

## KALIHWI — SAKS

The logo of the Kalihwi-saks, the official publication of the Oneida Tribe of Indians of Wisconsin, encompasses much tribal symbolism. Building upon the heritage of the publication and the heritage of the Oneida people, this fairly recent adaptation of the logo by Oneida artist, Mary LeMieux, integrates traditional thought and contemporary artistic form.

The first written publication which specifically addressed tribally-relevant issues was known as "The Scout." Although only a local newsletter, it sufficed as a means of informing the reservation community of local events and concerns. Very quickly, however, it altered in format and content and grew to become a viable publication with a readership of approximately 8,000.

Because our people are matrilineal, it is not uncommon for our women to hold many responsible positions within the tribe. For much of this paper's history the position of editor has been held by a woman. Therefore, as the paper evolved and the banner reflected the word for "scout" in the Oneida language, it was logical that the name would be made feminine, viz., "Kalihwi-saks," figuratively translated as "She looks for news."

The border which circumscribes the logo reminds us that all things in life are cyclical. Just within the border are overlapping semi-circles or domes. These domes represent Mother Earth, and particularly, "Great Turtle Island," the traditional reference to the North American continent. The symbols ( ) represent the Great Tree of Peace, which in turn signifies the forming of the Iroquois Confederacy of which the Oneida nation is a part.

Within the circle one sees a proud Oneida woman with braided hair. Her braids signify that her mind is clear and that she is in balance with Creation. Her view is unclouded and unobstructed. It continues over the grasses and the medicines and the trees. It reaches to our eldest brother, the Sun. A scout must have this quality of clear vision, and must be able to return to the people with accurate information of what has been seen and what is now known. This is the responsibility of the publication, **Kalihwi-saks**. This is its logo.

**Kalihwi-saks**  
P. O. Box 365  
Oneida, WI 54155

NON-PROFIT  
ORGANIZATION  
U.S. POSTAGE  
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Oneida, WI 54155  
Permit No. 4



The Official Publication of the ONEIDA TRIBE OF INDIANS OF WISCONSIN



# FANMAIL

The responses herein do not include the names of the authors. This procedural exception was made due to the response format given in an earlier issue that allowed anonymous responses. However, at all other times all other responses that you intend to be published will require your signature.

The format of the June monthly issue was EXCELLENT. I would prefer to pay for the paper and receive that caliber of newspaper. The Kalihwi-saks reflects the abilities of our tribe.

Was it an improvement over past issues? Definitely. It was an excellent example of excellence which our Tribe should project.

Another improvement should be made. The cover should be in color.

How can the newsletter best serve the people? Ask the people who subscribe, such as this questionnaire. Research other papers to find out what sells papers.

I am totally pleased with the improvement. Keep up the good work.

I like the format of the June monthly issue. For other improvements, it needs pictures and more news. The newsletter can best serve the people with updated information.

The format of the June issue was nice. It was easy to read and to look up information. It was not an improvement over past issues because you need **updated** information.

There are other improvements that need to be made such as pictures. **Years** ago, they had pictures. **Today**, with your modern equipment, you do not have any!!

Do I have a suggestion as to how the newsletter can best serve the people? Yes. You have too many advertisements. You should have **news**.

At the General Tribal Council on 7-2-84, a suggestion was made to try and assist the newspaper but **you** took **defense** instead of listening and having **more** assistance with the paper.

I liked the format of the June issue very much! It was easier to find things with a table of contents. It was an improvement over past issues. Much more professional looking. It was more readable also.

The capability to print is good. Quality pictures would be a useful improvement. Also more graphics and artwork would make it more eye appealing.

The newsletter can best serve the people if you publish weekly.

I feel the format of the June issue was excellent and you should continue with the same style.

Do I think it was an improvement over past issues? A 1,000% improvement! However, other improvements should be made such as more indepth feature articles on Tribal Business. i.e., minutes, etc.

To better serve the people the newsletter needs more photos, and more human interest articles.

Overall, everything looks very professional. I would like to see the Kalihwi-saks logo on the front cover and typeset. You should continue with this format.

## KALIHWI-SAKS

The Official Publication  
of the Oneida Nation

This publication is distributed free to all enrolled Oneida Tribal members. If you know of someone who is not receiving the KALIHWI-SAKS, please have them send their name and address as they are listed on the Oneida rolls to:

KALIHWI-SAKS  
Oneida Tribe of Indians  
of Wisconsin  
P. O. Box 365  
Oneida, WI 54155

or call:

414 — 869-2083

KALIHWI-SAKS is distributed locally at the beginning of the month. Distribution nationwide is made at the end of each month.

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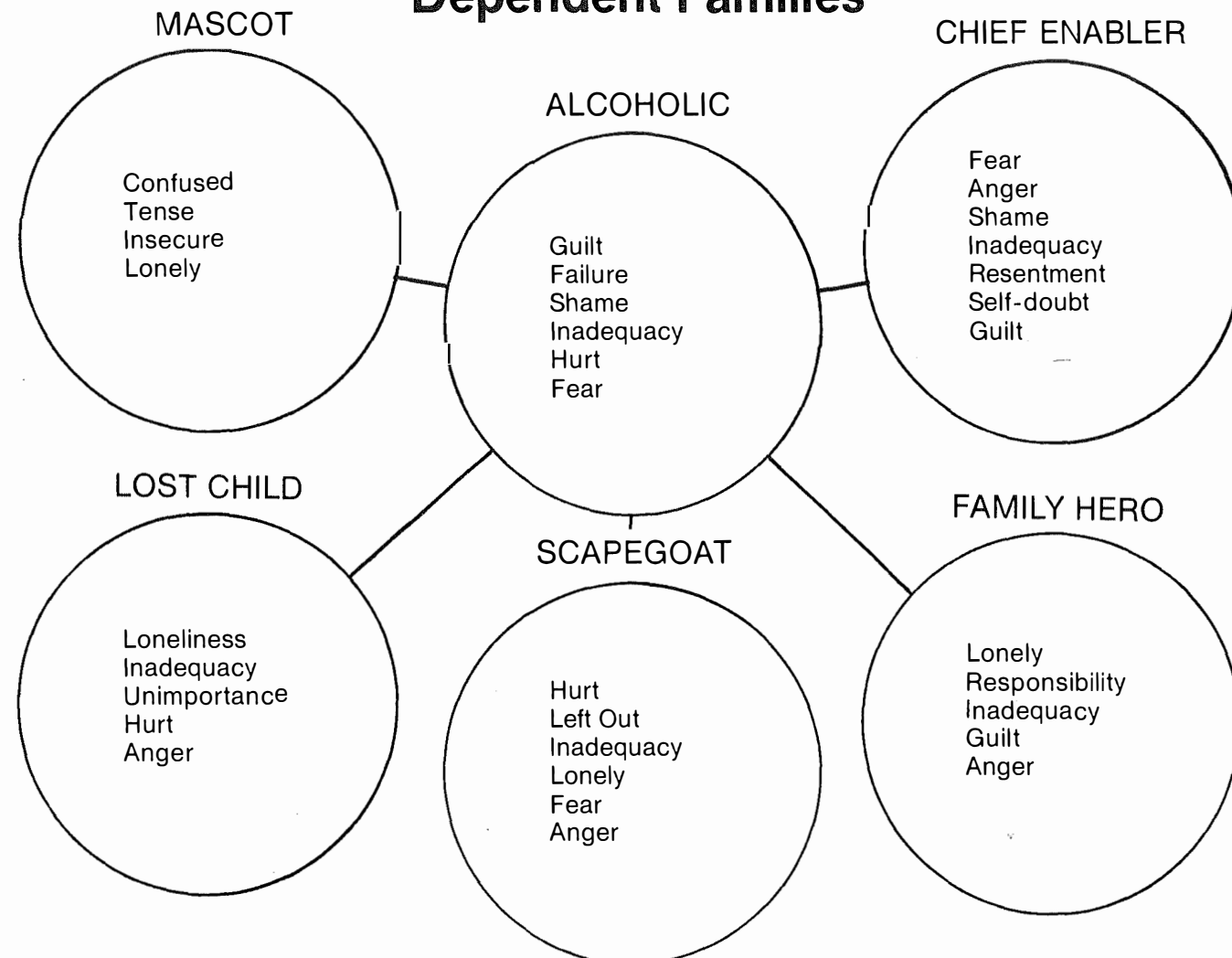
# In Any Organization There Are Two Kinds Of People

**The Afflicted** — those who have the disease of chemical dependency.

**The Affected** — those who are affected by others who have the illness.

TABLE OF SYMPTOMS		
Staff Afflicted	Staff Affected	Community
High Absenteeism Moodiness Unpredictability Deteriorating Performance	High Absenteeism Moodiness Lack of Participation Stressful Withdrawn	Critical Attitudes Non-Supportive Fault-Finding Blaming

## The Real Feelings in Members of Chemically Dependent Families





**People are friendlier when they're drunk.** Maybe. But they're also more hostile, more dangerous, more criminal, more homicidal, and more suicidal. Half of all murders and one-third of all suicides are alcohol related.

**Alcohol is a medicine.** It is true that alcohol was called the miracle of life when the distillation process was discovered around the fourteenth or fifteenth century. These claims never held up, however, and there are currently very limited medical uses for this drug.

## Sobering Up

**Black coffee and a cold shower will sober you up.** Alleged methods for sobering up range from hot coffee to cold showers, from fresh air to food. The only effect any of these treatments can have is to produce a wide-awake drunk. An awakened drunk, feeling sobered up, may attempt to perform tasks, such as driving, of which he/she is no more capable than the sleepy drunk. Time is the only method of sobering up. There is no way to increase the oxidation rate — the rate at which the body eliminates alcohol.

"Myths about Alcohol" taken from the State of Montana's Teacher's Guide for Alcohol Education.

## From the Family Services Department

**NEED HELP? CALL**

**869-2711**



## I am your child and I need you badly.

Please look at me carefully the next time you see me.  
 Please notice that I am small and weak.  
 Please listen to me carefully the next time you see me.  
 Please notice that I don't know much.  
 Like you, I was born helpless.  
 And growing up so I can take care of myself will take me a long time, too.  
 I need food. I need rest. I need to be kept clean.  
 I need to be kept warm in winter and cool in summer.  
 I need to be taken in your arms or sat on your lap.  
 I need to feel your skin against my skin.  
 I need you to help my hurts.  
 I need you to play with just so you and I can have some good times together.  
 I need you to teach me everything you can so I'll have a chance in this world when I grow up.  
 I need your patience.  
 I know I'm not very orderly.  
 I cry out for things like food and attention the second I need them.  
 I can't help it, and I know that bothers you sometimes.  
 All I can hope is that you will be patient with me until I can learn to be patient, too.  
 Above all, I need to know you love me.  
 Even if your parents gave you no love, try to give a little to me so I can give a little to my children and they can give a little to their children.  
 I need so much from you, yet I have only one thing I can give you in return.  
 That is my love.  
 Today and tomorrow and as long as I live.

**Most alcoholics are skid row buns.** Alcoholism shows no favorites. It is found among all classes of people. It has been estimated that only three to five percent of all alcoholics live on skid row. Furthermore, it seems that only a minority of those living on skid row are alcoholics.

**I'm just a social drinker.** Just because you never drink alone doesn't mean you can't have a drinking problem. Plenty of "social drinkers" become alcoholics.

**The really serious problem in our society is drug abuse.** Right. And the number one drug problem is alcohol abuse. About 300,000 Americans are addicted to heroin, but about 9,000,000 are addicted to alcohol. It's not even close.

**Women don't become alcoholics.** Women do become alcoholics, but are not as likely to be diagnosed as such, since they are more easily camouflaged by the protective setting of the home. During recent years, the estimated ratio of men to women alcoholics has dropped from 6:1 to 3:1. The increase in the number of women alcoholics has been explained both as an increase in the willingness to be treated, and therefore "discovered", and as an increase in the actual number of cases.

## Attitudes About Drinking

**He's no good; he's a drunk!** Judging a person as good or bad by their behavior distorts, even cripples, an individual's potential to develop a healthy self image.

**People who drink too much only hurt themselves.** And their families, and their friends, employers, strangers on the highways, and you.

**Thank God my kids aren't on drugs!** If they're hooked on drinking, they're on drugs. With nine million Americans dependent on alcohol, it's time we stopped pretending it isn't a drug. The kid's favorite drug is the same as their parents' favorite: alcohol.

**"What a Man!" Still on his feet after a whole fifth.** When we stop thinking it's manly to drink too much, we have begun to grow up. It's no more manly to over-drink than it is to over-eat. Often people who seem to be able to out-drink others are developing a tolerance for alcohol and become dependent on it.

**Getting drunk is funny.** Maybe in the movies or in jokes, but not in real life! Drunkenness is no funnier than any other illness.

**All drinking is evil.** It's not use but abuse of alcohol that is evil.

## Drinking Patterns

**If parents don't drink, the children won't drink.** Sometimes, but the highest incidence of alcoholism occurs among offspring of parents who are either teetotalers or alcoholics. Perhaps the "extremism" of the parents' attitudes is an important factor.

## Hangovers

**The best cure for a hangover is . . .** Everybody has a favorite, but they all have one thing in common: They don't work! What works? Preventive medicine. If you don't drink too much, you won't get a hangover.

## Properties of Alcohol

**Alcohol warms the body.** Alcohol makes the drinker feel warmer because it causes blood to rise to the skin's surface. However, when this happens, the body temperature is actually lowered because the surface heat is lost.

**Alcohol cures colds.** Although some symptoms of the cold might be temporarily relieved, alcohol does not cure colds.

**Eating foods made with alcohol can cause intoxication.** When alcohol is used in cooking, little remains in the food as the alcohol evaporates when heated. Even if the alcohol is not heated, not enough is used to have any effects except for taste.

**Mixing drinks causes greater intoxication.** Only the consumption of ethyl alcohol, the ingredient common to all alcoholic beverages, causes intoxication, not the mixing of drinks. A person may tend to consume more when there is a variety of drinks, but it is still only the total amount of ethyl alcohol that counts.

**Alcohol is a stimulant.** Alcohol is about as good a stimulant as ether. Although in small quantities, it may be initially stimulating or irritating, it is primarily a depressant. The first area of the brain alcohol affects is the area which regulates inhibitions, judgment, and self control. It is the lack of such restraints that causes the apparently "stimulated" or uninhibited behavior and people may do things they might not otherwise do.

# SACRED HEART CENTER RENAMED

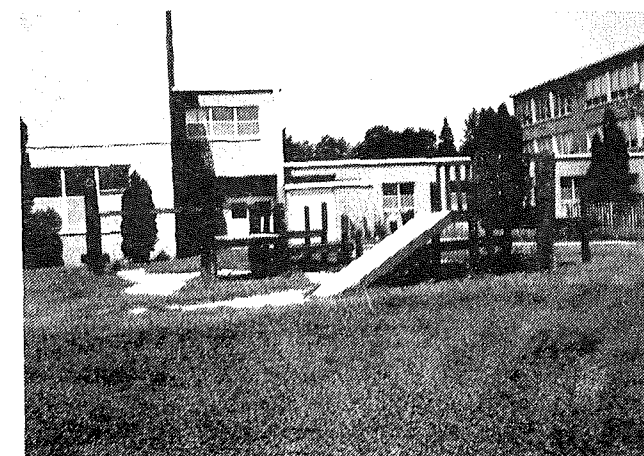
On January 19, 1984, it was announced that the Sacred Heart Center was to be officially transferred over to the Oneida Tribe of Indians of Wisconsin. The signing of the title on March 3, 1984 ended many years of negotiations between the Tribe and Catholic Diocese of Green Bay.

The purchase of the Sacred Heart Center by the Oneida Tribe represents the philosophy of the Native American people as "coming full circle." The "circle" is the view that everything in life is like a circle, like the shape of Mother Earth.

The Oneida people came to Wisconsin in 1820 from New York state. In 1838 by treaty, 65,000 acres were reserved for the tribe. In 1887 the Dawes Indian Allotment Act was passed and a large tract of land was reserved for a boarding school for Oneida children. The present site of the SHC. This school operated from 1902 until 1919.

In 1924 the Catholic Diocese of Green Bay purchased the school for \$21,144. The former government Indian school buildings then became the Guardian Angel School. Although it was used as a parochial boarding school for Catholic children, a few Oneidas did attend between 1924 and 1953.

In 1953 the Guardian Angel School was converted into a seminary and became off limits to the Oneida community or anyone not connected with the Seminary.

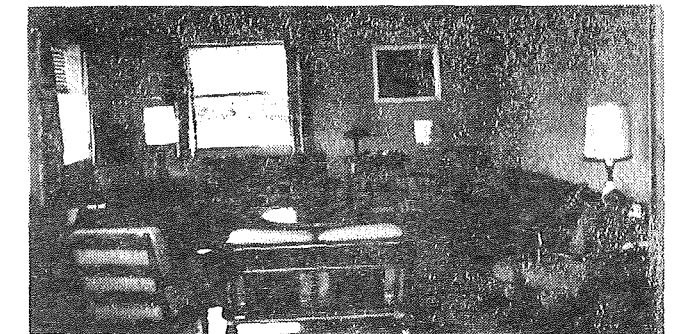


It wasn't until 1965 that some signs of contact between the Oneidas and the Seminary appeared in the form of pow-wows and Christmas parties for local children.

In 1970 a summer school was started by the Catholic Diocese in cooperation with the Oneida Tribe.

In 1972 a high school program was started but was not able to continue operations after the spring of 1976. So after 56 years as an educational facility, a change in direction had to be explored in order to find new uses for the facility.

Through the efforts of a committee formed to explore other possible uses, more and more space in the facility was rented to Tribal programs. In 1976 a residential program for the Elderly was started and in 1979 the first Tribally controlled K - 8 grade school.

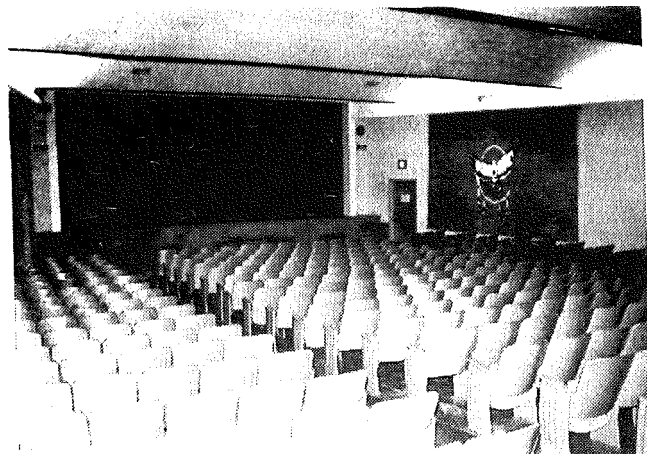


Currently, the tribal programs that are housed in the center are:

1. Oneida Retirement Community: A new program for the elderly to replace the Keenager Program which moved after the transfer.
2. Oneida Tribal School / Grades K - 8
3. Early Childhood / Headstart
4. Oneida Bi-Lingual Program
5. West De Pere Parents
6. Oneida Law Department
7. Oneida Education Office
8. Oneida Economic Development
9. Oneida Cannery
10. Oneida Tribe Records Management
11. Oneida Tribal Business Committee
12. Administrative Offices for the Center
13. Rosemary Gregor, Coordinator, Oneida Reservation Commission on Aging

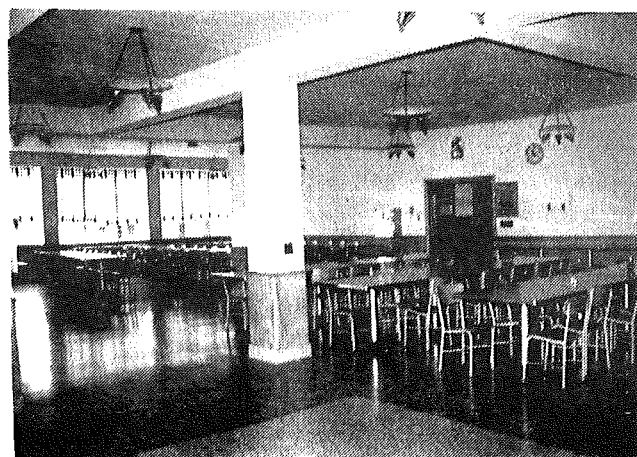
The non-tribal programs in the center are: Francis Skenandore, attorney; Oneida Child Care Center; Oneida Arts & Crafts; Fox Valley Technical Institute — G.E.D. training program; Sister Diane Poplawski — Community Outreach.

The center will continue to provide the services it has in the past such as facilities for meetings, conferences, retreats, and seminars for all types of organizations.



Some of the facilities available are:

- One large conference room which seats from 50 to 200 persons.
- A medium conference room which seats up to 60 persons, with three smaller adjacent conference rooms allowing for break up into groups according to needs.
- Four small meeting rooms which each seat up to 20 persons.
- An auditorium (stage and projection screen) with a capacity of 300 persons.
- Private and semi-private rooms in the central wing to accommodate up to 35 persons.
- Open dormitory sleeping area to accommodate up to 80 persons.
- A lounge-type conference area which allows for a total gathering of up to 20 persons; available weekdays only between 8:00 - 4:30.
- A 225-seat cafeteria, situated in clear view of the beautiful surrounding wooded area, and where three home-cooked meals are served buffet style each day.



On weekends and evenings only, a gymnasium comprising two basketball courts, facilities for indoor volleyball, two locker rooms and shower rooms.

In addition to acres of wooded land, the Center's grounds feature several landscaped terraces along the gradual 90 foot descent between the building and pond. The top terrace is for walking; the second terrace furnishes two volleyball courts, two concrete tennis courts equipped with four standards for outdoor basketball practice, and outdoor handball courts. The third terrace provides two softball diamonds. The fourth terrace is a 400 yard cinder course for track activities. The lower terrace includes a pond, nice for swimming on warm days.

The outdoor grounds are suitable for picnics, cookouts, and large scale all season recreational activities.

Some of the dreams or suggestions for possible uses of the Center in the months or years ahead are: in the Food Service area: a vending machine outlet for sandwiches, soups, fruit, an open cafeteria, expansion of the bakery area, and a catering service. In other areas, a movie theatre, industrial laundry, and a health club.

So with the hiring of a new administrator, new ownership, there are plans for new directions for the facility. There is an attitude of new expectations and dreams for the future for the Center — for the people of Oneida.

NORBERT S. HILL CENTER  
ONAYOTE?A KA TSI? LATIHASHATA'KHWI  
PEOPLE OF THE STANDING STONE —  
WHERE THEY MEET



# ONEIDA COMMUNITY HEALTH CENTER

Alcohol & Drug Abuse Program • Chemical Dependency • Family Services Department • 869-2711

## Myths about Alcohol from the Alcohol & Drug Abuse Program

It has been relatively few years since scientists have begun to look closely at alcohol and the effects that this substance has on the human organism. Many of the things we currently believe about alcohol are, therefore, things that have been passed down to us through the countless centuries since alcohol was first used by human beings. It is only natural that some of our beliefs would fall into the category of myths rather than scientific fact. Listed below are some of the more common myths. You may want to look at other things you believe about alcohol in light of current research.

### Alcohol And Performance

**I drive better after a few drinks.** Alcohol does not normally increase physical or mental skills. What it may do is increase confidence and decrease judgment and self-criticism. The drinker may **feel** as if his performance has improved when in reality it may have declined. At least half of the fatal highway accidents involve drinking.

**Alcohol increases sexual desire and ability.** Contrary to popular belief, the more you drink, the less your sexual capacity. The depressant action of alcohol lowers inhibitions. Therefore the drinker may respond more freely to sexual stimulation. But, like other activities, too much alcohol reduces performance abilities.

### Alcoholism

**I don't know any alcoholics.** Maybe you just don't know you know any alcoholics. Some of your best friends may have drinking problems. They don't seem "different" and they usually try to hide their illness, even from themselves. About one of every ten people who drink has a drinking problem.

**You're not alcoholic unless you drink a pint a day.** There's no simple rule of thumb. Experts have concluded that how much people drink may be far less important than when they drink, how they drink, why they drink, and what happens to them when they drink.

**Most alcoholics are middle-aged or older.** A University of California research team has found that the highest proportion of drinking problems is among men in their early twenties. The second highest incidence occurs among men in their 40's and 50's.

**Alcoholics are morally weak.** Although there are still people who disagree, alcoholism has been medically and legally classified as an illness. Alcoholics are no more responsible for their drinking than tuberculosis patients are for their coughing.

**All alcoholics drink in the morning.** Although the craving for a morning drink is a common symptom among chronic alcoholics, there are those who don't display it. It is not when drinking occurs, but the lack of control over it when it does occur that defines alcoholism.

**You can't become an alcoholic by drinking only beer.** Even though the percentage is relatively low (2%-5%), beer still contains the potentially addicting ingredient — ethyl alcohol. People who drink beer merely have to drink more liquid to get drunk than they would wine or whiskey.

**Alcoholics drink every day.** Some alcoholics drink only on weekends, some abstain for months. Alcoholism is not determined by how often people drink, but whether or not they can control their drinking once they start.

Happy Belated Birthday to Carla Reiter — August 2nd and Harriet Reiter — August 4th.  
Love, your family

\* \* \* \* \*

Happy Belated Birthday to Wenzel Bain — August 6th.  
Love, your family

\* \* \* \* \*

Happy Birthday to Joyce Guzman on August 28, 1984.  
Love, your family

\* \* \* \* \*

Happy Belated Birthday to Margaret King on July 23, 1984.  
Love, your family

\* \* \* \* \*

Happy Birthday Grandpa Roy House, on August 31, 1984.  
Love, the Gang

\* \* \* \* \*

Happy Birthday on August 27, to Timmy M. Hill, Milwaukee.  
From: Rory . . . (Worry)  
Hope you have a Great Birthday!

\* \* \* \* \*

Happy Birthday to Paul Bad Horse Stevens, August 14th. 4 years old.  
Love, from your family

\* \* \* \* \*

Happy Birthday to:  
8-10 Dustin Christjohn  
8-10 Renita Christjohn  
7-20 Lucy Christjohn (belated)  
8-9 Tony Bidell  
8-18 Elsie Green  
8-17 Kay Christjohn\*  
8-16 Sandie Skenandore  
8-12 John Christjohn Jr.

Love, Amos & Daisy & family

\* \* \* \* \*

To My Mom — Happy Birthday, August 17th.  
Love, Renita & Ranger

\* \* \* \* \*

Happy Birthday to Goodwin Johns, September 16th.

\* \* \* \* \*

\* \* \* \* \* **ATTENTION** \* \* \* \* \*

Auto Maintenance Garage  
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833-7404

\* \* \* \* \*

Got a light that won't light?  
A switch that won't switch?  
**Call Doxtater Electric 869-1299**  
Specializing in residential electric.

Is there a drinking problem in your family?

AA, Alanon, Alateen & Alatot

Meetings are available at the Oneida Health Center, corner of County E and EE, from 7:00 to 8:00 —every Wednesday.

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John VanDenBerg 1377 Freedom Rd.  
(414) 788-5463 DePere, WI 54115

# THE NORBERT S. HILL CENTER

On September 7, 1984, the former Sacred Heart Center will be renamed and dedicated to honor Norbert S. Hill, Sr., a man who served and led the Oneida community both locally and nationally for nearly fifty years. The new name of the 138,150 square foot brick building, located in the center of the Oneida Reservation will be **The Norbert S. Hill Center, ON YOTE? A K A T S I? L A T I H A S H T A ' K H W A.** The Oneida words mean "People of the Standing Stone — where they meet."



Norbert S. Hill, Sr. was born January 18, 1912 in the Oneida home of his parents, Dr. L. Rosa Minoka Hill and Charles A. Hill, located at 532 Airport Drive. He was the third of six children and was raised in Oneida by his remarkable mother who was widowed when Norbert was four years old. Dr. Rosa Hill received many awards during her lifetime for outstanding medical and community service as a physician. Although Dr. Hill remained detached from the political arena, she observed and discussed the need for economic and social improvements with her son, Norbert, as they rode through long nights responding to emergency medical situations. These observations and ideas, mixed with political savvy and hard work were to germinate for years before they flowered in the form of the Oneida Nursing Home, the Industrial Park, the Oneida National Memorial Building, the Standing Stone Building, the Archiquette Post Office, the purchase of airport land, and the establishment of bingo for the Oneidas. Norbert's endless supply of ideas, his dedication to his people and his increasing efforts at implementation were instrumental and motivating forces for improvement and progress for the Oneidas.

Norbert was a lifelong, but non-traditional student. His early education began at St. Joseph's School in Oneida. He also attended St. Norbert High School in DePere and transferred to West Green Bay High where he excelled as a football player before he graduated. Norbert was an accomplished athlete and was the 1934 Golden Gloves Champ. He boxed under the name of "Chief" and was once scheduled for a bout with Joe Louis which never materialized because Norbert was injured in a preliminary fight. At age 14 in 1926, he entered the National Guard and served two years at Camp McCoy, Wisconsin, before his age was verified by the military personnel, and he was advised to return to high school. Norbert completed vocational courses as a machinist on the GI bill in Detroit in the 1940's. At the age of 62, he entered the University of Wisconsin-Green Bay and completed courses in economics and urban planning. He developed a fascination for the law and politics and was an avid reader and writer. During his years as a machinist in Michigan, he spent many lunch breaks writing poetry on the napkins in his lunch pail.



In 1936, as a result of the Great Depression, Norbert relocated to Detroit, Michigan where he became an activist in labor unions, community organizations and initiated the first urban Indian organization, the North American Indian Club. He served as president four times and is the only person ever to hold this distinction.



Norbert Hill passed away suddenly on June 19, 1983, at the age of 71. He died in the company of people who loved and respected him at the Detroit Indian Club annual banquet; the organization he founded 30 years earlier. He left the legacy of dedication and concern for the progress of Oneida people, a plethora of programs and policies in health, education and welfare, and an example of dogged determination and effort at improving the quality of life while retaining the heritage, traditions, and integrity of all Indian people.

Norbert appeared to have had a premonition that the torch was about to pass. Shortly before his death, he composed the following poem which was to serve as his epitaph.

*Sincere Condolence to you my friend  
My heart is sad, my head I bend.  
The Great Divide we must cross alone  
When the Great Spirit calls us home.  
In your great sorrow may I impart  
These feelings from my saddened heart.*



In 1942, Norbert joined the US Navy Seabees Unit and served in the Aleutian Islands and Hawaii, where he organized another Indian Club. After the war, in 1945, he married a nurse from Detroit, Eileen Johnson a Cree from Alberta, Canada. The couple raised 6 children: Barbara, Norbert Jr., Rosa, Charles, Richard and James, and moved back to Oneida from Detroit in 1963. Norbert's vision was always to return to Oneida and devote direct efforts to his people.

In his patient, persistent manner, Norbert was able to achieve numerous accomplishments. He was a charter member of the Great Lakes Inter-Tribal Council, was a member of the Indian Fire Council for 46 years, Vice President of the American Indian Athletic Hall of Fame; Chairman of the Resolution Committee of the National Indian Education Association; member of the Governor's Cultural and Language Advisory Board; Mason 32nd degree/ Shriner; V.F.W. past commander; and member of the Oneida Business Committee for 20 years, as Tribal Chairman and as Vice Chairman from 1964 until his death in 1983. His son, Richard was elected to serve in the same position in July, 1983.



*The Oneida Tribe cordially invites you to the dedication ceremony to rename Sacred Heart Center in memory of Norbert S. Hill Sr.*

*Date: September 7, 1984  
Time: 7:00 P.M. Dedication Ceremony  
7:30 Tour  
8:00 Entertainment — "Charlie Hill"  
Place: Sacred Heart Center  
3000 Seminary Road  
Oneida, Wisconsin 54155  
Refreshments will be served.*

## Deeply Grateful

The family of "Leonard Bear" wishes to express their deepest gratitude to everyone, for their expression of sympathy and friendship in the recent passing of Leonard.

We would like to give "thanks" to the following persons and groups for their support:

"The Oneida Singers" for their beautiful singing, "Anna John and her helpers" for the special meal following the service, "Fr. James Dolan, Fr. William Smith" for the spiritual and friendly support, the "Ryan Funeral Home" for their kind service, the "VFW 7784 Rober Cornelius Post", the "Pall-Bearers", "Sister Toni, Sister Barbra" for the kind friendship and support.

A special thank you for the many acts of kindness, love and prayers, donors of flowers, food and money, and all who share our sorrow. The family of Leonard Bear are deeply grateful.

With the loss of our mother, Mrs. Sabie Danforth, we would like to thank friends, relatives, Father Smith, Reverend Riggs, Muehl Funeral Home, pall-bearers and the Oneida Singers. Also those that donated flowers, cards, food and support. A special thanks to the Anna John Nursing Home staff who cared for Mom from June 10, 1983 to July 23, 1984.

Mr. & Mrs. Anthony (Betty) Skenandore  
Mr. & Mrs. William (Erma) Danforth  
Mr. & Mrs. Antone (Dorothy) Danforth  
Mr. & Mrs. Reginald (Marilyn) Danforth  
Mrs. Mary Ann Denny  
Mr. & Mrs. Frank (Yvonne) Skenandore  
Mr. & Mrs. Harvey (Pat) Skenandore  
Mr. & Mrs. Eugene (Pat) Danforth  
Mr. Clifford Danforth & Rena

We want to thank Oneida for welcoming us while we were on vacation. God bless you all.

Daryle/Roger Metoxen  
& Hazel (Metoxen) Noble

## Thank You

To those who helped with the luncheon following Leonard Bear's funeral service.

Anna John

## G.E.D. Classes Available

For adults, 18 years of age or older, who are interested in entering the GED Program, for more information please contact the Career Development & Placement Office (JTPA) located in the Tribal Building at 1288 Fish Creek Road. You may call either 869-2752 or 833-6841.

Classes are scheduled to begin on August 29, 1984.

## 15th Annual International United Tribes Pow-Wow

SEPTEMBER 7-8-9, 1984

Registration:

Opens: Friday 1:00 p.m.

Closes: Saturday 12:00 p.m.

No phone calls. No exceptions.

Admission Buttons:

\$4.00 per individual

(buttons good for all 3 days)

Children 6 yrs. and under — FREE

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No drugs or alcohol allowed on campus!

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(701) 255-3285

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Insurance Company  
of America

891 Anderson Drive  
Green Bay, WI 54304  
Office: 414-499-3100  
Res: 414-869-1075



## Office Manager

Salary: \$14,000 - \$16,000  
Supervisor: Assistant Director

**BASIC FUNCTION:** To plan program activities for stated area of Indiana, to keep immediate supervisor informed of major activities, and to insure proper implementation of office procedures.

### RESPONSIBILITIES:

- Initiates, recommends and evaluates procedures and systems for agency or department, within framework of overall policy guidelines.
- Prepares formal reports for Assistant Director or Executive Director.
- Make frequent decisions on program plans developed and submitted by subordinates.
- Evaluates staff performance and effectiveness in meeting program needs.
- Recommends payment of expenditures to Assistant Director and/or Administrative Assistant.
- Evaluates requests for supportive services by career counselors.
- Assists in yearly staff evaluation based on knowledge of past accomplishments.
- Acts as liaison between community groups, participants, and agency staff.
- Follows schedule set by Executive Director or Assistant Director in order to meet specified program goals.
- Reflects agency image in appropriate manner, behavior, and dress.
- Other duties as assigned.

### QUALIFICATIONS:

- Native American preferred.
- At least two years of college and two years experience in Indian community work.
- High School diploma and five years experience in management.
- Typing skills (40 w.p.m.)
- Transportation necessary

### APPLICATION DEADLINES:

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# THE GENERAL TRIBAL COUNCIL IS OPEN GOVERNMENT

Anna John



Now that Oneida Tribal elections are over, I would like to personally remind the adult members of our tribal membership that, as members of the Oneida General Tribal Council, which is the governing body of the Tribe, we are able to participate in the most "open" form of government available in these parts. We must all attempt to participate more fully in the process of government.

Those of us who participate, as members of the governing body are satisfied that, not only has an election taken place but the strength and power of the General Tribal Council has been upheld. I say this because in the last two years, the General Tribal Council itself has been under attack. This election was a vindication of our Tribe's government.

I have spent the largest part of my life, as a member of the General Tribal Council and various boards and committees of the Tribe. In that time I have had many opportunities to express my opinion and have had many victories and also some bitter defeats. Participation does not guarantee having your way — only expressing your opinion and hoping that you can convince the majority. In my opinion the Oneida form of government, imperfect though it may be, is still "open government" for any member that wants it.

For those who were disappointed in their attempts to be elected to tribal office, I would urge you to try again. But first, get a little practice in our General Tribal Council meetings. Many of the candidates need to try their oratorical powers out in an open meeting. To my dismay I discovered that many people who ran for office, rarely participate in our meetings. Some of us who do participate would like some help. I'm tired of listening to prospective candidates who tell me what they would do if elected, but do not have the nerve to take on our Business Committee members in an open debate in front of the membership. Maybe three years of practice in Oneida style "open government" will make the voters friendlier next time.

I am proud of our small family who voted and won a few and lost a few. But most important, we had our say and we intend to increase our participation next time.

I would like to congratulate the winners of the election, particularly the officers, who, in most cases must go "head to head" against an opponent in order to win.

All adult members of the Oneida Tribe are urged to prepare for the coming months and the important business which awaits a growing and increasingly competent Tribe. For those who are afraid to "get off the fence," be assured that it won't kill you. Losing a few good arguments only sharpens us for the business at hand.

# ONEIDA BUSINESS COMMITTEE OFFICIALLY INSTATED

On August 6, 1984 Sharon Cornelius Attorney at Law swore in the 9 member committee. The ceremony was held at the Irene Moore Activity Center, at 7:00 P.M. The 9 members being sworn in were: Purcell Powless, Richard Hill, Kathy Hughes, Gordon McLester, Lois Powless, Tony Benson, Lloyd Powless, Mark Powless, and David (Sonny) King. These 9 members will serve a 3 year term.

Each member gave a brief thank you speech to the crowd that attended. After, everyone was invited to refreshments and to visit with all.

I am very proud and I consider it a great honor to be elected as your Tribal Chairman for another three years, to serve the Oneida people.

I did not make a lot of political promises, the only promise I made was to serve the Oneida people to the best of my ability as I have done in the past 15 years. The health and welfare needs of the Oneida people will be my first priority. I will continue to carry out the business of the Oneida Tribe as directed by the General Tribal Council. With your help and cooperation, the Oneida Tribe will continue to grow strong.

Again, I thank you for your support and I will do the best for the Oneida Tribe.

Purcell Powless



Thank you very much for your support this past election. It makes me feel good that I have your support.

There are many important issues facing the Tribe, such as: New York Land Claims Case, Housing, Economic Development, Land Acquisition Employment, Improving services for Elders, adults, teens, and youth. These are just a few. I challenge you to get involved in your government. Ask what you can do to make it a stronger and a more successful one.

Let's continue to put our minds and hearts together for the good of our Oneida community.

Please stop and visit when you find time.

May the Great Spirit grant you good health and happiness.

Richard Hill

I wish to take this opportunity to thank the tribal members for their support in the recent election. I hope to serve the membership for the next three years with an open mind to the concerns and benefit of all. I believe working in unity, we will be able to accomplish many things. Thank you.

Kathy Hughes

There aren't enough words to express to the people, for the support I received in the recent election.

It's a real privilege to be able to express your opinion by voting for your beliefs and choices of persons to represent you as Oneida people.

During this term, I will do my best to serve you and every Oneida to the best of my ability.

Loretta Metoxen who stepped down as a committee person, has done a commendable job for our tribe over the years, gave way to physical problems. She is the person who asked me to work for the tribe when the Youth Development Program started in 1969.

I hope I can carry on as capably as she has done over the years. I and my family thank you very much.

Sonny King

# AMERICAN INDIAN BUSINESS ASSOCIATION INDIAN TRAINING AND EMPLOYMENT PROGRAM 1630 W. WILSON AVENUE CHICAGO, ILLINOIS 60640

## Career Counselor

Salary: \$13,000 - \$16,000

Supervisor: Assistant Director

### RESPONSIBILITIES:

Interviews prospective applicants, develops and implements outreach and recruitment plans to identify prospective applicants, develops career and employability plans for applicants, provides orientation and counseling to participants in program related matters, recommends eligible applicants to training positions leading to unsubsidized employment, develops and implements system of monitoring and follow-up of designated program caseload, establishes and maintains up-to-date job opportunities through job development, places qualified clients with prospective employers under the director of the Assistant Director, Executive Director or designated supervisor.

### SPECIFIC DUTIES:

- Develops and implements appropriate outreach and recruitment plans designed to identify prospective applicants.
- Interviews and evaluates applicants based on Department of Labor and organization policies and procedures for determining eligibility.
- Provides orientation and counseling to new incoming and present clients, Agency Directors or supervisors, in program related matters.
- Reflects agency image in appropriate manner, behavior, and dress.
- Develops career and employability plans for applicants based on their present educational, experience and/or skill levels.
- Recommends eligible applicants to training positions leading to unsubsidized employment.
- Develops and implements efficient and effective system of monitoring and follow-up of designated program caseload.

- Established and maintains up-to-date job opportunities through a planned and vigorous job development effort.
- Places qualified clients with prospective employers and provides post-placement services to these participants up to thirty (30) days.
- Prepare and submit program reports and documents required by Assistant Director and/or Executive Director.
- Evaluates and recommends agency and/or training sites (local or statewide) to Assistant Director and/or Executive Director for use in the implementation of appropriate client training plans.
- Establish and maintain up-to-date filing system relating to client, employer, and program related work.
- Performs other duties as assigned by Assistant Director, Executive Director or designated supervisor.

### QUALIFICATIONS

- Native American preferred.
- College degree preferred in a related field.
- Experience of two (2) years or more in Indian community work.
- Prior-experience in client counseling in individual or group setting.

# EMPLOYERS AND THE JOB TRAINING PROGRAM

You can receive up to \$10,000 if you train and hire an eligible Vietnam-era or Korean conflict veteran through the provisions of the Emergency Veterans' Job Training Act of 1983 (Public Law 98-77).

The training programs you design should generally be no less than 6 months, except that a program of between 3 and 6 months could be approved under certain circumstances. To qualify, your program must offer training in:

- an occupation in a growth industry; or
- an occupation requiring new technical skills; or
- an occupation for which demand for labor exceeds the supply.

You must certify that you plan to hire the veteran upon the completion of the training. Adequate facilities for training must be available; wages and benefits must be no less than those normally paid, and training cannot be for a position for which the veteran already qualifies.

Your reimbursement will be 50 percent of the starting wage up to a maximum of \$10,000 per veteran. Payments will be made at the end of each three-month period of training or can be monthly in the case of employers with fewer than 75 employees.

You may contact the nearest local State Job Service Office or VA Regional Office for details, applications and assistance.

Apply to the Veterans Administration now for approval of a training program under this Act.

Veterans Administration  
Department of Labor / State Job Service  
"Partners in Training"

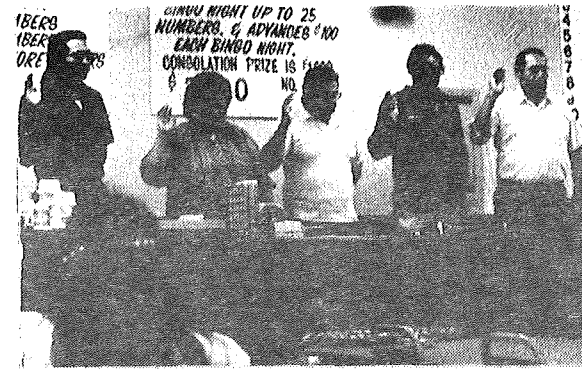
# VETERANS AND THE JOB TRAINING PROGRAM

If you are currently unemployed and are a veteran of either the Vietnam era or the Korean conflict, you may be eligible for job training in programs approved under the Emergency Veterans' Job Training Act of 1983 (Public Law 98-77). Because employers are paid directly for part of the training costs, this law encourages their participation.

**ELIGIBILITY:** To qualify, you must have been unemployed for at least 15 of the 20 weeks prior to filing an application. The maximum period of training is 9 months for most veterans. If you have a service-connected disability of 30 percent or more, or have lesser rated disabilities but with a serious employment handicap, you can be trained for up to 15 months.

**APPLICATION:** If you want to enter a training program, you must first get a Certificate of Eligibility from the Veterans Administration. This certificate will be good for a period of 60 days and may be renewed. You may obtain an application from any VA Regional Office or a local office of the State Job Service. To speed processing, you should include proof of military service with the application. You may contact your local Job Service Office for more information or call, toll-free, the VA Regional Office listed in your local telephone directory.

**COUNSELING:** If you are eligible for this program and need assistance in finding a suitable employment goal or type of training, counseling is available from either the Job Service or the Veterans Administration. This counseling may be requested at the time of application.



I wish to thank the General Tribal Council for your continued support by re-electing me back on the Business Committee. I am greatly honored to **serve you** for the next three years.

My door has always been open to anyone that wishes to meet with me, and my door will continue to be open. Always feel free to contact me at Sacred Heart or my home if I can be of assistance to you. Thank you.

Tony Benson

I would like to express my appreciation to the members of General Tribal Council who gave me support in this past election. I will continue to carry out the duties you have outlined for me. I would also like to thank the persons who did not vote on my behalf but supported the Oneida tribal government as a whole.

It is with great honor to again fill this position as tribal secretary for a second term. I will work along with the Business Committee to strive together for the betterment of the community and also to continue to support our projects already set in progress.

Lastly, I would like to state publically that all Oneida Tribal Minutes are available to enrolled tribal members. If you should have any questions regarding the minutes, please feel free to contact this office at any time.

Again, I thank you.

L. Gordon McLester, Tribal Secretary

We wish to thank all the Oneida people for the excellent turnout at the recent election. I will continue to work in your best interest as councilman for the next three years.

Please feel free to call on me with your concerns and comments. My work phone number is 869-1260. I will be moving to Site I at 2896 Commissioner in the near future. We campaigned hard and argued many points of view. I will work with you to move forward and meet the needs of our Tribe.

Lloyd Powless, Jr. & family

I am very pleased to have been re-elected to the Oneida Business Committee and I will do my very best to help make the right decision for the Tribe. I wish to thank all of those who voted, and I would also like to let everyone know how happy I was to see such a large number of people turn out to vote. I was also encouraged to see many people running for the different positions. I hope that everyone who ran will remain active in the Tribal Government and will be supportive of the people who were elected. Again I say thanks to all of you.

Lois Powless

I wish to thank everyone who supported me in the recent Oneida Tribal election. Although I have not been returned to office, there are several thoughts I want to convey to you.

Beginning in 1967, I have served in elective office for a total of 15 years. Most of those years were lean, both Tribally and personally. Circumstances have changed recently with a great deal of sincere team work. This can continue. The Business Committee needs the continuous support of all of us.

The one Tribal accomplishment that I've had much gratification from participating in is the Sacred Heart Center acquisition. Because of the very nature of the negotiations, information about a prospective transfer was always kept low key and at a minimum. I first sent for information from the Catholic Diocese in 1973 and was continually involved as chief negotiator as designated by the land committee and business committee. This was a ten year effort; culminating in the transfer of the Sacred Heart Center facilities and 91 acres of land in April, 1984.

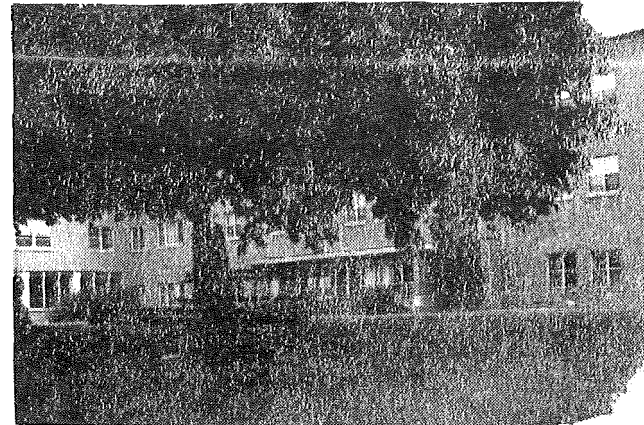
The history of the Oneida Tribe should be a priority with each of us. The learning of the past and the observance of the present will provide us with insights of great illumination that we otherwise do not have. Such insights will give us better direction and motivation. Decisions would be arrived at in a faster and easier manner, as a result. Such understanding of ourselves can be called wisdom. Without wisdom, we could run aground regardless of our administrative, managerial or other technical qualities.

I plan to continue involvement by participating in various aspects of Tribal functions. I believe all members should take an active part in Tribal government on a daily basis.

Again, thank you for your support.

Loretta V. Metoxen

# THE ONEIDA RETIREMENT COMMUNITY



**A Beautiful Rural  
Setting Among Friendly,  
Caring People in  
a Safe Environment**

The Oneida Tribe of Indians of Wisconsin announces the opening of their Retirement Community this month at the Norbert Hill Center at 3000 Seminary Road in Oneida. The Retirement Community is located on the Third Floor of the Center. Persons interested in retiring to a beautiful rural setting among friendly, caring people in a safe environment are invited to come out and view the facility, and meet the staff and residents, and inquire about Admission policies and fees.

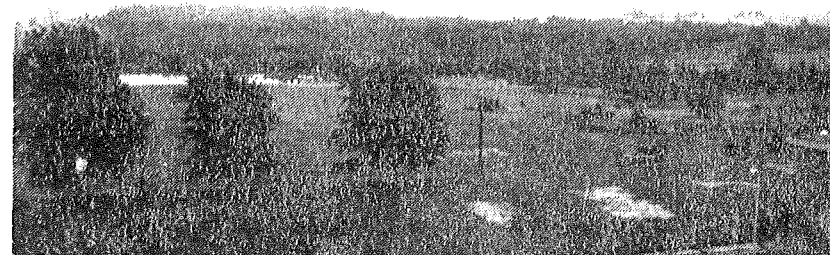
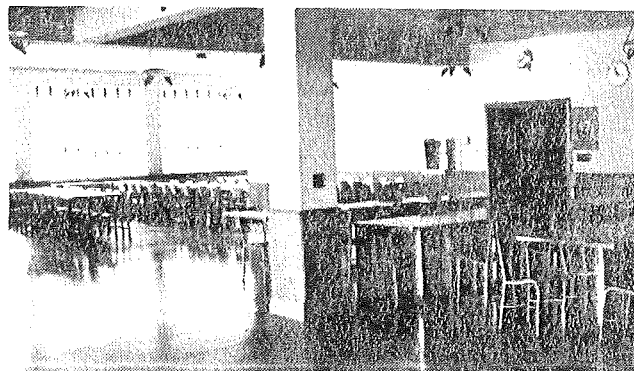
Prospective residents must be ambulatory elders who are capable of self-care, do not have special dietary requirements, and desire to live as independently as possible but without the burden of keeping up their own homes. The building is equipped with an elevator, but residents must be capable to walk stairs in an emergency. Staff are available 24 hours a day for supervision and assistance.

The Oneida Retirement Community will furnish room and board, custodial service, some transportation, and garage stalls, if available. The rooms are furnished, but residents may bring their own furniture. The Third Floor has only one suite of rooms available at this time. Laundry facilities are available and residents will be responsible for their own laundry.

A Work Credit Program is available for persons who may choose to work ten hours per week at the Center to be credited toward monthly room and board.

Elderly persons on a Fixed Income with No Assets may want to inquire about our Assistance Plan for room and board.

For more information about the Oneida Retirement Community, call Sister Barbara Berthiaume, Manager, at 869-1206 or stop in for a visit at the Norbert Hill Center, Room #1418.



# U.S. DEPARTMENT OF JUSTICE IMMIGRATION AND NATURALIZATION SERVICE

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And

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Will Test

September 17 - 30, 1984,

And

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\*You must file during either of the open periods to be eligible to take the written test.

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Dallas, Texas 75270

Terminal Island  
San Pedro, California 90731

Bishop Henry Whipple Federal Bldg.  
Fort Snelling  
Twin Cities, Minnesota 55111

### OFFICE OF PERSONNEL MANAGEMENT

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Washington, D.C. 20415

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New York, New York 10278

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Philadelphia, Pennsylvania 19106

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St. Louis, Missouri 63101

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915 Second Avenue  
Seattle, Washington 98174

# THE WISCONSIN BOARD OF VOCATIONAL TECHNICAL AND ADULT EDUCATION

Education Administrative Officer 4 — Vocational Education Job Classification Code: 59514000

**\*\* Career Executive \*\***

**LOCATION:** Wisconsin Board of Vocational, Technical and Adult Education (WBVTAE); Madison, Wisconsin.

**PAY:** Start at \$36,179 annually. Candidates with above minimum qualifications may be appointed at up to \$49,204 annually. A two-year continuous trial period may be required.

**JOB SUMMARY:** As Director, Bureau of Program Development and Operations, provide for the planning, development, initiation, maintenance and supervision of educational and training programs and courses of the Wisconsin VTAE system. Assist State Director and Division Administrator in the development of policies which affect total VTAE system functions. Serve on joint administrative committees with other department administrators to set policy and develop guidelines for inter-agency cooperation. Administer the communications system for rules, policies, directives, procedures, requests and information designed to accommodate the decentralized Wisconsin VTAE system.

**QUALIFICATIONS:** Knowledge of educational program development, evaluation and supervision; policy development; management principles and practices; effective supervision; and vocational, technical and adult education.

Candidates must have sufficient training and experience to demonstrate that the skills and knowledge necessary to perform the tasks upon appointment have been acquired. Prospective candidates should evaluate their own training and experience in relation to the tasks to be performed and the knowledge required upon appointment prior to applying.

**APPLICATION INFORMATION:** Contact Alan Ferguson, WBVTAE Personnel, (608) 266-1844, 4802 Sheboygan Avenue, P.O. Box 7874, Madison, WI 53707 for SPECIAL APPLICATION MATERIALS. Completed special application materials must be RETURNED by August 31, 1984.

National Indian Employment Resource Center  
2258 South Broadway  
Denver, Colorado 80210

## FORTUNE 500 COMPANIES SEEK AMERICAN INDIANS AND ALASKA NATIVES

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According to Gregory W. Frazier, Chief Executive of the National Indian Employment Resource Center: "We are currently attempting to meet employer demand for 5,000 job openings. These range from entry level positions to aerospace engineers. The jobs warrant varied skill levels and educational qualifications. Employers contact us daily looking for qualified personnel to fill their employment needs."

The National Indian Employment Resource Center is a private employment agency providing exclusive employment brokerage services for American Indians and Alaska Natives. Qualified individuals interested in becoming clients should contact the National Indian Employment Resource Center by calling 1-800-572-9450 (United States excluding Alaska, Hawaii and Colorado), or (303) 698-2611.

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# THE ONEIDA ENTERPRISES

## A Managerial Challenge in 1985

by Bob Archiquette — Enterprise Business Manager

Throughout 1984, the Oneida Enterprises have experienced significant growth, productivity, and managerial challenges. Consumer trends changed as did the marketing practices of area competitors, which allowed the enterprises to seize various opportunities. Accordingly, sales, profits, and employment levels increased to record levels. But so has the task of managing complex organizations under conditions of rapid growth.

The purpose of this report is to inform you of the managerial challenge and what this means to the Oneida Tribe as a whole. There are several aspects to the managerial challenge that will be covered. Briefly stated, this will include types of enterprises; their stages of organizational growth; changing market conditions; technological improvements; public and customer relations; community relations; and enterprise needs. Specific enterprises will be mentioned as examples or illustrations in order to stress the above points.

### ENTERPRISE TYPES

There are certain types of Tribal enterprises that need some classification. There are strictly commercial-retail enterprises, production enterprises, and Tribal service enterprises. Bingo, the Tobacco Enterprise, and the Oneida One Stop are the most visible and commonly known of the commercial-retail type. The tendency is to consider that those three organizations are "the enterprises".

Less visible and yet equally capable are the production enterprises. The Printing Center has recently expanded its capabilities and product range to include major commercial orders. Its production and skills level have become increasingly evident. Within the Norbert S. Hill Center (formerly known as the Sacred Heart Center) is a food service operation. It cannot only serve tribal programs, but it can produce for retail and institutional users. The Utilities and Refuse services are community oriented. To a certain extent the Tribe's Building and Grounds service can be included because of certain construction oriented services. Though not as obvious as the commercial firms, the production enterprises are an integral part of the enterprise system.

### GROWTH STAGES FOR TRIBAL ENTERPRISES

SIZE	Stage I Existence	Stage II Survival	Stage III Success	Stage IV Take-Off	Stage V Maturity
Large					
Small					
AGE	1-2 Years	2-5 Years	5-10 Years		

#### STAGE I: EXISTENCE

The primary challenge is to get customers, delivered products or contracted services. There tends to be three persistent questions throughout this period:

1. Do we have enough customers, adequate product delivery, or sufficient services?
2. Can we expand from what we have to a larger volume of sales?
3. Can we generate enough cash to cover the costs?

The organization is simple — the manager does it all and supervises a few subordinates. The strategy is simply to remain alive. The manager becomes "the business", performs the important tasks, supplies the energy, and is relied upon to motivate the others.

The royal road to Stage II is sufficient customer acceptance and product or service capability, time, energy, and minimally adequate finances. For Tribal enterprises we can add administrative support, patience, and above all, faith.

Tribal service enterprises are also less visible and capable of considerable community impact. The Oneida Nursing Home has established a reputable tradition in care for the elderly. The Oneida Retirement Community, a new service, is designed to meet some important needs of the elderly in the area. The Kalihwi-saks newsletter has made considerable progress to improve its publishing service. And the Norbert S. Hill Center provides a range of supportive services in addition to space for tribal programs. Even less visible is the Management Service which purchases major pieces of equipment for program use. Although less visible, and less profitable, these services play a vital role in the enterprise system.

Overall, the enterprises are classified as such for management purposes. Because of their integral parts in the total enterprise system, and their respective impacts on community life, they are treated as

## STAGE II: SURVIVAL

When this is reached, the enterprise has demonstrated its effectiveness in fundamentals. There are usually enough satisfied customers and sufficient products or services to keep them. The emphasis on management thus shifts from mere existence to knowing the relationships between revenues and expenses.

1. Can we generate enough cash to break even? Can we generate enough cash to make repairs and replace worn out equipment?
2. Can we generate enough cash to stay in business and to pay for our own growth? Can we earn a reasonable return on what's been invested and on our labor?

The organization is still simple. There are still only a few employees. Major decisions are made by the manager. Systems are minimal. Formal planning is, at best, concerned with cash, sales, or production forecasting. The primary goal is still survival (thus a vague perception of where one wants to be or needs to be) and the manager is still "the business". Profits are minimal and growth tends to be slow.

It's possible to remain in this stage for a very long time. This growth rate depends entirely on the vision one has as to business potential or where you specifically want to be in the marketplace and what you want it to do.

## STAGE II: SUCCESS

At this stage, the manager must make some crucial decisions. Do you exploit the company's accomplishments and expand? Or do you want stability and constancy in profits? Thus, the key issue is whether to use the company as a means for growth — or as a means for employment security.

In the success growth stage, the manager consolidates the company and gathers the resources for growth. The manager acquires the cash, both from

equals. As you can perhaps surmise, each sector of enterprises has its own set of challenges and managerial practices.

## STAGES OF ORGANIZATIONAL GROWTH

All of the enterprises are in the midst of extensive changes. The larger ones are now confronted with major expansions and the need to adapt quickly to both market conditions and competitor innovations. Production enterprises are concurrently seeking greater stability and more effective systems given the constancy of the demands they face. Almost all of the service enterprises are in the midst of a survival stage or in the midst of the need to quickly adapt to entirely new frontiers. In the latter case, they must do the equivalent of "starting over" and break from established traditions.

what's available and from what's borrowed, and risks it all in financing growth.

The major task is to assure that the basic business stays profitable. This assures that it will not outrun its source of cash. Also to remain profitable, managers must be developed to meet the increasing needs of the business. The task of hiring new personnel, especially managers, requires an eye to the future rather than current conditions which may not appear to require the best.

Systems tend to be installed with attention to forthcoming needs. The plan for operations tends to be best explained by budgets. These budgets are based on planned strategies that deeply involve the enterprise manager. The manager is intensely active in all phases of the enterprise with particular emphasis on systematic ways to get things done.

## STAGE IV: TAKE-OFF

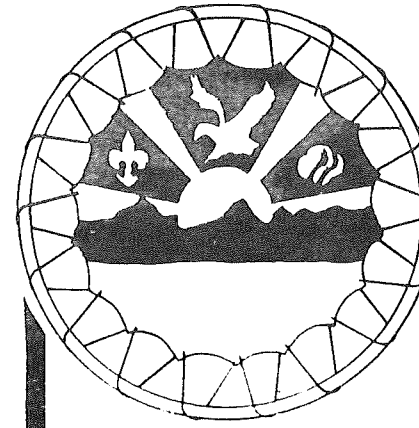
In this stage, the challenge is how to grow rapidly and how to finance that growth. The two underlying concerns are delegation and cash.

1. Can the manager delegate responsibility to others to improve the managerial effectiveness of an increasingly complex operation?
2. Will this be true delegation with controls on performance with the ability to accept mistakes?
3. Will there be enough cash to satisfy the demands that are inherent to rapid growth?

In this stage, the organization tends to be a matter of departments or divisions — usually in sales or production. There are usually other managers who must be competent to handle and adapt to an increasingly complex business. To explain, established systems, strained by growth, need become further refined and more elaborate — or they quickly become obsolete. Planning becomes both strategic (as in the earlier stage) and operational (that is, how do we get things done).

The experiences of adaptation and innovation have proven to be quite stressful. Under conditions of high risk and uncertainty, many courageous and faith-based decisions are made despite the comprehensiveness of planning. Or despite the many factors we are sure of.

At times, the sheer momentum of the total organization drives the personnel. At other times, when a sense of control is regained psychologically (although it always exists) the expansionist thrust of the enterprise seems perfectly manageable—as indicated by numerous statements of excitement, exhilaration, and accomplishment. Therefore, the stress of rapid growth, or the fight for survival, has been a motivating factor in generating enterprise and organizational growth. Making the transition from one stage to the next will be a major concern in 1985.



# A I S A

American Indian Scouting Association  
Route 7, Box 70 A  
Philadelphia, Mississippi 39350

SPEARFISH, SOUTH DAKOTA — Ruth Williams, 13, a DePere Girl Scout, is attending the 27th American Indian Scouting Seminar being held on the campus of Black Hills State College, July 30 to August 2.

Conducted annually by the American Indian Scouting Association (AISA) and hosted this year by the Cheyenne River Sioux Tribe, the seminar is a joint Boy Scouts of America, Girl Scouts of the U.S.A. and AISA effort. This year's theme is "Learning Today for Leadership Tomorrow."

Williams and other youths are being helped to recognize their potential through scouting, and to use their talents to serve their communities around the country. They are also learning more about Indian cultures.

Adults are also participating. They are learning more about Boy Scout or Girl Scout program administration and unit leadership. They are exchanging ideas about successful Native American use of the Boy Scouting and Girl Scouting programs.

Next year's American Indian Scouting Seminar will be held in Philadelphia, Mississippi, hosted by the Choctaw Tribe.

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**TWO BEDROOM MOBILE HOME.** 1969, 60x12 Liberty. Asking \$3750. Contact Betty Skenandore at 833-6077 or Eugene Danforth at 869-2864 after 5 p.m.

**WHITE CORN.** Call Henry Skenandore at 833-2411. Cty. Trunk H — 2112/\$1.00 qt. Corn bread, hulled corn, and corn soup now sold in vacuum sealed packages.

**FOR SALE OR PARTNER BUSINESS.** Auto Salvage and Towing Service. Good business and location with trailer house — all goes, phone 833-7456.

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**G.E. WASHER.** Bought used. Best offer. Call 788-3795.

**1977 MOBILE HOME — TO BE MOVED.** In good condition. Three bedrooms, appliances, 14x70. **Very small** down payment. Assumable low interest mortgage to qualified buyer. For information or appointment call 869-2096.

**2 SMALL HOMES.** On approximately 3 acres trust land. Good rental income. Appraised value \$47,000. Will negotiate. Call evenings at 433-0285 or 869-1234.

**LONG LEATHER COAT.** Black, Size 16. Asking \$100 in good condition. Can be seen at 2148 Hwy. H. ¾ mile North of Tribal Bldg. Trailer house in back.

**1975 DODGE SANTANA MINI-MOBIL VAN.** Upper bed, stove, air cruise control. Ask for Don 869-2230.

**AM/FM RADIO CASSETTE RECORDER.** With digital clock & alarm with speakers. Brand New. \$110.00. Call 336-1281 after 5:00 p.m. or 869-2737 8:00 to 4:30.

**LOST:** Male gray cat in the Rolling Hills area. Deeply appreciated if it would be returned for sentimental reasons. Call 869-2806.

**WANTED:** Reliable babysitter. Must be dependable. References required. Position available after September 1, 1984. Call: 869-1098 after 4:30 p.m. Will discuss details.

**ELECTROPHONIC STEREO:** Minor repair. Asking \$125. Leathercraft and miscellaneous items for sale also. Both can be seen mostly everyday, except Tuesday and Friday morning, at 1439 Government Road.

# MISS N.C.A.I. CONTEST

The Annual Miss N.C.A.I. pageant will be held during the National Congress of American Indians Annual Convention at the Sheraton Hotel in Spokane, Washington, September 9-14, 1984. Participant registration will be open through Monday, September 10th. Presentation of Miss N.C.A.I. will take place on Friday, September 14, 1984.

Eligibility Requirements for Participants:

- proof of one-quarter or more degree American Indian or Alaska Native.
- between the ages of 17-25.
- high school graduate by September 1985.
- never married.
- no children.
- strong moral character.

Judges will review contestants considering their knowledge of traditional customs as well as appearance, poise, personality, interests and talent. Contestants will be judged in their authentic traditional dress — contemporary dress is optional. Personal interviews will be conducted by the judges, talent presentations will be brief — contestants are responsible for props, unless prior arrangements are made with the Miss N.C.A.I. Committee to provide recorders, projectors, etc. The Miss N.C.A.I. talent show will take place on Wednesday, September 12th.

Contestants may be sponsored by a tribe, village, organization, family or business. There is a limit to one entry per sponsor. Contestants and their sponsors are responsible for their expenses. Chaperones for candidates during competition is not compulsory, although it gives contestants added support during a hectic week.

A black and white photo along with a \$50.00 entry fee must accompany entry forms (including rules and regulations for entry) which may be obtained by contacting:

Pauline Ricks  
Miss N.C.A.I. Pageant Coordinator  
2660 N. 20th  
Springfield, Oregon 97470  
Telephone: 503/741-0798 or leave message at: 503/746-9658.

Questions regarding the pageant may also be directed to LuAnn Jamieson, N.C.A.I. staff at 202/546-9404.

## CHANGING MARKET CONDITIONS

Market conditions continually change which in turn influences the direction of the enterprises. There are some general conditions that affect the enterprises as a whole and certain unique conditions that affect each enterprise. Of the more general are consumer opinions (as to opposed political opinions, or public relations).

Tribal enterprises tend not to be perceived as distinguished from Tribal government or the Tribe as a whole. Its frequently perceived, for example, that Bingo is the Tribe in operation; or that the Tobacco Enterprise is the Tribe. Moreover, few consumers recognize the distinctions or separateness between Bingo, the Tobacco Enterprise, and the One Stop store. All are considered one single enterprise which is operated by the vague notion of a General Tribal Council. Since this general market condition does seem to be advantageous in several ways (particularly to our community as a whole) all marketing efforts could ideally reinforce this consumer perception.

Given the above, each enterprise is confronted with its own unique market conditions. The commercial retailers must deal with competitors, legislation, regional economic conditions, and the demand for an image of success and progress. For example, the anti-smoking campaign, federal excise taxes, and manufacturer marketing efforts forces a greater marketing effort for the Tribe's Tobacco Enterprise. It must do "state-of-the-art" advertising. Production enterprises are confronted with competition where price ranges are narrowly established. For example, the Printing Center must enter the commercial markets in order to reach a point of stabilization and quality. Yet the lithographic markets in this region are extremely competitive. Therefore, the center must find distant markets and produce unique, theme-oriented products to overcome regional constraints.

Overall, market conditions are complex, constantly changing, and in constant need of study. Once sufficiently understood, these various markets (general and specific) strongly influence the growth of the enterprise, its products, its services, and the systems needed to be productive.

## TECHNOLOGICAL IMPROVEMENTS

Market conditions also influence the technology of everyday operations. Since consumer demand has increased sharply within recent months, more efficient ways to serve customers have been a major concern. Bingo has had to improve its security to an electronic surveillance system. The Tobacco Enterprise will be using computers to manage a rapidly flowing inventory. The Printing Center has acquired

This is a challenging period in the enterprise's life. If the manager rises to the challenge of a growing enterprise, both managerial and personally, it can become a big business. However, caution needs to be exercised. It's possible to bring the business to a success-growth stage and yet be less successful in stage IV. Growth can be too fast which exceeds cash flow (referred to as a manager's omnipotence syndrome). Or delegation may not be done effectively and sufficiently enough to make the enterprise work (referred to as "burn-out"). Therefore, it is possible for the enterprise to reach this advanced stage of growth without the original management.

## STAGE V: RESOURCE MATURITY

The greatest concerns in this stage is to control the financial gains brought on by rapid growth and to retain the advantages of small size. The enterprise must expand the management force fast enough to minimize various inefficiencies that large, complex organizations can produce. This new enterprise manager team must professionalize the organization by way of budgets, strategic planning, management by objectives, and certain standards in regard to cost and quality.

In this stage, the enterprise has the staff and the resources to do detailed operations planning and strategic planning. The management team tends to be adequately staffed and experienced. Furthermore, they function in an environment of well-developed systems.

Overall, the enterprise has "arrived". It has the advantage of size, financial resources, and managerial talent. But the secret to prolonged life is to preserve the very same spirit it had when it first began. To explain, it must continue to be an adventure, a source of excitement, and provide its employees with a sense of accomplishment.

more advanced equipment in order to meet the demands for color, new products, easy to read print, pictures, etc.

Accordingly, the technical operations of the enterprises must also be upgraded. Considerable investments are needed to operate new electronic systems, photo-mechanical operations, and various types of customer services. Cash registers, for example, will need expanded keys for the ability to record complex transactions. In another case, phototypesetting is needed to handle the quantity of orders. These technological improvements will be the key factor to making the transitions in organizational growth and in adapting to favorable market conditions.

## PUBLIC AND CUSTOMER RELATIONS

Public relations appear to be a vital necessity given the economic impact of the enterprises. This includes the general public attitude toward the Tribe as a whole and the attitude toward the Tribe's idea of economic self-sufficiency. This continues to be a sensitive issue, due to the somewhat controversial natures of some of our enterprises and the perceived wealth they are supposedly providing the Tribe.

It may well be that in 1985, the enterprises will need to play a greater role in the public relations arena. Due to their economic impact in the Northeast Wisconsin region, and their economic clout, the enterprises are in a position to represent the Tribe as a whole. In the minds of non-Indians, they already fulfill this role. To some extent, the enterprises have already "sponsored" the community as a supporter of civic heritage festivals by way of the mass media. These efforts have helped to make the Tribe's enterprises and the community as a socially acceptable member of Northeast Wisconsin. But a greater enterprise effort may be necessary in 1985.

Customer relations, on the other hand, continue to improve. Loyalty to both brands and enterprises are now well-established. The main thrust of advertising in 1985 will be aimed therefore at generating new customers. The new customers must be sought from further distances which may include other states from the east to the west coast. This will be especially true for the Printing Center and the technical assistance division of Oneida Bingo. But customer loyalty must also be sustained and not taken for granted. What does all this mean practically? It means greater investments in state-of-the-art advertising, printing, and staff training in customer relations.

## COMMUNITY RELATIONS

The enterprise must also strive to meet the Oneida Nations expectations. However, efforts must be made first to determine what these expectations are. We can safely assume that employment is one of several major concerns. In addition, health, education, and social services are also highly ranked. But at what point will these concerns prevail more so than the economic benefits of the enterprises? At what point will Tribal government prevail over all? Moreover, how much and where should enterprise earnings be invested in these vital community services? In whatever way these are determined will affect the growth rate and overall economic health of the enterprises.

## ENTERPRISE NEEDS

As said previously, the enterprises will face the challenge of growth and manageability in 1985. Market conditions, technology, public relations, and the Oneida Nation will be the influential and external factors. Thus far, we have yet to discuss the internal factors.

Management personnel will need advanced management training to meet these challenges. This particular training needs to be accomplished throughout the year. This should ideally include supervision, delegation, communication, decision making, financial management, and community relations. Although present skill levels are reasonably sufficient, its becoming increasingly evident that entirely new skills will be needed in the very near future. As the external factors become greater in manifestations, it becomes increasingly obvious that more will be demanded of us.

Capital improvements will also be a necessity. Most of these improvements will be for the sake of employee and customer safety. Of these types, roof repairs, lot repairs, and building improvements will be the more common. Others will be for the convenience of production needs of enterprise customers (and enterprise customers include Tribal programs and the Oneida community).

Certain enterprises also need to manage major long-term debts as any other business. Therefore, it will be necessary to apply a portion of the earnings to outstanding debts that were acquired to initially start the enterprises. Debt management will be a crucial concern given its effect on cash flow and the need to finance new enterprises.

Overall, the enterprises need to retain a significant portion of total net profits. Certain physical improvements must be made to maintain present operations. Other physical improvements must be made to expand and enlarge production and/or service capability. Still other investments must be made to attract new customers via state-of-the-art marketing efforts. Managers will need additional training, which is not inexpensive, and existing debts will have to be paid.

## SUMMARY

The Oneida Enterprises will indeed face some managerial challenges in 1985. Given the various enterprise types, some of those challenges are more complex than others. The more visible commercial-retail enterprises will face more demands than the less visible ones — but all will have to make major transitions in terms of organization growth. Market conditions are complicated by the unity image the Tribe tends to project. This is helpful in many ways for a generic marketing effort and for public relations. However, this does make individual market strategies somewhat difficult. Technological improvements are a necessity due again to consumer demands for efficiency and effectiveness. Public and customer relations will need extensive work given the controversial nature of some enterprises — and the Tribe's own pursuit of self-sufficiency. The enter-

# ONEIDA NATION MUSEUM

A gift to the Oneida Nation Museum of a contemporary stoneware Iroquois-style pot is on display at the Oneida Nation Museum as announced by Bob Smith, Director.

In presenting the gift for educational and inspirational purposes, Rose Kerstetter, Oneida potter from Embudo, New Mexico, stated that "the regeneration and survival of regional and folk cultural and artistic traditions depend on the particular vision of the individual artist and that in turn must rest on the special vision of an ethnic or folk culture and its community manifestations. I have always felt that the Indian artist, as well as other artists, has a social responsibility to interpret how Native Americans fit into the contemporary world and the whole human race.

The pot will be on display at the Oneida Nation Museum after August 1.

Rose has just completed a four-day workshop on Iroquois pottery, which was held at the Sacred Heart Center July 24-27 under the sponsorship of the Oneida Nation Museum and Sacred Heart Center.

# ANNA JOHN NURSING HOME

The Anna John Nursing Home has many craft items for sale for gifts or for yourself. Come in and see our display case. Prices are reasonable.

We are also in need of volunteers. The following types of service and volunteers are needed:

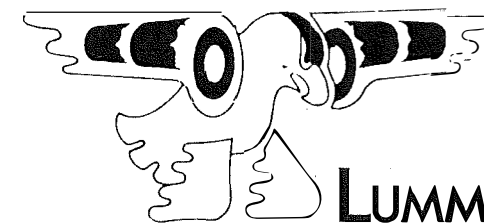
A male volunteer to conduct a men's club group for 1 hour per month.

A volunteer for Monday bus rides, every Monday at 1:00 for approximately 1½ hours.

A volunteer for 9:00 A.M. Monday coffee socials the 2nd and 4th Monday of each month for approximately 1 hour.

I would like to extend a special thanks to Lee Ann Garsow and Dottie LaPierre for their time and help in working in the Activity Department at the Anna John Nursing Home, on a volunteer basis, while I was on vacation. I can't thank them enough for their many hours of volunteer service.

Linda Collins, Activity Director



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## LUMMI COMMUNITY COLLEGE

Dr. Robert J. Lorence, President

During the past year the Lummi Community College of Fisheries has been expanded to provide a comprehensive community college curriculum. Our degree programs include: tribal administration, business administration, secretarial science, general education, business management for commercial fishermen and fisheries enhancement. Concurrent with our curricular modifications, our name has changed to Lummi Community College. In the past you have sent students to the Lummi College of Fisheries, and we hope you will continue to support Lummi Community College and its program.

Potential students please be aware that enrollment in the fisheries enhancement program will be limited to fifteen new students per year. Interested students should contact Jeanette Casimir, Coordinator of Admissions and Records, at (206) 734-8180 ext. 251, or write to Lummi Community College, 2522 Kwina Road, Bellingham, Washington 98226.

# EDUCATIONAL ACHIEVEMENTS

High school students participating in a six-week program at the University of Wisconsin-Stevens Point helped to excavate an archaeological dig in Grant County this summer.

Larry Waukau, director of the Upward Bound program in UW-SP, coordinated the exchange with James B. Stoltman, professor of anthropology at UW-Madison. Each week for five weeks, about 10 students worked with Stoltman on a site which was once an Indian village occupied nearly 1,000 years ago.

Many of the students are Native Americans and only rarely have archaeologists worked together with Indians on such a project, according to Waukau. Also, Stoltman avoids excavations of burial mounds which might encroach on the beliefs and values of some American Indians.

By involving the students in archaeological work this summer, Stoltman and Waukau hoped to encourage communication between the Indian community and archaeologists. They also wanted to interest the young people in the study of their ancestry.

The project was partially funded through the National Endowment for the Humanities.

Upward Bound which is funded by the Department of Education is a program for students from economically and educationally disadvantaged backgrounds. It has been held at UW-SP since 1968. This year's grant was for \$162,688.

The program is not just for Indians, Waukau says. This year's class included Chicano and white students, as well as the Native Americans.

During the six week program, the participants live in a dormitory on the UW-SP campus, along with faculty and tutors. They work on academic skills, career development and planning for additional education or training beyond high school.

Guest speakers, such as psychologists, lawyers and artists meet with students. They also participate in classes on nutrition and health.

The group tours facilities throughout the state. This year they traveled to museums, a television station, two other university campuses, Sentry Insurance, and a Native American arts and crafts fair.

When the students return to their high schools, Waukau conducts follow-up activities throughout the academic year.

"Increasing self-discipline is one of our major goals in this program, Waukau says. These young people show a lot of growth in the six weeks they're on campus."

The Oneida students who attended Upward Bound this summer were: Matthew Cornelius, 3812 N. Co. Line Road; Bruce Doxtator, Box 158, Route 3; Fran John, Box 8; Eldon Powless, Box 164; Kimberly Reiter, 2087 Van Boxtel Road; Cara Smith, 309 Deer Path; DePere—Lola Metoxen, 1508 Town Road.

## CASSETTE TAPES ONEIDA LANGUAGE LESSONS — \$6.00

Cassette tapes are available at the Oneida Language Office, Sacred Heart Center, room 4316, 869-2274. The office also has taped stories and other materials which have appeared in the KALIHWI-SAKS.

ALSO: **BEAR BOOK** a \$12.00 collection of bear stories from Oneida's during WPA project in 1939.

## ONEIDA ONE STOP

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prises may need to play a more influential role. Meanwhile, the enterprises will need to be increasingly concerned about community relations. They must stay attuned to the social, moral, and service concerns of the Oneida Nation. Lastly, the enterprises will need to retain a portion of their combined earnings for their own survival. They must re-invest wisely in themselves.

# TRIBAL PICNIC LABOR DAY SEPTEMBER 3, 1984 ONEIDA BALL PARK

Golf	8:00
Kiddie Rides	10:00
Games	10:00
Softball Games	11:00 & 3:00
Dinner	1:00 to 2:30
Music	3:00 - 7:00
Awards	4:00
Raffle	5:00

Roast Pig — Booyah — Potato Salad  
Baked Beans — Soft Drinks provided.

Bring a dish to pass.  
Bring your own eating utensils.  
Bring your families.

# ONEIDA RECREATION

## Annual Labor Day Picnic

Set aside September 3, 1984 for our annual Tribal Day Picnic.

We will be having this at the Oneida Ball Park by Site I. The day will start with golfing at the Village Greens. You must register ahead of time to have a spot reserved for you. At 10:00 a.m. we will start having Kiddie Rides opened along with some games. At 11:00 we will be having a softball game. Dinner will be served from 1:00 until 2:30 with music starting at 3:00 with Marvin Lucas and his men. At 3:00 we will also be having another softball game, at this time we are trying to get one of the TV stations to come out to play. All day long we will be selling Raffle tickets for 1st Place \$100.00, and 2nd Place an Oneida Jacket. The drawing for this will be at 5:00. At 4:00 we will be presenting awards to our past year winners in our leagues and events we had going.

For dinner we will see that the following food is there so that no one will have to bring these items: Roast Pork, Chicken Booyah, Potato Salad, Baked Beans, and soft drinks. We are asking you the public to bring some other type of dish to pass and you will have to bring your own eating utensils.

We could use a lot of volunteer help so if you can assist please let us know.

## Basketball Clinic

This past week we have had a Basketball Clinic at the Sonny King Gymnasium. On Monday and Tuesday we had the boys from 13 to 18 years old and on Wednesday and Thursday the girls held camp.

We have started what we hope to make a yearly activity.

Our most gracious thanks goes out to the organizer of this, Ernie (Steve) Stevens Jr. It was through this gentleman that this entire event took place. He had some very capable help from Pete King, Ron John, Ralph Powless, and Kathy Delgado. We also had, Mr. Dependable to us, Rick Hill around.

We have named our Basketball Camp: The Steve Stevens Basketball Camp. We hope that we can have this yearly.

From all the participants that I have talked to they all expressed that they enjoyed it and gained some additional knowledge.

Thank you again Steve.

Cliff Webster, Recreation Director

## Break Dance Contest: Final Results

On July 27, Oneida Recreation held its first Break Dance Contest. Thirty dancers competed in 3 divisions, 11 and under, 12-16, and an open division.

The winners were as follows: In our 11 and under division the group of Cody House, Corben House, and Johnny Powless finished first, following in second was Jeremy Powless and Cody King, and our youngest dancer came in at third, Yago Webster.

In our 12-16 division a tiebreaker was performed between Preston Hill, and the team of Alison and Jennifer Powless. Preston Hill captured first with a crowd appeasing performance, while Alison and Jennifer Powless remained close by finishing second. Polo Gutierrez then followed with third.

Open Division also ended with a tie-breaker between Jerry Delgado and Terry Pamanet. A dance off was then performed with Jerry Delgado taking first and Terry Pamanet following a very close second. David Schuyler then followed at third.

A special thanks to our judges Harriet Rieter, Barbara Hawkins and Rick Hill. Also to our security Dennis Danforth, David Danforth, Milton Melchert, Tom Bartunek, and Darell Zephier. We would also like to thank our kitchen help Cara Smith, Becky Schuyler, and Stephanie Cornelius. Our music men Curt Danforth, Ron Lawrence, and Jerry Delgado, who also contributed much to our music department. Also making his first performance Oscar Schuyler as master of ceremonies, and Rick Laes for his overall help. And last but not least, all of our dancers.

A large crowd turned out along with Channel 5 to witness the event. K&C Pro Shop sponsored the trophies. THANK YOU ALL!!!

RECREATION

Phone: 414-498-0181

**Craig E. Cottrell**

The Franklin Life Insurance Co. #12  
Springfield, Illinois Green Bay, WI 54304

# ONEIDA TRIBAL SCHOOL

## Policy Announcement On The National School Lunch Program and School Breakfast Program

The Oneida Tribal School today announced its policy for children unable to pay the full price of meals served under the National School Lunch Program and /School Breakfast program. Each school and the office of the (central office) has a copy of the policy, which may be reviewed by any interested party.

The following household size and income and criteria will be used for determining eligibility. Children from families whose income is at or below the levels shown are eligible for free and reduced price meals.

Family (Household) Size	(Free) Must be at or below	(Reduced) Must be at or between
1	\$ 6,474	\$ 6,475 and 9,213
2	8,736	8,737 and 12,432
3	10,998	10,999 and 15,651
4	13,260	13,261 and 18,870
5	15,522	15,523 and 22,089
6	17,784	17,785 and 25,308
7	20,046	20,047 and 28,527
8	22,308	22,309 and 31,746
For each additional family member, add	2,262	2,262 and 3,219

Application forms are being sent to all homes with a notice to parents or guardians. To apply for free or reduced price meals, households must fill out the application and return it to the school. Additional copies are available at the principal's office in each school. The information provided on the application will be used for the purpose of determining eligibility and may be verified at any time during the school year by school or other program officials. Applications may be submitted at any time during the year.

For the school officials to determine eligibility, the household must provide the following information listed on the application: Names of all household members; social security numbers of all adult household members or a notation that the household member does not possess one; total household income must be listed by the amount received by each household member receiving income and the type of income it is (such as wages, child support, etc.) or your food stamp case number if your household is on food stamps; and the signature of an adult household member certifying that the information provided is correct. Households are required to report increases in household income of over \$50 per month or \$600 per year and decreases in household size.

Under the provisions of the free and reduced price meal policy M. Sue Peche will review applications and determine eligibility. If a parent or guardian is dissatisfied with the ruling of the official, he/she may wish to discuss the decision with the determining official on an informal basis. If the parent wishes to make a formal appeal, he/she may make a request either orally or in writing to: William Gollnick — Administrator — 3000 Seminary Rd. — Oneida, WI 54155 — 414/869-2795 for a hearing to appeal the decision. The policy contains an outline of the hearing procedure.

If a household member becomes unemployed or if the household size changes, the family should contact the school. Such changes may make the household eligible for reduced price meals, or for additional benefits such as free meals if the family income falls at or below the levels shown above.

In certain cases foster children are also eligible for these benefits. If a household has foster children living with them and wishes to apply for such meals for them, the household should complete an application for a family of one or contact the school for more information.

The information provided by the household on the application is confidential and will be used only for purposes of determining eligibility and verifying data.

In the operation of the child feeding programs, no child will be discriminated against because of race, color, sex, national origin, age, or handicap. If any member of a household believes they have been discriminated against, they should write immediately to the Secretary of Agriculture, Washington, D.C. 20250.

Any questions regarding the application should be directed to the determining official.