and ziplock. The Oneida Tribe has the humidor for locking in freshness.

The humidor, located in the WestWind Center, Green Bay, is a walk-in room which keeps the humidity at the right level for a fresh cigar.

"Men like a fresh cigar," said Charles Holt, Special Representative for the Consolidated Cigar Corporation.

The humidor, which is the largest in Wisconsin, pumps humidity into the room at a setting between 65 and 70 percent. Holt mentioned there are two types of cigars stored in the humidor, domestic and premium, which are kept fresh.

"Every tobacco or cigar business should have some type of humidor or showcase," Holt said.

The humidor was specially designed for the opening of the WestWind Center back in October of 1990, and according to Don Denny, Operations Manager for Oneida Retail, sales of tobacco and cigars have been at an all time high ever since.



Photo/Keith Skenandore

**Smelling the aroma:** Charles Holt, Special Representative for the Consolidated Cigar Corporation, shows Michelle Peterson, Oneida WestWind Store Manager, just how fresh the cigars are that are kept in the humidor.

"Our sales increase for fiscal year '90 to '91 are at 107 percent for our cigars and tobacco," said Denny. "We are at a gross profit of 100 percent."

"We are now the number one tobacco retailer in Wisconsin," said Denny.

Denny said the humidor also stores the Oneida Tribe's own private label of cigars and tobacco, "Seven Generations". The tribe's private label produces premium bulk tobacco and import cigars.

According to Denny, the tribe is looking at doubling the size of the current humidor in the near future. He said the humidor is 200 square feet and the expansion would increase the size to 400 square feet.

Holt said that the Oneida Tribe might want to consider the purchase of a cedar humidor in their expansion plans.

"That would be impressive," he said.

## Mini-Mall: From Page 4

present work will result in a developed area of approximately 4.5 to 5 acres. It is anticipated that the site will be available for excavation and further development by May 1.

Stevens said the development costs were obtained from budgeted funds set aside for economic ventures and investments. Due to the sewer contractors who made fill and other assistance available, the development was initiated through a minimal investment of \$52,000 dollars.

"The opportunity arose," said Stevens, "so that's the reason we went so quickly. The development would have cost \$130,000 to \$150,000 dollars, but thanks to the sewer contractor, our costs are minimal."

Stevens said a lot of the credit for the current site development goes to Jerry Kurowski, Facilities Construction Manager. Kurowski is currently coordinating the remaining site work.

A key variable that will come into play of the site is the re-routing of Highway 172.

"The re-routing of the highway takes on greater importance," said Stevens. "That could and should delay our proceedings."

Stevens said the re-routing of the highway may not take place until 1994, so the tribe needs to develop alternate plans as well.

He said the tribe will also submit a proposal to the Department of Transportation on how the tribe feels the highway should be re-routed.

"We need to try to plan with the county and state," said Stevens. "Our market survey and road negotiations must be done together."

He added that the highway proposal will come before the general tribal council for their final approval.

Stevens reiterated, "Whatever we do, we need to build this facility as soon as possible."

In the mall proposal, the private shops needed by the community would be operated by tribal members. Through the private sector of the tribe's Economic Development Department, planning and banking would be provided for the operators. Stevens said the shops would be provided on a lease back arrangement.

"This is a huge advantage to our tribal members," said Stevens. "They don't have to buy land or a building. They can just concentrate on cash flow."

Before the cash can flow, there are meetings to be held and committees to be formed. The community development, economic development and retail sectors of the Tribe are cooperating at this time to complete an in-depth market feasibility analysis.

The feasibility analysis will be part of the fully approved plan, which also includes a business plan and a public hearing of the membership before any final approval.

Stevens said, "While developing this site, we need to develop a process for site development. This will need to be followed for all future site developments."

## What is a comprehensive plan?

An **official public document** adopted by a local government as a **policy guide** to decisions about the physical and social development of the community.

It is **comprehensive** in that it encompasses all geographical parts of the community and all functional elements which bear on development.

It is **general** in that it summarizes policies and proposals and does not indicate specific locations or detailed regulations.

It is **long-range** in that it looks at current pressing issues, but also looks beyond to problems and possibilities 5, 10, 20 years in the future.

A comprehensive plan is **not** a zoning ordinance, official map, housing or building code, a capital improvement program, or a community renewal plan. These documents are intended to be "tools" used to implement the comprehensive plan and its policies.

There are at least two practical functions of a comprehensive plan. For decision-makers it serves as a guide by which decisions about development can be made in an orderly, coordinated, unified manner, and which can be continually referred to in deciding upon the development issues that come up every week. If properly utilized, it can help guarantee that

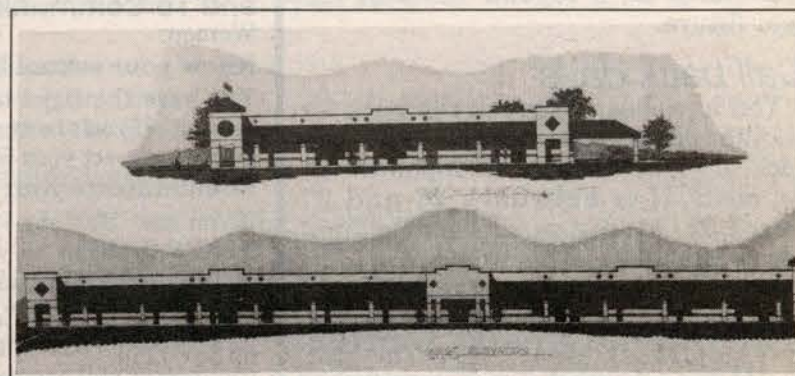
next month's decision will not negate the one made today. For the local government and its people, the comprehensive plan is, in many cases, a document that must be completed before grant monies can be received from various Federal, State and Tribal funding programs.

The **Integrated Resources Management Plan (IRMP)** is a valuable component of the Oneida Nation of Wisconsin Comprehensive Plan. The IRMP deals primarily with natural resource management and its integration with other tribal uses.

The organizational meeting for the IRMP on the Oneida Reservation will take place at the **Norbert Hill Center**. The date scheduled is on **February 18, 1992** in the **Norbert Hill Center Auditorium at 7:00 P.M.**

If you are not able to attend the community meeting, please submit your comments to the Oneida Planning Department, P.O. Box 365, Oneida, WI 54155 or if you have any questions call 869-4338.

In the spirit of cooperation and communication the intent of these community meetings is to provide a forum for community involvement in the planning process.



Photo/Keith Skenandore

**Let's hang out at the mall:** Pictured is an artist's rendition of how the mini-mall may look upon completion. Although the mini-mall is a reasonable development, don't take it for granted that it will be a future development at the Highway 54 One Stop site.

## Oneida Dental Clinic Policy and Procedure

Department: Oneida Dental Clinic  
 Subject: Broken Appointments  
 Effective Date: October 1, 1991  
 Review Date: October 1992

Approval: Dr. William J. Stempaki 8/1/91  
 Dental Director Date

Deanna L. Bauman 8/5/91  
 Manager, Comprehensive Health Services Date

Tom Benson 8-6-91  
 Oneida Health Board Chairman Date

**Policy:** All patients who fail to show (broken appointment) for a scheduled dental appointment will be assessed a \$10.00 fee. (Fee must be paid in full prior to receiving any future dental appointments.)

**Purpose:** To alleviate broken appointments from the dental department, which will allow more patients to be seen, increase productivity, treatment rendered, and increase revenue from third party collections.

**Procedure:** Patients will be assessed a \$10.00 fee for each broken appointment that they have. A broken appointment is defined as the following:

- 1) Not showing for a scheduled dental appointment.
- 2) Failure to give sufficient notice to cancel a dental appointment (at least one (1) hour prior to appointment time).
- 3) Arriving 15 minutes or more late for a scheduled appointment, (unusual circumstances will be taken into consideration for being late).

### Dental News

#### Everyday Toothaches

In the morning you wake up with a dull ache in your upper teeth and jaw. It is an infected tooth or a newly formed cavity?

Actually, it might just be a sinus headache that's easily cured with an over-the-counter pain reliever or sinus medicine. Or the dull ache would indicate a condition known as bruxism - grinding your teeth. If that's the case, see your dentist soon.

A painful problem facing nearly half of all people is sensitive teeth. Even though hot and cold foods often cause temporary discomfort, they rarely signal serious trouble. Still, sensitivity could be traced to a loose filling or receding gums. In either case, see your dentist.

Another cause of sensitivity could be the formation of tiny cracks beneath the outer enamel of your tooth. Cracks are often caused by chewing on hard objects such as ice cubes. If you just had dental work done and your teeth are sensitive, please wait 4-6 weeks before you see your dentist. The sensitivity may be the result of inflamed nerves inside your teeth which is usually reversible.

Your best weapon against tooth sensitivity is probably a toothpaste made especially for sensitive teeth.

#### For Your Information

Due to future staff shortages the dental clinic will limit the number of crown and bridge procedures that will be done. This situation will hopefully be short lived and we will be able to do those procedures on a regular basis in the near future.

#### Call back days

You have been asked to call back for another dental appointment. The "call back" days to schedule an appointment for MARCH is February 26 and 27 from 8:30 - 11:30 a.m. The phone number is 869-1310. This number is to be used for "call back" days only!

**The Oneida Health Center will be closed on Tuesday, March 24, 1992 due to a staff in-service. If you have an emergency, please call the answering service.**

### SEXUAL ASSAULT AND SEXUAL HARASSMENT PREVENTION PROGRAM

#### Protecting Against Acquaintance Rape

Men:

##### Listen Carefully:

Take the time to hear what the woman is saying. If you feel she is not being direct or is giving you a "mixed message," ask for clarification.

##### Don't fall for the common stereotype that when a woman says "No", she really means "Yes".

"No" means "No". If a woman says "No" to sexual contact, believe her and stop.

##### Remember that date rape is a crime.

It is never acceptable to use force in sexual situations, no matter what the circumstances.

##### Don't make assumptions about a woman's behavior.

Don't automatically assume that a woman wants to have sex just because she drinks heavily, dresses provocatively, or agrees to go to your room. Don't assume that just because a woman has had sex with you previously she is willing to have sexual intercourse.

##### Be aware that having sex with someone who is mentally or physically incapable of giving consent is rape.

If you have sex with a woman who is drugged, intoxicated, passed out, incapable of saying "No", or unaware of what is happening around her, you may be guilty of rape.

##### Be especially careful in group situations.

Be prepared to resist pressure from friends to participate in violent or criminal acts.

##### "Get involved" if you believe someone is at risk.

If you see a woman in trouble at a party or male friend using force or pressuring a woman, don't be afraid to intervene. You may save the woman from the trauma of sexual assault and your friend from the ordeal of criminal prosecution.

##### Both Men and Women Should Be Especially Careful in Situations Involving the Use of Alcohol or Drugs. Alcohol and Drugs Can Interfere With Your Ability to Assess Situations and To Communicate Effectively.

Women:

##### Know your sexual intentions and limits.

You have the right to say "No" to any unwanted sexual contact. If you are uncertain about what you want, ask the man to respect your feelings.

##### Communicate your limits firmly and directly.

If you say "No", say it like you mean it. Don't give mixed messages. Back up your words with a firm tone of voice and clear body language.

##### Don't rely on "ESP" to get your message across.

Don't assume that your date will automatically know how you feel, or will eventually "get the message" without your having to tell him.

Remember that some men think that drinking heavily, dressing provocatively, or going to a man's room indicates a willingness to have sex.

Be especially careful to communicate your limits and intentions clearly in such situations.

##### Listen to your gut feelings.

If you feel uncomfortable or think you may be at risk, leave this situation immediately and go to a safe place.

##### Don't be afraid to "make waves" if you feel threatened.

If you feel you are being pressured or coerced into sexual activity against your will, don't hesitate to state your feelings and get out of the situation. Better a few minutes of social awkwardness or embarrassment than the trauma of sexual assault.

##### Attend large parties with friends you can trust.

Agree to "look out" for one another. Try to leave with a group, rather than alone or with someone you don't know very well.

##### Protecting Against Stranger Rape Walking

Always be aware of what is going on around you. Stay alert to your surroundings.

##### Walk with confidence.

Hold your head up and shoulders straight.

##### At night, stick to well-lighted, populated areas and walk with another person.

Avoid walking alone or in isolated areas.

##### Take special precautions in parking lots, stairwells, elevators, bathrooms, and dark areas with shrubbery.

Studies show that many assaults by strangers occur in these places.

##### If you suspect that you are being followed, go to a place where there are people as soon as possible.

If you choose to run, run as fast as you are able and scream to attract attention or summon help.

##### Follow your gut instincts.

If you sense that you may be at risk or in danger, try to get out of the situation. For example, if you see a suspicious looking person or someone who makes you feel uncomfortable in a parking lot, leave the area. Report your suspicions to the authorities.

##### In Residence Halls or Buildings

##### Lock your door at all times,

even if you run down the hall for just a few minutes to visit a friend.

##### Do not prop security doors open.

##### In residence halls or building accessed only by a special key,

do not let anyone without such a key enter, no matter how presentable their appearance or how plausible their request seems. Simply tell them, "I would like to help you out, but we are very concerned about security in residence or building," and direct them to security for assistance.

##### Be especially aware of security during vacation periods, when there are fewer people around.

*Editor's Note:* Published by the Dean of Students Office - UW-Oshkosh

*Submitted by Education and Job Training*

## Milwaukee/Oneida committee elects officers

Milwaukee, WI - On January 30, 1992 a meeting was held in Milwaukee at St. John's Church for all Oneida Indians in the Milwaukee area.

The Oneida Business Committee was in attendance to help for a Milwaukee/Oneida Committee. The meeting was very informative and a committee was formed with the following eight people. The officers were elected by the people in attendance

**Chairperson:** Alberta R. Metoxen  
**Vice-Chairperson:** Madelyn Genskow  
**Treasurer:** Roy Huff  
**Secretary:** Fred Muscavitch  
**Committee Members:** Kim Reyes  
 Jim Cooper  
 Esther Olszewski  
 James Zakhar

The committee thanks all those who attended, brought food for the potluck supper, voted for the committee members and officers, and hope to see more Milwaukee Oneidas at the future meetings. The committee will try to notify the residents of Milwaukee of any meetings through the Kalihwisaks, flyers, church newsletters, mailings and word of mouth.

If you would like to be advised on any meetings, etc., please submit your name and address to Alberta R. Metoxen, 715 So. Shea Avenue, Milwaukee, WI 53215.

Thanks to the Oneida Business Committee for their attendance and all their help and encouragement to form the Milwaukee/Oneida Committee.

### Community Meetings

#### General Tribal Council Meeting

February 17, 1992 - **CANCELLED**  
**RESCHEDULED** for March 21, 1992  
 Norbert Hill Center Auditorium  
 10:00 A.M.

#### Special General Tribal Council Meeting

February 26, 1992  
 6:00 P.M.

Re: Treasurer's Report

(Attention: Caucus will be held for filling 2 vacancies on Oneida Land Claims Commission)

#### Final Notice for Personnel Policy and Procedures Issues

March 11, 1992  
 Norbert Hill Center Cafeteria  
 6:00 P.M.

To obtain a copy, see any BC Secretary or copies are for your review at ORCOA, Human Resources, or the Oneida Library

### Announcing the 1992

#### Yarns of Yesteryear Contest

A Creative Writing Contest for  
 Wisconsin Residents Ages 60 and Over

- Personal Reminiscences about your family, friends, neighbors and/or customs and activities of bygone days
- Historical Articles based on family history or a remembered historical event which affected your life

Contest closes March 1, 1992

For more information contact: Yarns of Yesteryear Project, 727P Lowell Hall, 610 Langdon St., Madison, WI 53703, (608) 263-3494

The Oneida Community Library staff will be interested in helping out. Call 869-2210.

### Per Capita Payment Search

The Oneida Enrollment Department is still looking for the following individuals. If you know of their whereabouts, please contact our office at 414-869-2083 as soon as possible in order for them to receive their 70 and Over Per Capita Payment which will be sent out in August 1992. Thank You.

|                                  |                                  |                                       |
|----------------------------------|----------------------------------|---------------------------------------|
| Harvey J. Adams, Born 1914       | Peter Antone Jr., Born 1916      | Leo Francis Schuyler, Born 1920       |
| Cleo M. Baird, Born 1920         | Mike Baird, Born 1913            | Guy H. Schuyler, Born 1916            |
| Rueben Craig Baird, born 1917    | Sarah Sadie Baird, Born 1894     | Jane Seaburn, Born 1917               |
| Martin Charles Bear, Born 1918   | Evaline Bliske, Born 1908        | Lloyd M. Silas, Born 1912             |
| Phyllis Bogle, Born 1909         | Josephine Boltz, Born 1909       | Beula Skenandore, Born 1902           |
| Verna Brooks, Born 1917          | Bertha E. Button, Born 1908      | Chauncey Skenandore, Born 1916        |
| Ruth Button, Born 1912           | Thomas Button, Born 1912         | Elsie Skenandore, Born 1885           |
| Robert H. Clinch Jr., Born 1911  | Dennis Cooper, Born 1905         | Margaret Skenandore, Born 1897        |
| Cain Cornelius, Born 1914        | Clifton Cornelius, Born 1913     | Rose Skenandore, Born 1911            |
| Eliza A. Cornelius, Born 1904    | Grace Cornelius, Born 1904       | Erna Smith, Born 1921                 |
| James W. Cornelius, Born 1914    | John L. Cornelius, Born 1906     | Mahlon Nelson Smith, Born 1917        |
| Mary E. Cornelius, Born 1897     | William E. Cornelius, Born 1912  | William Smith, Born 1897              |
| Margaret B. Craver, Born 1899    | Vera Davis, Born 1900            | Felicia Sorenson, Born 1917           |
| John Dennison Denny, Born 1917   | Nana Denny, Born 1910            | Hazel Stannard, Born 1893             |
| Florence Downs, Born 1906        | Martin D. Doxtater, Born 1900    | Helen D. Stich, Born 1921             |
| Xenophon Doxtater, Born 1907     | Ruth Dunbar, Born 1920           | Mary L. Storm, Born 1911              |
| Mildred E. Ehlert, Born 1912     | Mitchelle Elm, Jr., Born 1909    | Gladys Stys, Born 1914                |
| Robinson Parker Elm, Born 1917   | Sidney Wilson Elm, Born 1921     | Albert Swamp, Born 1903               |
| Virginia Elm, Born 1907          | Jullenne Fay, Born 1911          | Irvin C. Swamp, Born 1919             |
| Harriet Fink, Born 1915          | Etta Frank, Born 1912            | Prudence E. Thatcher, Born 1913       |
| Isabelle Froh, Born 1912         | Maude Galer, Born 1903           | Mildred Tilly, Born 1902              |
| Adeline Gereau, Born 1912        | Katherine L. Gomer, Born 1918    | Rosena Verbourne, Born 1895           |
| Dorothy Green, Born 1921         | Susie Ann Green, Born 1914       | Clara Vester, Born 1911               |
| Lillian M. Greenlee, Born 1910   | Leona Griffith, Born 1907        | Benjamin V. Webster, Born 1915        |
| Susan Groner, Born 1903          | Florence Harris, Born 1903       | Louis Webster, Born 1906              |
| Virginia J. Hartman, Born 1915   | Brownell Hill, Born 1904         | Robert Webster, Born 1904             |
| Clifford V. Hill, born 1915      | Dewey Hill, Born 1901            | Austin Welch, Born 1879               |
| Elijah Hill, Born 1905           | Eunice Hill, Born 1886           | Abbie A. Welzer, Born 1902            |
| Grant Hill, Born 1908            | Harriet Hill, Born 1911          | John Joseph Wheelock, Born 1909       |
| James Hill, Born 1904            | Sylvia J. Hill, Born 1901        | Annie Wilson, Born 1895               |
| William L. Hill, Born 1920       | Mary Jane Homer, Born 1908       | Warren William Schuyler, Born 1913    |
| Joseph House, Born 1920          | Kenneth F. House, Born 1916      | Sandra Sheffield, Born 1920           |
| Raymond House, Born 1914         | Earl J. Huff, Born 1912          | Patrick G. Silas, Born 1903           |
| George Huff, Born 1908           | Albert Johns, Born 1918          | Charles E. Skenandore, Born 1911      |
| Moses Johns, Born 1916           | Orville Johns, Born 1921         | Chester N. Skenandore, Jr., Born 1920 |
| Frances J. Johnson, Born 1919    | John Johnson, Born 1914          | Leona Virginia Skenandore, Born 1916  |
| Thomas Edwin Johnson, Born 1917  | Priscilla Mae Justus, Born 1912  | Milton J. Skenandore, Born 1921       |
| Velma H. Keers, Born 1920        | Lily Kegley, Born 1920           | Irene Verna Slominski, Born 1917      |
| Jane Kick, Born 1892             | Langford Kick, Born 1920         | Garbriel Allen Smith, Born 1919       |
| Deforest King, Born 1917         | Lucille Kozak, Born 1920         | Marjorie Rose Smith, Born 1914        |
| Cynthia Kunstman, Born 1901      | Violet Helena LaMotte, Born 1919 | William C. Smith, Born 1913           |
| Margaret Sarah Lane, Born 1913   | Evaline LeMasters, Born 1901     | Mary Ann Spady, Born 1912             |
| Beatrice Lewis, Born 1917        | Lily Luedtke, Born 1895          | Frances Steinpfad, Born 1896          |
| Victoria McCallum, Born 1914     | Hazel Ella McGlynn, Born 1914    | Louisa I. Stinson, Born 1913          |
| Mable McPherson, Born 1911       | Cecelia Merrick, Born 1894       | Nora P. Stout, Born 1896              |
| Lucy Metoxen, Born 1904          | Pierson L. Metoxen, Born 1907    | Andrew Summers, Born 1906             |
| Vesta Metoxen, Born 1909         | Victor Metoxen, Born 1911        | Elton R. Swamp, Born 1919             |
| Raquymond Mike, Born 1919        | Cecilia Milhiser, Born 1899      | Joseph T. Swamp, Born 1919            |
| Claire Button Miller, Born 1895  | George Henry Miller, Born 1906   | Bertha Thorton, Born 1903             |
| Mabel Miller, Born 1906          | Frances M. Montour, Born 1912    | Bertha Urbanek, Born 1915             |
| Lizzie Myules, Born 1909         | Jane F. O'Loughlin, Born 1915    | Celinda Verbruggen, Born 1903         |
| Ethel Orban, Born 1909           | Baptist Parker, Born 1907        | Christine Wallace, Born 1915          |
| Joshua E. Parkhurst, Born 1903   | Raymond Parkhurst, Born 1910     | Israel Webster, Born 1891             |
| Emma George Perkins, Born 1891   | Pearl Petrick, Born 1897         | Melinda Webster, Born 1912            |
| Ellen George Phillips, Born 1884 | Elizabeth Polzin, Born 1907      | William Henry Webster, Born 1917      |
| Carl Campbell Powless, Born 1916 | Sylvester R. Powless, Born 1918  | Mary Wells, Born 1870                 |
| Vera Ream Powless, Born 1912     | May Reevers, Born 1906           | Isabelle E. Wheelock, Born 1902       |
| Gertrude Saltmer, Born 1895      | Alice Schauer, Born 1915         | Martha Williams, Born 1892            |
| Dora M. Schirk, Born 1915        | Arnold J. Schuyler, Born 1914    | Edith Wyland, Born 1897               |

### Diabetic Support Group

February 26, 1992  
 1:30 - 2:30 p.m.  
 Elderly Complex - Site  
 II

We will be establishing the group and setting the plans for future meetings.

Please call the Oneida Health Center at 869-2711 and ask for the Community Health Nursing Department, ext. 167 or 168, if you do plan on attending.

For your convenience, we've recently installed Express 800 — a toll free telephone service that makes it even easier for you to reach us. Just use the special, toll-free number listed below to call us free of charge.

Call us toll-free at:



**1-800-236-2214**



**Oneida Tribe of Indians of Wisconsin**

**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

**Emotional/Behavior Disabilities Teacher**

**Location:** Oneida Tribal School  
**Salary:** grade 8 \$8.58/hr (negotiable dependent upon training and experience)  
**Closing Date:** February 21, 1992  
**Proposed Start Date:** ASAP

**Position Summary:** This position is responsible for teaching the certified EBD students with the ability to test referred students and develop individual educational plans for them. This position coordinates the screening process involving health, academic, social, and emotional tests. This position conducts individual educational plan meetings with parents. This position works cooperatively with the special education coordinator to develop a working EDB Program. This position is responsible to the Principal. Continuation of position is contingent upon funding allocation.

**Qualifications:** Knowledge of principles and practices of students special needs, maintaining a case load of students, grades Kindergarten through 8th. Ability to set up a program for students certified as Emotionally Disturbed. Ability to adapt to the B.I.A. system for certifying learning disabled and emotionally disturbed students. Must be sensitive and receptive to the unique needs of exceptional education students. Must be responsible, enthusiastic person with a desire to learn about cultural, familial, and linguistic distinctions of Oneida students. Ability to develop and carry out individualized educational plans. Ability to create and maintain an appropriate environment for learning. Possession of an appropriate teaching certificate for emotionally disturbed. Ability to work cooperatively with other school personnel and local community. Willingness to learn Oneida Language and incorporate Oneida Language and Culture into the curriculum. Must pass background security check.

**Training & Experience:** Baccalaureate Degree in the field of Special Education. Must have or be eligible to obtain a Wisconsin Certificate in the special education category of Emotional-Behavior Disabilities. Previous work experience with EBD children is preferred.

**PC Support Specialist**

**Location:** MIS Dept - Norbert Hill Center  
**Salary:** Grade 8 \$9.24/hr  
**Closing Date:** February 21, 1992  
**Proposed Start Date:** March 1992

**Position Summary:** This position, under the direct supervision of the Manager of MIS, is responsible for the organization's personal computer needs. These systems can be stand alone, networked or interfaced with the Tribe's central computer system. The primary focus of this position is concerned with providing personal computer support and development services within the Tribe. Continuation of position is contingent upon funding allocation.

**Qualifications:** Associate Degree in Personal computer or Micro Computer field required. One year experience in-

stalling and maintaining IBM compatible personal computers and software required.

One year experience using spread sheet, word processing and database software required. Lotus, Quattro, WordPerfect, Q&A and Dbase software experience preferred. Ability to provide user training as demonstrated by formal education and/or job experience required. Ability to assess user and system requirements as demonstrated by formal education and/or job experience. One year experience networking and maintaining networked PC's preferred. Good writing and verbal communication skills required. A background security check will be performed on all applicants. Must be bondable under the Tribe's fidelity insurance bond.

**Computer Programmer-Entry Level**

**Location:** MIS Dept. Norbert Hill Center  
**Salary:** Grade 8 \$9.24/hr  
**Closing Date:** February 21, 1992  
**Proposed Start Date:** March 1992

**Position Summary:** This position, under the direct supervision of the Supervisor of Programming, is an entry-level programming position. The primary focus of the position will be to assist in the maintenance of existing automated systems. These systems provide information processing support for the entire Tribal organization and its managers.

**Qualifications:** Associate Degree in Data Processing required. One year formal education and or work experience programming on an IBM S/36 and/or an IBM AS-400 required. One year formal education or work experience programming with RPG II or RPG III required. Exposure to business data processing techniques as demonstrated through appropriate work experience and/or formal education required. Ability to work as a team member as demonstrated through appropriate work experience and/or formal education required. Exposure to automated accounting processes preferred. Personal computer experience is preferred. Experience using an AS-400 and RPG III preferred. Must be bondable under the Tribe's fidelity insurance bond.

**Recreational Specialist**

**Location:** Civic Center  
**Salary:** Grade 6 \$7.57/hr. (Negotiable dependent upon training and experience)  
**Closing Date:** March 3, 1992  
**Proposed Start Date:** March 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 good communication skills, organizational skills, understanding of recreational needs of the community, and the ability to work evening and weekend hours. The willingness to continue with education and training specifically related to recreation. Continuation of position is contingent upon funding allocation.

**EMPLOYMENT**

**Qualifications:** High School Diploma, HSED or GED is required. Two (2) years previous work experience with youth preferred. Post secondary education in recreation, physical education, or related field is required. Applicants not meeting this requirement will be required to develop and pursue an educational plan to meet this requirement. 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 background security 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.

**Certified AODA Counselor (three (3) positions available)**

**Location:** Chemical Dependency Program - Social Services Department  
**Salary:** Grade 7 (\$8.36 - \$14.73/hr) Negotiable depending on training/experience  
**Closing Date:** March 3, 1992  
**Proposed Start Date:** March 1992

**Position Summary:** This position provides a variety of AODA counseling services to clients of the Social Services Department. The ideal candidate will possess a Wisconsin State certification as an AODA Counselor and will have a thorough knowledge and understanding of the treatment of alcohol and/or drug dependent individuals and families. Continuation of position is contingent upon funding allocations. This position will be under an employee contract.

**Qualifications:** High School diploma or GED required. Must be a Wisconsin State Certified AODA Counselor and maintain certification throughout employment, or have reciprocity with Wisconsin if certified from another state. Must have no history of alcohol and/or drug abuse for at least two (2) years prior to application. Must be dependable, possess initiative, and be self-motivated. Must be able to plan, organize an prioritize program objectives and responsibilities. Knowledge of the history, dynamics and impact of alcoholism, group dynamics, and other social problems on individuals, families and the community required. Knowledge of available AODA treatment services and other social resources and the way in which these resources may be made available to clients required. Ability to work cooperatively and effectively with fellow employees and Tribal programs required. Participation in staff relationship development is required. Must be able to work flexible hours including evenings, nights, weekends and holidays. Knowledge of the living conditions, cultural values and behaviors of the Oneida Community preferred. Willingness to learn about Oneida Community required within a one year period. Must understand and be able to maintain strict confidentiality in all matters. Must have telephone in residence upon employment. Must possess a valid Wisconsin state driver's license, evidence of insurability, and a safe, reliable means

**EMPLOYMENT**

of personal transportation and meet the Oneida Tribal Driver's Policy (a copy of this policy is available from the Human Resources Office). A background security check will be performed on all applicants.

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

**It Pays To Advertise!**

**PERSONALS**

Happy Birthday to Apache



From Mom, Toni, Steve, Sherry, Kelly, Shelly, nieces and nephews and Grandma Maria.

Happy Birthday to Rita Webster Janet Danforth.  
Love from all your family.

Happy Belated Birthday to Pam Bluebird on February 4th  
With Love from Granny, Mother, Brothers, Aunts, Uncles, Cousins, Nieces and Nephews.

Happy Belated Birthday to Patricia Dostator on February 8th.  
With Love from Mother, Brothers, Sisters, Aunts, Uncles, Nieces, Nephews and Cousins.

Happy 1st Birthday to Schuyler Noelle Salloway on February 10th.  
Daughter of Jodi Cornelius and Granddaughter of Cleo and Wayne Cornelius.  
Love Mom.

Happy Birthday to Josephine Webster on February 13th  
Love Mom

Happy Birthday to Janet Danforth on February 14th  
From Jean & Josephine

**PERSONALS**

Happy Birthday to Terri Lynn Wynecoop on February 14th.  
With Love from Granny, Aunts, Uncles and Cousins.

Happy DOUBLE Birthday to David and Dennis Danforth, Srs. on February 15th.  
With Love from Granny, Mother, Sister, Brothres, Aunts, Uncles, Cousins, Nieces and Nephews.

Happy Birthday to "The Bear" as in "Yogi" on February 16th.  
From all your friends

Happy Birthday to Yvonne Skenandore on Febrary 20th  
From Jeff & Family

Happy First Birthday to Carl Joe King Jr. on February 22nd.  
From Jean & Josephine

Happy Birthday on February 26th to my Grammie!  
Love, Schuyler Noelle

Big "2" Happy Birthday to Jamison on February 27th  
From Daddy

Happy Anniversary to Julie & Brian Denny  
Love from all your family

**WANTED**

Wanted to Rent  
Will babysit in my home during the day.  
Inquiries call 869-1119.

Responsible and experience 14 year old will babysit after school. Call 869-1119.

Congratulatoins to Kirk John, Vestryperson; Alberta Metoxen, Junior Warden; and Roy Huff, Seior Warden who were elected to serve at St. John's Church, South 26th & W. Mineral Street, Milwaukee

**Bowlers Wanted**  
Milwaukee Golf Club  
Singles Tournament  
February 29, 1992  
Squad Times  
10:30 a.m. & 2:00 p.m.  
(4:00 if needed)  
\$12.00 /bowling fee  
\$3.00/pot games  
Call (414) 383-1312

**Board Vacancies**

- Land Committee  
2 Vacancies
- Environment Resource Board  
2 Vacancies
- Oneida Environmental, Inc. (OEI)  
2 Vacancies
- Personnel Commission  
6 Vacancies
- General Tribal Council Resolution Committee  
5 Members
- Election Ordinance Review Committee  
5 Members
- Top Management Advisory Committee  
5 Vacancies

This Committee will oversee a select group of individuals who have been chosen to participate in the Oneida Tribal Top Management Training Program. The Advisory Committee will review all applications and select 10 applicants.

A policy statement for the Top Management Training Program is available for review with the Business Committee Secretary. Please see Marsha Danforth.

**Deadline for filing shall be March 16, 1992**

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