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hosts State Indian
Science Fair
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KALIHWSAKS

"SHE LOOKS FOR NEWS"



Volume 119

Official Newspaper of the Oneida Tribe

April 3, 1991

Roses' in full bloom after winning JumbOneida

Crystal Holtz
Kalihwisaks Assistant

Oneida Bingo has sported two roses or maybe that should be two Rose's, in the JumbOneida jackpot in the month of March.

Rose Ferree of Waukesha and Rose Scharein of Milwaukee both left Oneida Bingo sessions \$100,000 richer. Coincidentally, both ladies won on the 50th and final number allowed to win the jackpot. Although the two Roses' appear to be similar, two different tales are told.

Ferree and a friend came to Oneida on Friday to play the Saturday, March 9, evening session. And it was a good thing Ferree brought a friend.

"I thought I won \$1,000," explained Ferree.

Her friend was the one who had to break the news to Ferree that she won \$100,000. Just a few more zeroes, right.

"I think I was in shock," said Ferree. "Since then, I've had a hard time sleeping."

Scharein of Milwaukee wasn't any less ecstatic about her good fortune on March 22.

"I still don't believe it," said Scharein, who, along with her sister, came to Oneida Bingo on a bus from Milwaukee.

Scharein's daughter claims that Rose plays bingo quite frequently. As a matter of fact, Scharein has been playing bingo in Oneida twice a week for at least the past 6 years.

"I think it's even longer," said her daughter, who tagged along with Rose when she picked up her winnings.

When asked what games she usually plays, Rose replied, "I always play 3 six packs, 3 early, 3 late, 4 Jumbo, 4 Mega, 2 bonanza and 6 do-it's, or 18 ard cards."

As for Ferree, her jackpot came on her second time playing bingo in Oneida.

After winning the jackpot, Ferree called her fiancée, Terry Townsend, at a bowling tournament in Antigo.

"I was amazed and shocked," said Terry, explaining that it took a lot of convincing that it wasn't a joke.

Scharein decided to take her streak of luck with her by continuing her bingo crusade at a church in Milwaukee later that afternoon.

Scharein has immediate plans for her winnings.

"I plan on buying a car and maybe take a trip with my jackpot," said Scharein.

As far as plans for Ferree's winnings, she said, "I'm going to invest it for now."

Her fiancée Terry added, "After retirement, we're going to buy a home in Florida."

The Roses' are in full bloom after their good fortune. As a matter of fact, one could say these Roses are sporting a few less thorns.

Two Public Safety Officers graduate from police academy

Crystal Holtz
Kalihwisaks Assistant

"As a law enforcement officer, my fundamental duty is to serve people; to safeguard lives and property; to protect the innocent against deception, the weak against violence or disorder, and respect the constitutional rights of all people liberty, equality, and justice." - Excerpt from Police Law Enforcement Academy Code of Ethics

One gets to repeat the Code of Ethics once they complete the Law Enforcement Academy. Following 10 grueling weeks of classes and drills, Oneida Public Safety Officers Dale Metoxen and Jeffrey Skenandore repeated that same oath. Metoxen and Skenandore graduated on March 15 from Fox Valley Technical College Law Enforcement graduation, held at the Country Aire in Appleton.

The FVTC Law Enforcement Academy boasts the largest training center in the region. Metoxen and Skenandore's training was anything but effortless. Their classes consisted of everything from first responder courses to criminal law, from criminal investigation to defense tactics. The list goes on and on.

With the officer's graduation, the Oneida Public Safety Department presently has 17 officers, along with 2 emergency temporary officers. Of this list, 7 of these men are deputized in Outagamie County. Newly graduate, Jeffrey Skenandore, is one of those seven that has deputization privileges.



Photo/Crystal Holtz

Oneida Public Safety Chief James Danforth leads the graduating class from the Fox Valley Technical College Law Enforcement Academy in the oath of office. Oneida Public Safety Officers Jeffrey Skenandore, and Dale Metoxen, front row, await to repeat the oath.

Prior to receiving their graduation diploma and swearing in, the graduating class had the honor of listening to their guest speaker, Oneida Public Safety Chief James Danforth.

"You will be dealing with people from all walks of life, regardless of their religion, regardless of their color," said Danforth.

Danforth also touched on the fact that "law enforcement has lost a lot of respect due to the incident in L.A.," referring to the police brutality incident which occurred March 3.

Danforth said, "It's up to you as officers to go out on patrol and work in law enforcement, to

gain this respect back to law enforcement regardless from which department you're from."

Danforth also received the privilege of presenting the graduation certificates and guiding the graduating class through the oath of office.

As one looks back at the Code of Ethics, you see that high standards, morals and focus of respect are areas in which these graduates excel.

The Oneida community is fortunate to be able to maintain their own law enforcement agency, with their own high standards, morals and focus of respect. The community is in good hands.

Business Committee passes Earthweek resolution

Oneida, WI - The Oneida Business Committee has declared the week of April 21 -27, 1991, as Oneida Earth Week. In that week, various activities will be held, along with Oneida Arbor Day, designated April 24. Trees will be given away once again on a first come first serve basis.

Earthweek is a concern over the pollution of our Mother Earth, and the Business Committee expresses desire concern to continue efforts to improve the quality of the environment of the Oneida Community.

Look for further informatin in this issue of Kalihwisaks and watch for more information in the next issue.

Public Safety partakes in Multi-Jurisdictional Law Conference

Attorney General, James Doyle, opens the joint conference entitled, "Cooperation - Working Together to Serve Better". Listening to Doyle's law enforcement challenges of the 90's is (l-r) Howard Erickson, Fox Valley Tech College, Sheriff Leon Pieschek, Green Bay Police Dept., and James Danforth, Chief of Oneida Public Safety.



Photo/Margo Reiter

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Protecting Mother Earth

Environmental concerns surface as Earthweek 91' nears

Keith Skenandore
Editor

Spring is here, and along with spring comes the melting of snow. Following the melt, the beauty of nature begins its yearly evolution. The grass turns green and the fresh waters flow. Within this beauty is a beast. Pollution shows its ugly face throughout Indian country.

Pollution, but it air, water or land, is an environmental concern. Everyone needs to go beyond the basics when these concerns surface.

The Oneida Tribe, along with Indian Nations throughout the country respect the land, but is the land treated with respect?

"We as Indians need to lead this battle against our environment," said Chaz Wheelock, Director of the Oneida Planning Office. "We (Indians) are looked at as believing the land is sacred. It's time we now go out and prove that it is."

Things to improve our environment is future clean up. Another solution for pollution is recycling. The solutions that arise are rather obvious. Once again, we need to go beyond the basics.

The first real solution is addressing the environmental concerns. We must realize they are there, and that they will not disappear. What can we do to help, not only as an individual, but as a tribal member?

According to Wheelock, meetings need to be attended.

"Maybe it is time the Oneida Tribe delegate someone to attend environmental meetings in certain regions," said Wheelock. "Someone needs to be there representing the Tribe, so the environmentalist know that this is a concern of the Oneidas."

The next level of solution for pollution is maintaining a level of concern. EarthWeek 91' will begin here in Oneida April 20 - 26. What happens after EarthWeek ends? Does the responsibility of addressing the environment take second seat? Longrange plans need to be developed by the tribal governments and committees. Within the longrange plans, guidelines need to be set and followed so the environment is dealt with on a daily basis.

An example of a longrange plan is to include guidelines in the construction of housing sites and homes on the reservation. Include in the guidelines that energy saver equipment, such as furnace and water, need to be instituted in our homes.

What ever happened to solar energy? It's still here and maybe it's time that it be utilized in every home.

The community need not wait until Earthweek to address these concerns.

Whatever the solution may be, addressing environmental concerns needs to take place. Forevery action there is a reaction, and for pollution, there is a solution. That solution is you!

Earth Week '91 Poster & Essay Contest

There will be a poster and Essay contest for Oneida students in grades K-5, 6-8 and 9-12. The logo for Oneida Earth Week '91 will be the same as 1990, "Bring Back the Circle".

Prizes for the students in each category will be saving bonds: 1st Place - \$75.00, 2nd Place - \$50.00, and 3rd Place - \$25.00.

Deadline for posters is April 17 and deadline for essays is April 19. Good luck to all the contestants.

Oneida Methodist Men's

Chicken Booyah Dinner

April 6, 1991
5:00 - 7:00 P.M.

Advance Tickets

Adults/\$3.50
Sr. Citizens/\$2.50
Children/\$1.50



At the Door

Adults/\$4.00
Sr. Citizens/\$3.00
Children/\$2.00

Ticket prices include beverage & dessert.
Hope to see you there!

L.A. police officers beat black man

Oneida Public Safety Chief addresses issues arising from incident

Margaret K. Francour
Reporter

A May trial has been set for four Los Angeles Police Department officers, who were charged in the beating of a black motorist.

The motorist, Rodney King, 25, was severely injured by the officers after being pulled over for speeding. King was beaten, kicked and shocked with a stun gun.

This incident has brought forth a national focus not only on the trial, but on police departments throughout the country as well. Racism and brutality issues now have surfaced.

Has respect been lost for police officers? Locally, has respect been lost for our own Oneida Public Safety Officers. James Danforth, Chief of Oneida Public Safety, addresses the concerns of the beating incident, and on a local level, what needs to be done so a situation like this doesn't arise here in Oneida.

Q: What would you say now has to be done, in Los Angeles, with the alleged cop beatings of Rodney King?

A: The officers involved and officers present need to be prosecuted and disciplined accordingly. If this is not done, then the image of police officers nationally is going to be a very bad one.



Chief Danforth

Q: Does this affect Oneida Public Safety, and the overall police protection between cops and citizens?

A: In general, across the United States, and on all levels, this situation puts a question in everybody's mind. We as supervisors need to take a look at what happened in L.A. and get the message across to our citizens that incidents like that will not be tolerated.

Q: Did you ever witness or know of any similar situations like this? What happened?

A: I witnessed occasions where things weren't handled correctly. I've seen officers, none which were Public Safety Officers, strike citizens in the head. It is now against the law to do that. The law states an officer cannot strike above the

shoulders with a night stick. My position now is to take disciplinary action and make sure it doesn't happen again.

Q: Do you say racism has a big part in this situation? How about training or other pressures.

A: I can't speak for what went on in their (L.A. officers) heads because I don't know all the circumstances. There are a lot of unanswered questions. We don't know what happened prior to that so the story is incomplete. I can only answer to what I've seen on the video, and that is, the incident shouldn't have happened!

Q: What should be done now at home?

A: There's no place in law enforcement for not upholding the laws, regardless of race, color or religion. If a problem exists, we need to get rid of the problem and the officers immediately. We need to make a statement to the public that our department will not tolerate this kind of activity. Whether it be street cops, patrol officers, chiefs, etc., we need to go out and reinforce and reaffirm a positive image. We have to be a public relations person. We're the ones who have to prove it.

Sample outreach program for veterans

Oneida, WI - There has been a growing interest to get a Veterans Affairs Officer here on the Oneida Reservation to answer questions about veterans benefits in which you may need help in obtaining or answer any questions you may have.

The Brown and Outagamie County Veterans Affairs Officers are willing to do a sample outreach program here in Oneida during the month of April. However, first of all, a survey of how many veterans would like to come and talk to an affairs officer is needed.

The Consolidated Omnibus Budget Reconciliation Act of 1986, Public Law 99-272, Section 19032, required the Administrator of the Veterans Administration to establish an Advisory Committee on Native Americans Veterans. A three year study of issues facing American Indian Veterans was completed. The study identified program areas of the Veterans Administration, Indian Health Service, Bureau of Indian Affairs, the Department of Labor and other federal and state agencies that American Indian veterans were not benefiting from.

The term "under-utilized" has been used to describe this condition. American Indian Veterans have not enjoyed access to these resources:

- Cause - The term "Last Resort" as it applies to most federal programs, means that all other available resources must be applied for, before services can be rendered; and
- Effect - The result of this approach is what is known as "buck-passing". (Referrals are made rather than services being rendered.)

Although not specifically identified in the report, the above statement can be cited as

a root cause veterans have become frustrated in seeking assistance.

Jan Malcolm has been named as the Veterans Affairs Officer for Oneida. A survey has now been set up, if you think you would like to get in touch with a Veterans Affairs officer, call the Oneida Nation Museum and let Jan Malcolm know of your questions.

An April date will be set up for your appointment, however, we must know first how much assistance is needed in our community. Call 869-2768 and be prepared to give your name, address, telephone number and service dates. This is your chance to speak out and to get your questions answered.

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Oneida Braves expect successful baseball season

Oneida, WI- 1990 proved to be a very successful season for the Oneida Braves. The Braves won the Southern Division Championship for the first time since their existence in the Shoreland Baseball League.

Oneida was led by the pitching of Dennis King, who was named league's M.V.P. King was backed up by the excellent pitching of Fran and Shane John, and Paul Danforth.

Leading the hitting department was Ed King, Jr., with a .473 batting average. He was followed by Wenzel Bain, who led the league in stolen bases.

Also backing the team with some strong hitting was Buggs, Paul and Erwin Danforth, along with Pete Denny, who contributed a lot of punch.

The entire squad actually hit the ball pretty well which enabled them to lead the league in runs scored.

The Braves would like to thank Cliff Webster, the Recreation Department, and the loyal and enthusiastic fans for their much needed support. They're still the best fans around.

It's now time to start getting ready for the 1991 season. '91 looks to be as good as, or even

better than last season. Most of the team will be returning, along with a few new faces.

Braves Coach Paul Danforth, and Assistant Coach Cliff Danforth invite everyone to come join the fun. The Braves could not do it without their fans. They hope to see you at the ballpark this coming season.

Oneida Braves 1991 Shoreland League Schedule

| | | | |
|-----------|----------|-------------------------|-----------|
| Wednesday | May 29 | Green Bay at Oneida | 7:30 P.M. |
| Sunday | June 2 | Oneida at Casco | 1:30 P.M. |
| Friday | June 7 | Algoma at Oneida | 7:30 P.M. |
| Wednesday | June 12 | Oneida at Kewaunee | 7:30 P.M. |
| Saturday | June 15 | Oneida at Branch | 1:30 P.M. |
| Sunday | June 16 | Oneida at Green Bay | 1:00 P.M. |
| Friday | June 21 | Kewaunee at Oneida | 7:30 P.M. |
| Sunday | June 23 | Howards Grove at Oneida | 1:30 P.M. |
| Saturday | June 29 | Oneida at Branch | 1:30 P.M. |
| Tuesday | July 2 | Oneida at Howards Grove | 8:00 P.M. |
| Friday | July 5 | Branch at Oneida | 7:30 P.M. |
| Wednesday | July 10 | Kewaunee at Oneida | 7:30 P.M. |
| Saturday | July 13 | Casco at Oneida | 2:00 P.M. |
| Friday | July 19 | Green Bay at Oneida | 7:30 P.M. |
| Wednesday | July 24 | Oneida at Algoma | 7:30 P.M. |
| Friday | July 26 | Howards Grove at Oneida | 7:30 P.M. |
| Wednesday | July 31 | Oneida at Algoma | 7:30 P.M. |
| Saturday | August 3 | Oneida at Casco | 7:30 P.M. |

Notice to Tribal Members

If you have not applied for energy assistance in the 1990-91 energy season, be aware that the heating season will be coming to a close approximately May 15, 1991.

Poverty level guidelines LIEAP 1990-91 Program Year

150% (three months)

The maximum income limits are:

| HH Size | Income Limit |
|----------------------|--------------|
| 1 | \$2355.00 |
| 2 | \$3157.50 |
| 3 | \$3960.00 |
| 4 | \$4762.50 |
| 5 | \$5565.00 |
| 6 | \$6367.50 |
| 7 | \$7170.00 |
| 8 | \$7972.50 |
| For each person add: | \$802.50 |

For further information, contact the Income Maintenance Office at 869-2752.

—Library News—

Book Talks

The library would like to establish a "Book Talk" Program for adults. We have a few people who are interested but need more. We would provide 2-3 hours on a Sunday afternoon in the library.

We had some suggestions for beginners - *Son of a Morning Star* by Evan S. Connell, and *The Best Queen* by Louise Endrich. Perhaps we could do a few sessions on only Native American authors.

If interested give us a call at 869-2210.

Children's Story Hour

Every Thursday beginning at 6:00 p.m., usually followed by a project. Ages 8 and under are welcome.

New Reader's Program

Do you know anyone who would like help to improve their reading skills, or perhaps their math skills. Our New Reader Program is just for them! Be a friend and recommend our services to them. We provide daytime as well as evening hours.

Tutor's Meeting

Those interested in helping with our tutoring program are welcome to come join us help those who need it - reading, math or maybe just homework. We will be meeting on April 18th.

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| '82 Lincoln Town Car V-8, loaded with options Was \$4,995 Now \$4,295 Low miles | '77 Ford F150 4x4 Automatic 1-owner/low miles Was \$3,995 Now \$3,395 | '89 Ford Festiva LX Automatic Rear defogger 25,800 miles Great gas mileage Was \$5,995 Now \$4,995 | '88 Dodge Diplomat Sunroof Loaded with options 27,000 miles V-8 Was \$9,295 Now \$8,795 |
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| '86 Chev C-20 Window van 45,000 miles 11 passenger V-8, Air Was \$7,995 Now \$7,395 | '86 Dodge Ram Conversion Van Slant 6 Air, Cruise 42,000 miles Was \$10,995 Now \$9,395 | '86 Voyager LE 7 passenger Loaded 43,000 miles Was \$9,995 Now \$9,295 | '86 Voyager LE 7 passenger Loaded 69,000 miles Was \$8,495 Now \$7,995 |
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— News from the Oneida Health Center —

Chest Pains: Is that pain in your chest trapped gas or heartburn? The result of anxiety or an infection? Are you having a muscle spasm or a heart attack?

Heart Attack: An attack occurs when a portion of the heart muscle dies from lack of adequate blood flow. The classic symptoms is a crushing, squeezing sensation that typically begins in the center of the chest and radiates to the left side of torso and down the left arm. It may also extend upward to the neck and jaw, down the right arm as well as the left, and either shoulder. If you suspect that your chest pains are related to a heart problem, it's vital that you seek medical attention immediately.

Angina: When a person is especially active or excited, extra demands are placed on your heart. Brief episodes of heart pain - angina - can occur when the amount of blood going to the heart is not sufficient to meet these additional demands. Most people's arteries respond to increased physical activities or emotional stimulation by expanding to allow more blood flow to the heart. But for those with angina, the mechanism doesn't work well, usually because the arteries are too clogged with fatty deposits of plaque to allow the blood vessels to expand properly. Therefore, when the blood supply is taxed, the heart receives an inadequate amount of blood for its needs; this typically causes a heavy, constricting pain in the center of the chest that may spread to the throat, back, and arms. Angina tends to be less severe and to subside after a few minutes, whereas a heart attack pain usually lasts for several hours. If an angina attack lasts longer or is more severe than usual, don't ignore the problem - consult your doctor at once.

Reflux (heartburn): Heartburn causes a burning sensation in the chest that can be mistaken for chest pain. Reflux occurs when gastric acids from the stomach back up to the esophagus. Heartburn pain may last from several minutes to several hours. Spicy, acidic, and fatty foods contribute to heartburn, as do tomato products, coffee, tea, and cola drinks; citrus fruits and juices; alcoholic beverages; chocolate; peppers and spearmint. There are several steps to take to relieve the discomfort of heartburn.

- Eat several small meals throughout the day instead of 2 - 3 large meals.
- Use an over the counter antacid.
- Try not to lie down for several hours after eating.
- Raise your head above chest area when lying down.
- Stay away from foods that tend to aggravate / cause your heartburn.

Gas Pains: Another common digestive problem that can masquerade as a symptom of heart disease is gassiness. When excess gas collects on the left side of the intestine, it can cause sudden, sharp pains in the upper left abdomen that may radiate to the left shoulder; some people also have trouble catching their breathe during an attack. Gas pains typically appear after a person has swallowed a lot of air by talking while eating, chewing with their mouth open or eating too fast. Certain foods also can contribute to gassiness: high fiber grains, vegetables such as broccoli, brussel sprouts, cabbage, beans, and onions, pears and peaches as well as citrus fruits; and carbonated beverages including beer and soda.

Muscle Injury: It can occur when muscle fibers are damaged or torn from excessive stretching or overuse - when lifting a heavy object for example or from an external blow. When muscles connected to the rib cage are injured, the resulting muscle spasms can mimic the pain of a heart attack because these muscles are located close to the nerves of the heart. If you press on the spot where your chest pain seems to originate and find that it is tender, it may be because of a pulled muscle.

Anxiety: Tension and generalized anxiety, often the result of excess stress, can cause chest pain that feels similar to heart pain. The discomfort maybe accompanied by shortness of breathe, dizziness, sweating, hyperventilation, and heart palpitations. There are several things to try to reduce anxiety.

- 1) Slow deep breathes.
- 2) Sit or lie down and relax.
- 3) If possible, remove self from stressful factors.

If you have any questions - call your doctor. If symptoms reoccur seek medical attention. Call the Oneida Health Center at 869-2711.

— HEALTH CENTER HOURS —

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

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

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

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

Oneida Health Center April Birthdays

| | |
|---------------------------|-------|
| Brian Denny, Housekeeping | 04/04 |
| Lori Deering, Dietitian | 04/10 |
| Sandy Van Sluys, Optical | 04/22 |

Points on plaque

Plaque is probably the biggest cause of tooth decay and eventual tooth loss. What is it? How do we acquire it and better yet, how do we control it?

Plaque is the sticky practically colorless film that builds up continuously on teeth. The main inhabitants of plaque are bacteria. Bacteria ferments the sugars in your mouth from your diet changing these sugars into acids, while then eating away at the tooth enamel, causing a cavity.

Additionally, as the plaque creeps below the gum line it mineralizes (becomes like a rock) and becomes a razor sharp deposits of tartar. Tartar is the catalyst of periodontal (or gum) disease - by far the leading cause of tooth loss in adults.

Plaque needs to be removed daily before its bad influences on your teeth and gums becomes evident. Brushing and flossing are good ways in which you can help to rid your mouth of plaque. Twice a day - morning and night is best.

Healthworks March Fitness Center Member of the Month



Richard Cottrell

Richard Cottrell has been working out at the Fitness Center since it opened in 1987 up in the chapel. He has lived in Oneida most of his life. He is presently working at the Bingo Hall. Rick has quite a few hobbies that he enjoys including pastel art drawing, sewing, fishing basketball and football. Rick is active in sports, which is one of the main reasons he works here at Healthworks Fitness Center. He tries to keep his muscles strong and his joints flexible enabling him to participate to his fullest ability without worrying about injuries.

In July of 1990 Rick had quite a set back, while playing basketball he injured his knee. This had him down for 6 weeks and pretty tough for him to handle. It's been less than a year and Rick feels his knee is back to about 80%. Since he has been working out on a regular basis, he has noticed a number of changes not only in his body but in his emotional state as well. His running speed has improved along with his performance in other sports. He has lost weight and increased his strength. With his bench press, he has reached and broken some of his personal goals which has helped build his confidence greatly. His routine is very similar to other weight lifters, 3 days a week he works on his upper body and 2 days a week on the lower body. He usually starts with a 10 minute warm up on the bike and runs when the weather is warmer.

When asked what he liked about the fitness center he explained that the amount of people was perfect. "Not too many so you have to wait for the machines, yet enough to keep you motivated."

He also likes the personality of the staff. Rick's final comment to anyone who will listen is. "I believe anyone with the desire to workout can take what God has given them and improve it with something God has provided."

CONGRATULATIONS RICK, KEEP UP THE GOOD WORK!

— Community Health Nursing News —

The Community Health Nursing Department is please to introduce three new employees:

Cindy VandenBerg - Maternal Child Health Aide. Cindy is working with parents and their children on keeping their immunizations up to date. She assists with the coordination of the Oneidawomen's Health Project, including blood pressure checks and other screening tests. Cindy also assists with distributing educational material regarding health services throughout the community.

Lisa Ericson - Nurse Practitioner. Lisa will be providing services for the Oneida Women's Health Project. She is doing women's health exams, annual PAP tests and pelvic exams, as well as providing contraceptive services.

Peggy Bristol - Diabetic Outreach Worker. Peggy is working with the Optical Department to offer retinopathy monitoring to patients with diabetes. She is also assisting with the development of educational materials regarding diabetic retinopathy and other complications.

We welcome each of these new employees to the Oneida Health Center and hope they enjoy working here.

Attention Tribal Members

The Oneida utilities department does pumping for tribal members only.

The cost is \$35.00 a load for persons under age 55, \$20.00 a load for people over 55. If you have not had your septic pumped in years, call and have it done soon. Covers must be uncovered and you must pay the driver before the pumping is done. No credit for anyone!

Phone 869-1059 or 833-7404 between the hours of 8-4:30 weekdays. 24 hour emergency and weekend calls will be an added \$10.

869 or 788 prefixes please dial 1-556-7317. 833 prefixes please dial 1-556-7317. If no answer call 1-556-7306 weekend or nights. These are answering service numbers and they will give you a number where a staff member may be reached that weekend or evening.

Ronald McDonald brings McLibrary to Oneida Tribal School



Above: Ronald McDonald points to words as he reads a short story along with a group of students. Ronald visited the Oneida Tribal School along with his talking dictionary and sidekick puppets. Together, they reinforced the purpose of learning tools available at the library such as reference books and library cards. Audience and teacher participation drew huge laughs as teachers and students competed in the "Readers are Leaders" Quiz Show. Needless to say, according to the students and Ronald, they considered themselves the winners!

Photo and information: M.K. Francour

SCHOOL NOTES....



Easter Vacation:

Friday, March 29-April 5

All School Fundraiser Bake Sale:

Saturdays: April 13, 20 Top-of-the Hill Bingo

Students welcome Maple Syrup season and Spring-like weather



Go, Brandon, Go: Assisting in the Maple Syrup season, Brandon Stevens saws wood at the Oneida Tribal School Environmental Center as Joe Stevens looks on. Early March is a time in which maple sap runs in the maple trees and is tapped and prepared annually by the Oneida Tribal School. 60 degree weather added spring-fever and a little muddy tracking to the occasion.

Photo and information: M.K. Francour

Scientist image sizzles as Science Fair shows off exhibits with cultural and modern flair

M.K. Francour
Reporter

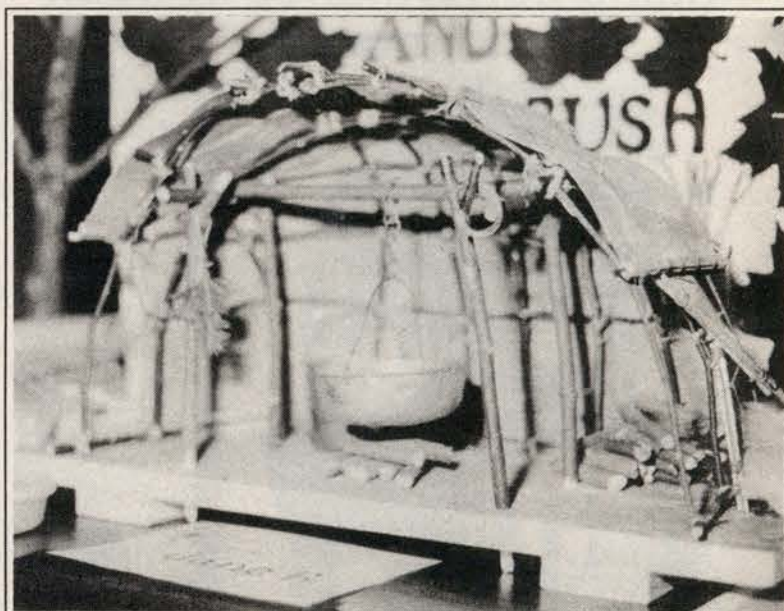
Traditional medicine herb projects such as the preparation of white pine and uses of bitteroot were shared on the gymnasium floor of the State Indian Science Fair's exposition with the likes of such projects as neon lights, hair spray vs. spritz, and the walleye spearing controversy. A project on how to make Teenage Mutant Ninja Turtles also splashed into the science scene.

Judges for the competition were invited from all realms of the work and education force: General Electric, St. Norbert College, Kaukauna School Science, Oneida Environmental Services, and UW-Milwaukee.

Oral interviews, conducted by the judges, examined if the student was able to explain the purpose, procedure and conclusion of the project they were involved in.

Science Fair project co-Coordinator Genny Gollnick seen the results of the combined effort of the School as very pleasing, "I think it all comes together when you see the student explain their project in the interviews."

Project co-Coordinator and Science teacher Yvette Peguero, commented, "I think the students are now doing projects that they choose on their own, they have fun doing it and they



This Birch bark house was part of Maple Tree and Sugar Bush exhibit and constructed by a student from Lac Courte Oreilles Objibwe School.

don't have to be caught drudging to complete it." She also added, "As far as the completion of projects go, we've had 100% completion this year."

Other changes, Peguero stated, included the use of computers on reports and an overall upgrading of presentation appearance. "We had an early start this year and this gave us more time to prepare a good project using more scientific approaches," added Peguero. This preparation helped student

projects as judges scored points for craftsmanship, clarity, creative ability and scientific thought.

Top winners going on to New Mexico for National competition are Abbey Danforth (6th), Nasiqua Rice (6th), Melissa Mousseau (6th), Tina Summers (7th), and Melinda Conway (7th) all of Oneida Tribal School, Tasha Dixon (6th) of Menominee School District, and Jerel Bowman (8th) of Shawano/Gresham.

Science Fair Winners

The Wisconsin Indian Science Fair methods of judging contained two categories: Model and Research. The separate divisions included 1: Physical Science, 2: Earth Science, 3: Life Science, and 4: Environment. Places were awarded for up to 3rd place. An amount of 24 awards were possible for each grade. The following is a list of winners from the State Indian Science Fair but a complete list for Oneida Tribal School winners can be found with either Genny Gollnick or Yvette Peguero:

Grades 3-4

1st place *

Dinosaurs: Burton Warrington, James Wayka; MISD
Sun, Earth and Moon: Robert Aragon; Menominee Tribal
Measuring Colors: Thirza Defoe; Milwaukee
First Indian Homes: Jeanette King; OTS
Growing Bread Mold: Reanna Waubanasum; Milwaukee
Crystal Creations: Raven Elm; OTS
Changing Temperature: Robin Smith, Rhiannon Lyons; Menom. Tribal
2nd Place **

Turtles as Pets: Noah Teller; Menom. Tribal
Shells: Leigh Grignon; Menom. Tribal
On Light: Mitchell Moore; Milwaukee
Gerbil and Alcohol: Sa-Sawn Beauprey, Dawn Gauthier; MISD
Space Age Crystals: Jennifer Skenandore, Charlotte Skenandore; Pulaski
Crystals: Marisella Equeda; Milwaukee
3rd Place ***

Where Did I Come From?: Tamar Zhuckahosee; OTS
Fire: Adam Fear; LCO
Magnets: Angel Decorah; Milwaukee
High Fiber Building Materials: Allegra Roberts; Milw.
Alcohol: Yotsi tsyakele Smith; OTS
How Glass Is Made: Zowi Rice, Levi King; OTS
Color Magic: Tyrone Boyd, Gerome Peters; Menom. Tribal
Grades 5-6

1st Place *

How Does CPR Maintain the Body?: Tasha Dixon; MISD
Rainforest, Brazil Nuts: Terran Heget; Milwaukee
Heavier Than Air/Flight: Michal Jourdan, Slade King, Steve Webster; Pulaski
Birch Bark: Reggie Cadotte; LCO
Something On My Mind: Abbey Danforth, Melissa Mousseau, Nasiqua Rice; OTS
Pumping Iron: Datsi Skenandore; OTS
Is Rust Magnetic?: Dar Grignon; MISD
Aurora Borealis: Kae Komanekin, Marlayna Wauka; Menom. Tribal
2nd Place **

Natural Cleansing Medicine: Kristy Cornelius, Meadow Moore OTS
Endangered Species: Panda: Amber Shelafae; MISD
Voices of: Telephones: Travis La Fernier; Milw.
Butter: Nikki Johnson; OTS
Volcanic Eruptions: Dana Warrington; MISD

Who's Smarter?: Kateri Wauposhick; MISD
Water Erosion: Micheal Penass, Gregory Turney; Menom. Tribal
Spray V. Spritz/ Which holds the Best?: Pehsapan Weso; MISD

3rd Place

Cancer can Kill; Kateri Baker; OTS
Ring Around the Sun: Kelly Fish, Leslie O'Kimosh, Joe Thunder; MISD
Amazing Green Stuff: Adriana Peguero, Green Bay
Pollution: Nicholas Itzen; Milw.
Polymer vs. Monomer vs. Colloids: Sara Kamanekin; MISD
Grades 7-10

1st Place *

How the Eye Works: Tara Gauthier; Lac Du Flambeau
Making a Model of a Tornado: Aleanor Stevens, Amanda Malcolm; Seymour
Holography: Ryan Preston; MISD
Walleye Spearing Controversy; Jerel Bowman; Shawano/Gresh.
Hop and Pig Out: Melinda Conway, Tina Summers; OTS
Rock or Mineral?: Tami Sanapaw; MISD
Untitled: Renee Kaquatosh, Ann Smith; Menom. Tribal
Toxic Waste: Crystal House, Jamie Paalaman; OTS
2nd Place **

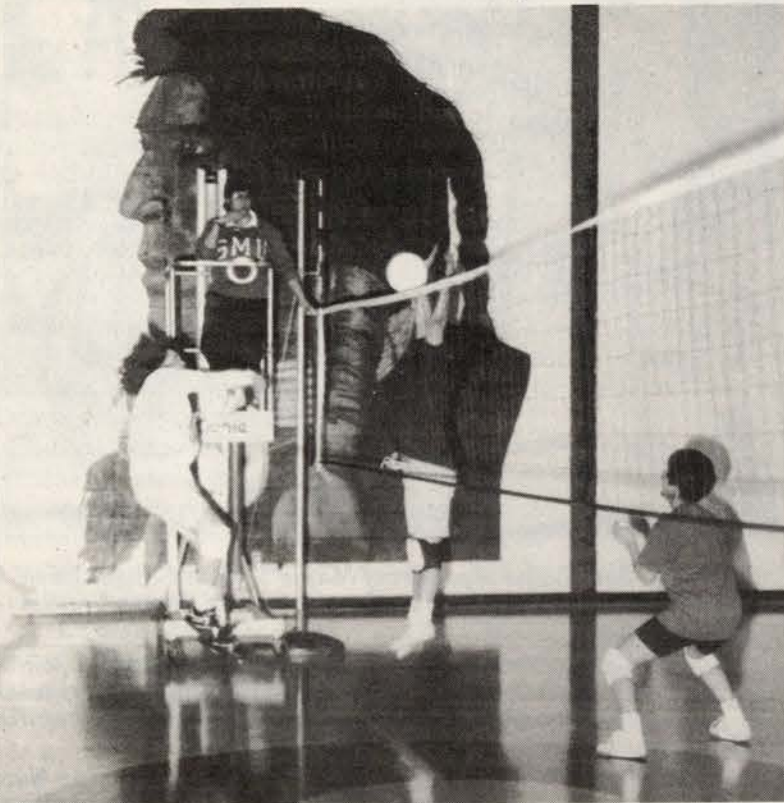
Sniffing Up Trouble: Grace Elijah; OTS
Whirlpools: Douglas Tepiew; MISD
Chemical Luminescence: Arlin Cox; MISD
What Causes Ozone Depletion?: Edith Mae Guthrie; Lac du Flambeau
Bitter Root vs. Modern Medicine: Tina Tourtillot, Alina Richmond; Menom. Tribal
Water Evaporation: Curtis Wayka, Robert Waupkenay; Menom. Tribal
Commercial Shampoo: Daynell Grignon, Dayey Boyd; Menom. Tribal
Acid Rain and the Environment: Joe Stoer; MISD
3rd Place ***

Topographic Maps: Yosta Maracle; OTS
Solar Furnace: Myron Tucker Jr.; MISD
Cherokee: Cheryl Skenandore, Lynn Webster, Nizohonie Gilsoul OTS
Play Now- Pay Later: Nizohonie Gilsoul, Amy Wilber, Angelina Webster; OTS
Beverage Acid: Daryl Boivin; Menom. Tribal
Look Ma, No Stains! Lahoma Merrell, Josephine Skenandore OTS
The Warming of the Earth: Matt Powless; OTS

Matt Powless and Nizohonie Gilsoul received the Charlene Wheelock Award given out by Oneida Tribal School for leadership and culture.

All students received a ribbon for participation regardless of competition and non-competition status.

Midwest Wire and Cable repeat winning performance in week-end tourney



Bump, set, spike: Spiker Melinda Danforth, left, completes a hit as Evangeline Danforth, right, reacts with a block in the Annual Oneida Women's Volleyball tournament competition.

Margaret King-Francour

(Oneida) The Annual Women's Volleyball tourney had 7 area teams invited with an Oconto Falls team winning a tight match over Mohican Bingo.

Tournament coordinator Arlouine Bain stated, "The competition was pretty even this year, the top four teams were very closely matched as the standings had only 1 or 2 matches between them."

First place winners received \$300.00 prize money, followed by \$150.00 for the 2nd place winners. Melinda Danforth's team took 3rd with \$100.00 in prize money, and Menominee Gas took 4th place with \$50.00.

The ladies volleyball tournament consisted of round-robin tournament play in which the following teams and captains played 2 days for the best record of matches: 1) D's Rainbow; Joylyn Cornelius, 2) Menominee Gas; Mitzi Waukau, 3) Melinda Danforth, 4) Oneida/Menominee; Inez Skenandore/Lisa Peters 5) Midwest Wire & Cable; Dawn Larsen 6) Mohican Bingo; Debbie John 7) Jourdan's Beavers; Yvonne Cornelius.

Individual honors went to Marie Kurzynske of Midwest Wire and Cable for Most Valuable Player, a repeat from last year, and the Sportsmanship Trophy went to the Oneida/Menominee team.

Kaliwiyo

Happy Belated Birthday to
Jeffrey Michael Reed on
March 7th!



Love Mom & Grandma

Happy Belated Birthday to
Melinda on March 9th!



From the Family

Happy Belated Birthday to
Mitchell on March 22nd!



Love Mom

Happy Birthday to Patrick
Quistorf and Bernadine
Dehne, whose birthdays are
both on March 24!
From your Mother & Auntie,
Charlottee Quistorf

Girl Scouts on their way towards learning and growing Honor and respect are found to be 'laws' of living

M.K.-Francour
Reporter

All Girl Scouts make the Girl Scout Promise. The words in this Promise are as follows:

On my honor, I will try:
To serve God and my country,
To help people at all times,
And to live by the Girl Scout Law.

The Girl Scout Law:

To be honest, to be fair, to help where I am needed, to be cheerful, to be friendly and considerate, to be a sister to every Girl Scout, to respect authority, to use resources wisely, to protect and improve the world around me, and to show respect for myself and others through my words and actions.

Girl Scout Brownie Troop #42 recited this Promise and took oaths to abide by this law with good character, clean mind and clean bodies on the evening of March 13.

Girl Scouts Kimberly Cornelius, Courtney Hull, Jennifer Skenandore, Sara Smith, Linda Stevens, Margaret Stevens, Melissa Stevens, Celisha Metoxen, Nicole Reiter and Tamar Zhuckkahosee received banners in which patches, troop numbers and pins could proudly be displayed.

The evening opened up with a flag ceremony which symbolized respect and belonging. Other



Above: Business Committee member Julie Barton shows a pin, she received as a Girl Scout, to Brownie Troop #42 in a Girl Scout meeting held in which a promise, law, and various ceremonies were held. Barton was a guest speaker for the event.

ceremonies included the Candle Burning and Brownie Pinning symbolizations.

Speaker and former Girl Scout Leader, Julie Barton, delivered a message of the importance of displaying good character in our community, an explanation of the symbols represented on the Oneida/Girl Scout flag and the

importance of leadership skills. Barton expressed that the Scouts get involved with fun activities such as trips, camping, and other projects, as well as other meaningful activities.

The Girl Scouts concluded the occasion with a Brownie song, the Friendship Circle, and retirement of the flag.

New Hires for February 1991

| Name | Position and Department | Start Date |
|----------------------|--|------------|
| Celestine Denny | Reassignment: Dental Records Clerk | 03/01/91 |
| Diana King | Dental Assistant | |
| | Office Director | 02/11/91 |
| | Gaming Division | |
| Z. Ronald Skenandore | Transfer: Manager | 02/25/91 |
| | Human Resources Department | |
| Dena Skenandore | Tour Guide | 02/11/91 |
| | Oneida Nation Museum | |
| Karen Antone | Cashier/Sales Clerk | 02/18/91 |
| | Instant Tickets Operations | |
| Marvel M. Denny | Cashier/Sales Clerk | 02/12/91 |
| | Instant Tickets Operations | |
| Reese Hill | Cashier/Sales clerk | 02/12/91 |
| | Instant Tickets Operations | |
| Cornelia Escamea | Cashier/Sales Clerk | 02/12/91 |
| | Instant Tickets Operatins | |
| Rochelle Powless | Transfer: Clerk Typist | 02/18/91 |
| | Career Center | |
| Stacey Metoxen | Bingo Worker | 02/15/91 |
| | Bingo | |
| Diane L. Hill | Receptionist | 02/25/91 |
| | Optical Dept - Health Center | |
| Mary Vvalther | Mental Health Psychotherapist | 03/04/91 |
| | Human Services | |
| Barbara Schuman | Transfer: Equal Employment Opportunity Officer | 10/31/91 |
| | Human Resources Department | |
| Florence Petri | Reassigned: Billing Department Supervisor. | 02/01/91 |
| | Health Center | |
| Randean Granquist | Custodian III | 02/24/91 |
| | Bingo | |
| Ronald Adams | Custodian III | 02/19/91 |
| | Bingo | |
| Arlene Marozas | Juvenile Diversion Caseworker | 03/18/91 |
| | Human Services | |
| Cristina Danforth | In-Home Nurturing Program Counselor | 03/18/91 |
| | Human Services | |
| Shirley Powless | Promotion: Job Training Director | 02/25/91 |
| | Education & Job Training | |
| Wayne Metoxen | Custodian I | 03/04/91 |
| | Bingo | |
| Kim Skenandore | Custodian I | 03/04/91 |
| | Bingo | |

Support for the commission suspension

I support the General Tribal Council's action to suspend the Commission to review the first year operations of the Commission. I fully support the resolution to elect the Commission, as it will remove the politics from the process of appointment by the Business Committee.

I believe we have the strength and determination to demand accountability of all tribal operations and I am confident that a review of the duties and responsibilities of the Gaming Commission will produce a more efficient, effective gaming operation.

I have observed the day to day operations of gaming since the suspension of the Commission and I see a rise in attendance and employee morale. I see management focusing on operations and day to day management but most importantly, I see them going through stages of planning and evaluation.

The Tribe has prospered and been built on the dedication of volunteer committees, tribal members who were born and raised here and the women who took the time and initiative to build a future for their children while their husbands had to find work off the reservation to support these families.

Many of the Oneida's built this reservation without stipends, reimbursements, consultant contracts and power trips, and those Oneida will continue to build. -- **Bobbi Webster, Gaming Commission member**

Suspension proves several things

The General Tribal Council meeting regarding the suspension of the Gaming Commission was a process that demonstrated several things. First from the reports given and my comments, I believe it vindicates the personal accusations made.

Relatives on the same committees is nothing new in Oneida. Just look at the past Business Committees that were elected. Also only five people applied for this commission and four qualified. This shows that more tribal participation is needed. My motivation to be on the committee was related to so many bingo employees coming to ORTEK wanting employment seeking more reasonable working hours. As a current circumstance, we have a General Manager who is the sister to the Acting Gaming Manager who is the sister to the tribal newspaper reporter. I personally trust them all to be objective in their functions.

Stipends were approved in Bingo budgets that the Gaming Commission didn't approve and I believe the \$400 I received for 30 meetings that lasted 4 to 10 hours isn't excessive. And in the end the Gaming Commission agreed basically to no stipends in December forward to help support lagging gaming income.

ORTEK washing bingo balls has provided Oneida Tribal employment and amounts to about \$4,000 annually compared to ORTEK's \$2 million annual sales. The insurance company, of the tribe, requires a certified lab that has federal "chain of custody" security procedures, to prevent any tampering. ORTEK is such a lab and the next nearest one is in Milwaukee or Madison.

The points about the Gaming Commission needing approved ordinances and procedures is true. The Business Committee and Gaming Commission had schedules to finish this. Since the inception of the Commission this has been a goal. For the Business Committee to establish this without the Gaming Commission is the choice of the General Tribal Council. I have confidence that the Business Committee can accomplish this during the 90 day suspension.

Personal accusations when changes are occurring isn't new in Oneida. In the General Tribal Council, Anna John stated that it can even occur on petitions that people sign without really knowing or reading what they sign. Change is threatening. Business Committee member Lloyd Powless stated at the meeting that the Oneida Health Board went through the same process of suspension and today we have a successful Health Board.

If we choose to look positively on what is occurring we might see that gaming is producing profits although not at the rate forecasted. This will require the Tribe to tighten up spending and actions have already begun to do this. Gaming has produced a business plan which it never did before. Gaming is currently operating without a Gaming Manager and Gaming Commission. This shows an operation that is dependent upon the people working in it on a daily basis and not dependent on top management.

I really see this whole process as an event of growth for the Tribe and Gaming. There will be a new Gaming Manager and Gaming Commission and they will work things out together just as this tribe has worked things out together for the last

Time to wipe away the smokescreen

The General Tribal Council voiced an opinion to suspend the gaming commission. The impetus for this action was the unfounded allegations of conflict of interest and "excessive" stipends on the part of two brothers.

A great deal of time and energy has been expended on the part of the Business Committee, Attorney's, Internal Audit, and others over what will amount to nothing.

In the outside world such allegations could be grounds for a defamation of character suit. "Internally", the Tribe should have a remedy for actions that reach the public audience (to the detriment of the Tribe) based on spurious innuendo. The Tribe and its responsible members must wipe away this kind of activity and get down to some legitimate issues!

The term "shill" is commonly used in the gaming industry to designate a decoy player. Some Oneida gaming employees used paid shills or players to circumvent a rule against participating in games on their work shift. This is a practice which will only serve to undermine the integrity of the Oneida games. This practice must stop and the rules be enforced!

There has been a great deal of animosity directed at the commission for attempting to perform activities defined by those who were elected or assigned to establish these guidelines. Words I have heard which deserve clarification is as follows:

- *Infringement of freedom of speech:* The commission, after numerous challenges of authority by the

several hundred years. If anything, it might remind us of how motivated the "Peacemaker" was to bring peace to those 5 fierce tribes 1,000 years ago. -- **David Powless, Gaming Commission member**

As I see it

Two actions were taken by the General Tribal Council recently. One is the decision of the GTC on March 4 to elect seven members to the Oneida Gaming Commission and on March 7 an action was taken to suspend the Oneida Gaming Commission for ninety days in order to accomplish the approval of the code policies and procedures necessary to make the commission operable.

An opportunity exists to restructure the Oneida Gaming Commission so that it can fulfill its original intent. In order to fulfill its mandate, several things must happen:

- The Gaming Manager must be qualified with education and experience in business management and administration.
- The Gaming Manager must be the chief executive officer of the Commission, but delegated all authority to manage the operations.
- The Gaming Commission must have its own legal counsel and own investigating arm for internal investigations.
- The gaming operations should have their own contracting and procurement policies and procedures.

gaming manager, recommended no further contact with the Business Committee and attorney's without a commission member in attendance. We did not say the gaming manager could not address these bodies.

- *Humane Treatment:* The gaming manager threatened to quit her job twice before her final and voluntary resignation. The regrettable manner in which Janice was asked to leave on the following Monday was recommended by the assistant gaming manager and security.
- *Gaming is making more money than last year:* Wrong! Video is making more money. All other gaming is below budget and behind last year. If the state rules against video's in May of this year, serious program cut-backs would result. Meanwhile gaming management continues with substantial excess spending in travel, Radisson expense, and Westwind gaming accessories and administration.

Finally, it's unfortunate the name of ORTEK is brought into this internal family squabble. The instigator cannot be a very proud Oneida. ORTEK is making a significant impact, nationwide, that will affect not only the Oneida Nation, but all Native Americans. Plans are in place to provide meaningful career opportunities for Oneida's...not just a job.

In the evolution of change there will most likely be more cries of anguish and resignations. The Business Committee and General Tribal Council must "Bite the bullet" and face up to maintaining responsible management principles. Note that unlike "un-named" sources or a petition where the author refuses to be identified, I am identified and welcome any rational discussion. -- **Ron Powless, Vice Chairman, Oneida Gaming Commission**

- The gaming operations should have their own accounting system headed up by a "financial and accounting manager."

It is unfortunate that a couple members of the Commission were unjustly accused of improprieties and it is an even greater injustice that the entire Gaming Commission was painted with a broad brush.

The Commission, through January, 1991, spent approximately \$825 for the first quarter of this year. The Commission only spent 21% of its budget for that same period. It included provisions for \$6000 for stipends. Since that time, at my personal request, the OBC reduced the stipends to \$25 per meeting, not to exceed two meetings.

As for interfering in an investigation, the Gaming Manager, the director of Security and the gaming manager involved are all required to formally notify the commission in the event of a loss of more than \$300 and they failed to do that. They did not properly notify the Chairman of the Commission and the internal auditor to when an investigation was begun.

Ron Powless to the OGC was guilty of speaking his mind and being too direct about it. These are some awful things he did:

- He objected to terms of a video leasing contract to Indian Country Leasing, who has collected \$457,000 from the

Oneida Tribe for the first quarter of this year. ICL is expected to earn approximately \$1.4 million dollars for the year.

- As a voting minority, Ron fought to reduce Indian Country Leasing's exclusive contract from 5 to 2 years. The gaming manager cited the video contract review as an example of the Gaming Commission's interference in the day to day business of the gaming operations.
- He objected to the owner of Indian Country Leasing's paying the expenses of gaming personnel to other parts of the country because it was unethical and contrary to our regulations.
- He objected to the Gaming Manager's failure to provide the Gaming Commission with budgets, reports, financial statements and an explanation of the Gaming Operations deficits which are over \$800,000 through January.

Ron's \$1000 for seven months stipends is a small consideration compared to the \$5 million dollars in this years gaming operations budget which was passed without the knowledge of the Business Committee.

Seriously, I believe that we will survive all of this. We always have. If you take a good look at the gaming operations and apply good business management principles in the administration of it, we can make it. And as many people have observed, we always get it right the second time around. -- **Ernest L. Stevens, Sr., Chairman, Gaming Commission**

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

Gaming Manager

Salary: Grade 13 (\$15.22/hr - \$26.03/hr)
Negotiable dependent upon training and experience. Performance contract to be negotiated.

Closing Date: April 4, 1991

Proposed Start Date: April 1991

Position Summary: This position directs and coordinates the administration and activities of the Tribe's gaming enterprises under the guidelines provided by the Oneida Gaming Ordinance. This position supervises directly the following areas: Bingo, Instant Tickets, Lotto/TV Bingo, Sales and Marketing and Operations. The Manager is responsible for providing annual updates of a gaming business plan and the budget. This position reports directly to the Oneida Gaming Commission.

Qualifications: Bachelor's Degree in Business Administration, Accounting, Administrative management, or Marketing is required (*Eight (8) years equivalent demonstrated successful working experience will be considered). Experience in business management, retail business management, planning, marketing or gaming management is required. The work experience must be diversified and deemed successful and document the applicant's ability to review, evaluate and recommend changes in ordinance, policies, business plans, operational guidelines, inventory systems, sales and acquisitions. Working knowledge of computer systems from a systems design perspective, including a knowledge of personal computer and mainframe applications. Must be an enrolled tribal member of the Oneida Tribe of Indians of Wisconsin. Must be bondable under the Tribe's fidelity insurance bond (a background security check will be performed on all applicants). Demonstrated capability, initiative, self motivation, communication skills, and ability to operate in a "team approach" environment. Must have a working knowledge of gaming operations or the ability to gain a working knowledge in six months. Must be able to effectively represent the gaming enterprises in public and must be experienced in communicating with computer, accounting, and management professionals. Must provide three (3) letters of reference specifically addressing the applicant's qualifications and experience for this position. Must possess a valid Wisconsin Driver's license (must be certified as eligible to operate a Tribal vehicle under the Oneida Tribe's Vehicle Driver's Policy).

*Eight (8) years of demonstrated successful work experience must be submitted as a part of the application information for this position (information should be concise, to the point and will be accepted until close of business on the final day of position).

**Candidates without a college degree will need to be in their final year of study and will be required to develop and implement a career development plan which will result in a college degree within a reasonable period of time.

Job Training Counselor

Location: JTPA Office - Norbert Hill Center

Salary: Grade 8 \$8.58/hr (negotiable depending on training/experience)

Closing Date: April 13, 1991

Proposed Start Date: April 1991

Position Summary: This position works with clients under the Job Training Partnership Act (JTPA) Program and coordinate with other Tribally sponsored education and training programs. Primary responsibility is directed toward providing adult JTPA services. **Qualifications:** Bachelor's Degree in Social Science, Counseling or Education Orientation and two (2) years counseling experience is required (applicants will be considered who can demonstrate education and experience equal to the required level of skills, knowledge and abilities necessary to perform in this position). Experience in nurturing firm client program expectation/outcomes required. Demonstrated evidence of continuing personal professional development required. Candidate must be mature and possess the demonstrated ability to communicate clearly and effectively with Native American people. Candidate must be able and willing to travel locally and provide service to an eight (8) country service area (this requires a valid Wisconsin driver's license, evidence of personal auto insurance and a safe and reliable means of transportation upon initial hire). Knowledge of community, social and economic conditions and resources available for referral preferred. Successful candidate will have excellent oral and written skills and provide evidence during application period. Three (3) letters of preference are required (please include telephone numbers for references).

Deposit Clerk

Location: Oneida Community Health Center

Salary: Grade 3 (\$5.52/hr. start)

Closing Date: April 3, 1991

Proposed Start Date: April 1991

Position Summary: This position assists the Accounts Control Department of the Oneida Community Health Center in maintaining the insurance and other accounts control systems. This position reports to the Billing Operations Supervisor.

Qualifications: High School diploma or GED required. Basic business math skills required (Oneida Human Resources Department will administer a math test to all applicants who qualify under the other qualifications and requirements listed). Ability to type 45 WPM required (Oneida Human Resources Department will administer a typing test to all applicants who qualify under the other qualifications and requirements listed). Good telephone communications skills required. Experience with basic office equipment including 10-key calculator, telephone, copy machine, typewriter, etc. required. Experience with the electronic cash register and IBM-compatible PC's is preferred. Ability to maintain strict confidentiality is required. Basic knowledge of book-

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keeping/accounting principles and procedures required. Ability to interact with co-workers, general public, and insurance personnel with objectivity, respect, courtesy, empathy, tact and maturity is required. Previous filing experience is required. Must be bondable under the Tribe's fidelity insurance bond (a background security check will be performed on all applicants).

Tour Guide

Location: Oneida Nation Museum

Salary: Grade 2 \$4.59/hr (negotiable depending upon training and experience)

Closing Date: April 3, 1991

Proposed Start Date: April 1991

Duties & Responsibilities: Conduct tours to all age groups, individuals and groups. Sets up appointments and prepares for tours. Must become knowledgeable about Museum Policies. Must be personable with the general public. Perform Museum housekeeping duties as needed/required. Must be able to work as a member of a team. Must work with the volunteer group. Set up exhibits at other locations including schools, museums, etc. as required by supervisor. All other job related duties as assigned by Supervisor.

Qualifications: High School diploma or GED is required. Tour guide or public speaking experience is preferred. Knowledge of Oneida/Iroquois history is preferred. Must be willing to learn and research Oneida/Iroquois history as well as contemporary lifestyles. Must be willing to work weekends-both Saturdays and Sundays, with a possibility of working weekday shifts (afternoon and evenings) during summer months. Must have a neat appearance; must be willing to wear traditional Oneida dress on occasion. Must possess a valid Wisconsin driver's license, safe and reliable means of transportation, and insurance upon employment (must meet Oneida Tribe's Vehicle Driver's Policy). Must be bondable under Tribal fidelity bond or provide evidence of personal bond insurance (a background security check will be performed on all applicants). Must be JTPA eligible.

Cashier/Sales Clerk - Instant Tickets Operations Pool

Location: Irene Moore Activity Center

Salary: Grade 3 \$5.24/hr

Hours: Permanent, full-time 35-40 hr/wk; must be willing to work days, nights, weekends, and holidays; flexible work schedule; on-call (also accepting applications for part-time 5-20 hours/week or seasonal hours are available)

Closing Date: Until Filled

Proposed Start Date: Will be placed on pool and notified as positions become available

Duties: Sell and redeem variety of instant tickets to customers. Operate cash register to itemize and total customer purchases. Collect and process daily revenue from ticket sales through established policies and procedures. Prepares and tabulates daily reconciliation forms to provide overall accountability. Practice positive customer relations techniques. Perform other job-related duties as assigned to create an accountable and systematic unit of operation.

Qualifications: Must be an enrolled Oneida Tribal member. Must be bondable under the Tribal fidelity bond or provide evidence of personal bond insurance (a background security check will be performed on all applicants). Must be 18 years or older. High School diploma or GED is required within one (1) year of employment (applicants age 50 or over are excluded from this requirement). Must have a good working knowledge of math and English (must

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pass test). Must be able to use a calculator; cash register experience helpful, but will train. Experience in sales and/or public relations preferred or any combination of training and experience. Must have dependable transportation. Must be dependable and responsible.

Staff Physician Ambulatory Care Clinic

Location: Oneida Community Health Center

Salary: Depending upon training & experience

Closing Date: Until Filled

Proposed Start Date: March 1991

Position Summary: The Oneida Community Health Center provides primary health care to a service population of approximately 6,500 people. Diabetes Mellitus is the number one health problem of the service population.

Qualifications: Verified documentary evidence of graduation from a medical or osteopathic school and the diploma conferring the degree of doctor of medicine or doctor of osteopathy. Verified photographic copy of physician license by the State of Wisconsin. Family practice residency preferred (Board certified or eligible in Family Practice). Obtain staff privileges at St. Mary's Hospital in Green Bay. Obtain Wisconsin medical assistance provider number and DEA number. Evidence of personal and professional character of satisfactory quality. Compassion and sensitivity for patients with multifaceted problems and needs. (Three (3) professional and one (1) personal reference).

Community Health Staff Nurse (40 hrs/wk)

Salary: Grade 8 (\$9.06/hr)

Closing Date: Until Filled

Proposed Start Date: As Soon As Possible

Position Summary: This position is responsible for providing professional nursing care to residents of the Oneida Community. This position works with several different community programs as well as individuals seeking services at the Oneida Community Health Clinic.

Qualifications: R.N. with B.S.N. from an accredited nursing program. Current Wisconsin State licensure. Must have a genuine interest in community health nursing and be able to exercise understanding, patience and tact in dealing with a diverse community population. One (1) year of supervised community health work experience preferred.

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Knowledge of and interest in community health programming (particularly immunization programs) in public schools preferred. Ability to establish and maintain good working relationships with nursing staff and other departmental staff required. Able and willing to participate in in-service training and to undertake continuing education when necessary.

MEMORIAM

In Loving Memory of
William J. Danforth, Sr.
who passed away 5 years ago



A light from our household is gone, a voice we loved is stilled, a place is vacant in our home, which never can be filled. We have to mourn the loss of one we did our best to save; Beloved on earth regretted still remembered in the grave. 'Twas hard to part with one so dear, we little thought the time was near; Farewell dear one, your life is past, our love for you to the end will last.

Sadly missed by family

In Loving Memory of
Raymond Christjohn
who would have been 50 on
March 18



Sadly missed by family

In Loving Memory of
John Christjohn
who would have been 48 on
March 29



Sadly missed by family

SALES

1979 Chev. Pick-up, heavy 1/2 ton. 350 V8 motor, 90,000 miles. Auto transmission. Shocks, fenders, fuel pump, starter and transmission cooler all new. Fiber glass cap and lined gas tank. Excellent body condition, heavy duty hitch. Asking \$2,000. Call Mike or Call at 498-0120 after 3:30 p.m. or 869-4375 between 8:00 a.m. and 3:00 p.m.

House for Sale: W942 Van Court, 5 bedroom. Easy terms. Asking \$59,900 (negotiable). Call Alan King at 869-2449.

Oneida Nation Museum GIFT SHOP

Featuring: Indian baskets, beadwork, and Iroquois cornhusk dolls.

Mon, thru Sat, 9 a.m. - 5 p.m.
1 block west on Hwy EE
from corner of E and EE

Board Vacancies

Personnel Commission

5 Vacancies

Deadline for filing shall be April 30, 1991

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