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Oneida to debut newly redesigned website

The Oneida Tribe of Wisconsin's website www.oneidation.org will have a new look this weekend.

The Management Information Systems (MIS) department worked with Infinity Technology, Inc. to revamp the many departmental websites and give them all a more uniform look.

The Kalihwisaks will have its own site within the tribe's site. We will post stories and photos on a daily basis and plan to add video in the future.

Let us know what you would like to see on the Kalihwisaks site. You can email kalihwisaks@oneidation.org.

Oneida vets to march in new presidency

By Nate Wisneski

Kalihwisaks

The Oneida Nation Veterans will be part of history when they help celebrate the inauguration of President-elect Barack Obama.

The Oneida Nation color guard will take part in the Inauguration Parade on January 20 after Barack Obama takes the oath of office in front of an expected record amount of people.

The online application was

filled out on November 19, only five days after Veteran's Affairs Director, Kerry Metoxen, was notified of the event. "I submitted photos from events like the Medal of Honor Ceremony, Veteran's Memorial dedication and other national events we took part in," said Metoxen.

Metoxen wasn't sure if the notification call he received was indeed genuine. "I got a phone call on Friday, December 5, around 4:20 in

the afternoon from Washington to verify we were selected," he said. "I didn't believe it was the real deal." Metoxen received the official email notification on Monday, December 8.

"This is a pretty big honor. From what I understand there is only one other tribe in the United States participating. We are not only representing Oneida, we are representing the community and state of Wisconsin," Metoxen said.

Tom Webster, Jerry Cornelius, Jerry Danforth, Tim Ninham, and Marty Antone will represent the tribe while carrying the Oneida tribal flag, the United States flag, the state of Wisconsin flag, the Prisoners of War flag, along with the Eagle Staff.

According to Metoxen the selection process on who he chose to attend the event was pretty easy. "It is a non-stop parade for three miles no mat-

ter what. If it is snowing, sleeting, or ice rain you got to do this no matter what. They had to be younger guys to finish the parade," he said.

Webster was a little apprehensive to participate knowing the size and magnitude of the event. "I wasn't really crazy about going at first," he said. "Then it turned to

See Page 2A
Oneida Vets

Tis the Season...



Kali photos/Nate Wisneski (above) & Yvonne Kaquatosh (bottom left)

Above: Santa hands out candy during the annual Elder Lunch held on December 12 at the Radisson Hotel. Live music, prizes, food, a jiggling contest and bingo highlighted the day.

Above left: Kids open presents during Oneida Recreation's annual Breakfast with Santa on December 13 at the Civic Center. Decorated Christmas trees by various tribal departments guided kids as they waited to tell Santa what they wanted for Christmas.

Above right: Children were able to tell Santa what was on their wish list for this year and also were able to take home a photo with the man in red suit.

Bottom left, Sandra Gauthier presented Florence Petri with 107 gift cards worth \$25.00 each to a variety of local businesses that were distributed to Oneida elders during the elder's annual Christmas gathering held at the Radisson last Friday. The gift cards are reward incentives the tribe receives from American Express.

Oneida Total Integrated Enterprises, LLC buys TN & Associates

By Phil Wisneski

Oneida Communications

Oneida Total Integrated Enterprises (OTIE) purchased TN & Associates on December 5, 2008. TN & Associates was a minority woman-owned small business that specializes in environmental services, natural resources, infrastructure engineering and construction management services. The company was established in 1989 and has developed strong business relationships with federal agencies, federal contractors, local governments and private companies. TN & Associates generated \$35 million in revenue last year, with a backlog of \$38 million currently.

TN & Associates has 14 offices located throughout the United States coast to coast, and will strive to compete in the multi-billion dollar market of federal government contracts. Currently the company has numerous contracts with various federal government agencies. With its proven track record of profitable performance, the purchase is designed to diversify the Tribe's revenue sources by generating new and additional revenue. The company will have Green Bay office headquarters located on the reservation.

Combining these aspects of TN & Associates with OTIE's 8(a) certification as a certified tribally-owned disadvantaged business, there is outstanding potential for increased profitability and growth of the company. OTIE is a tribally-owned company with an 8(a) status that makes it eligible to compete for contracts designated or set aside for 8(a) companies only. The 8(a) status creates a significant advantage for OTIE and could make OTIE a major player in obtaining government contracts.

TN & Associates' current and past clients include the U.S. Air Force, U.S. Navy, U.S. Coast Guard, U.S. Army Corps of Engineers, U.S. Environmental Protection Agency, and Wisconsin Department of Transportation. For more

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OTIE



Local

Van Hollen awards \$708,400 in county-tribal law enforcement grants

MADISON - Attorney General J.B. Van Hollen today announced the awarding of \$708,400 in state County-Tribal Law Enforcement Grants to 19 cooperative county-tribal programs statewide. The grant program is designed to foster cooperation and mutual commitment by the counties and tribes to the unique law enforcement issues on tribal lands.

“This cooperative grant program has helped tribes and county law enforcement officials to identify areas that need more law enforcement focus on tribal lands,” said Van Hollen. “By funding cooperative program plans, these grants allow funding of targeted law enforcement services.”

The grant program funds a variety of law enforcement services to Native American communities across Wisconsin. Grants have been used for the costs of patrol, investigation, crime prevention, K-9 units and information technology. Awards have also funded law enforcement

training, alternatives to drug and gang involvement, diversity training and emergency/rescue equipment. An increasing number of grants are awarded to programs that include tribal police departments, while most generally help pay for services provided by the county sheriffs to Native American reservations and communities.

Grant awards are allocated using a formula consisting of three criteria:

Native American population; crime rate; and unemployment rate. This year's funding of 19 programs represents the largest number of cooperative plans funded in the 21-year history of the program.

Calendar Year 2009 County-Tribal Law Enforcement Grant Awards

Ashland County - Bad River Chippewa \$55,684
Barron County - St. Croix Chippewa \$15,876
Bayfield County - Red Cliff

Chippewa \$57,493
Brown County - Oneida Nation \$37,790
Burnett County - St. Croix Chippewa \$11,811
Forest County - Potawatomi \$43,704
Forest County - Sokaogon Chippewa \$35,778
Jackson County - Ho Chunk Nation \$31,298
Juneau County - Ho Chunk Nation \$32,985
Menominee County - Menominee \$63,985
Monroe County - Ho Chunk Nation \$23,333
Outagamie County - Oneida Nation \$35,616
Polk County - St. Croix Chippewa \$14,246
Sauk County - Ho Chunk Nation \$27,082
Sawyer County - Lac Courte Oreilles Chippewa \$73,860
Shawano County - Ho Chunk Nation \$16,961
Shawano County - Stockbridge-Munsee Mohican \$49,825
Vilas County - Lac du Flambeau Chippewa \$60,941
Wood County - Ho Chunk Nation \$20,132
TOTAL \$708,400

OCIFS promotes new activity book

By Steven J. Gandy
Kalihwisaks

The Oneida Community Integrated Food Systems (OCIFS) had a kick-off for a project that it has been working on for the better part of a year.

Jeff Metoxen, Manager of Tsyunhehkwa, gave a presentation to the attendees on Friday, December 12 at Parish Hall describing the OCIFS workbook that the OCIFS' staff had recently completed and plan to distribute to area schools for use in their curriculum.

Metoxen said that both Tribal and non-tribal schools are the intended target of the book.

“It’s an educational tool a promotional tool; something that we worked on and we’re hoping it can bridge that gap and impart some of that knowledge that we have in dealing with the perspective of the children, the students, the teachers and the parents regarding Oneida and what we’re able to provide,” he said.

Bill Ver Voort is the OCIFS coordinator and the coordinator of the project.

The book begins with a dedication to Nori Damrow for all the work she had done



Kali Photo/Steven J. Gandy

Bill Ver Voort, OFICS Coordinator, rolls out a new Cultural Activity book designed by the Oneida Community Integrated Food Systems staff to promote cross-cultural learning with area schools systems.

over the years with OCIFS

“We put together a project that we hope is going to honor the work she does plus some of the work that we’ve been working on so hard with our OCIFS group,” Metoxen said.

The book contains information about not only OCIFS but also other area of agriculture, health, exercise and various area of cultural significance to the Oneida tribe.

From Page 1A/Oneida Vets

excitement and now I’m a little scared because of all the people. A friend told me there will be five of you there but there will be 5000 spirits there with you, (we’re) not alone, and that makes me feel good,” he said.

Cornelius knows even foreign eyes will be watching them march. “The longer and longer we wait and the closer it gets, it is getting to be a bigger and bigger deal. We will

be on a world stage and other countries will be watching us.”

Jerry Danforth feels that their participation reiterates with the actions of prior Oneida veterans. “It’s consistent with Oneida veterans being involved with presidents since George Washington when Oneida people went to the rescue of him at Valley Forge. It’s an honor today and this inaugu-

ration coming to participate in the change of the Office of the President of the United States, and it’s consistent with Oneida veteran’s involvement in every war the United States has been involved in. I also think about the former Oneida vets that were instrumental in bringing us to where we are today,” said Danforth. “Along with proud, it is a complex set of emotions.”

United Tribes group to march in inaugural parade

BISMARCK, N.D. (AP) ~ United Tribes Technical College officials say a group of veterans from the Bismarck school has been selected to march in the inaugural presidential parade.

College officials say the veterans who were chosen have served in the Middle East. Some of them plan to dance and sing with traditional American Indian hand drums.

United Tribes President David Gipp says it's an honor to be included in the parade. He says he and others “look forward to representing the citizens of North Dakota in this historic event.”

United Tribes was among nearly 1,400 organizations that applied to participate. The parade is scheduled for Jan. 20 in Washington, D.C.

From Page 1A/OTIE

information on TN & Associates, check their website at www.tnainc.com

OTIE Background

OTIE was established in April of 2007. The company was established by the Oneida Business Committee to be a diverse professional services company and to focus its business efforts on providing environmental engineering services.

OTIE was certified by the

U.S. Small Business Administration in April 2008 and has a three person Board of Managers. Those individuals are Wilbert “Butch” Rentmeester and Bruce Danforth. One position is vacant. Pat Marchese is the General Manager and is under the direction of the Board for the day to day operations of OTIE.

The Oneida Tribe of Indians of Wisconsin is the sole owner of OTIE and is a limited liability company.



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To change subscription or delivery

Call the Enrollment Department Toll Free:

- Brooke Doxtator
 - 1.800.571.9902, Ext. 14 or local at: 1.920.869.6200
- Free to enrolled Oneida members (age 18 years & older)
Non-Tribal members & Business Organizations: \$24.00/Annually (current rate)

For questions or comments about news coverage, please contact Dawn Walschinski at (920) 869-4277 or Yvonne Kaquatosh at (920) 869-4280, or Steve Gandy at (920) 869-4279. Steve is also the contact to include information in the classifieds section.

Kalihwisaks is a member of NAJA (Native American Journalists Association) & WNA (Wisconsin Newspaper Association)



Local

Passing On...

McCormick, Kathleen E.**February 3, 1928 – December 12, 2008**

Kathleen E. McCormick, age 80, passed away Friday evening, December 12, 2008, at her apartment. She was born February 3, 1928, in Oneida, daughter of the late Hanson and Ivy (Doxtator) Denny.



and great-grandchildren; special friend and partner, Wesley Bigler, Green Bay; nieces and nephews.

She was preceded in death by four brothers and one sister.

Services were held at the Oneida Assembly of God on Wednesday, December 17, 2008. Pastor Lonnie Johnson officiated with burial in the parish cemetery. Online condolences may be expressed at www.muehlboettcher.com.

Johnson, Lois C. "Chantel"**December 28, 1935 – December 4, 2008**

Lois C. "Chantel" Johnson, age 72, of South Branch, passed away Thursday, Dec. 4, 2008 in Appleton.

Born on Dec. 28, 1935 in Keshena, she was the daughter of the late Wesley and Elizabeth (DeCoteau) Martin. On Nov. 3, 1962 she was united in marriage to Robert Johnson in Keshena. Chantel had worked as a teacher for several schools on the reservation. She then was an office manager at Grosskopf Bus and finally worked as the switchboard operator for the Menominee Hotel Bingo and Casino for 14 years. She was a member of St. Michael's Catholic Church in Keshena, was a 4-H Leader for the South Branch community and was on the Board of Education for the Menominee Indian School District. Chantel enjoyed playing solitaire, listening to country music, reading, listening to the scanner, and talking with her friends on the telephone.

Chantel is survived by her husband, Robert; four children, Robert (Noreen) Johnson, Jr. of South Branch, Mary Beth (Bert) Huntington of Gresham, Martin Johnson of South Branch, Hope Johnson of Milwaukee; eight grandchildren, Robert (special friend Michelle) Johnson III, James (Tonya) Johnson, Timothy Johnson, Matthew Johnson, Amanda Johnson,

Lucas Huntington, Eden Huntington, Mary Ellen Huntington; and two great-grandchildren, Lee and Jamison Johnson. Chantel is further survived by two sisters, Darlene (John) Spantikow of Waukesha, Muriel (Daryl) Bzdawka of Keshena; three brothers, Wesley Martin, Jr. of Oneida, Harry Martin of Oneida, James (Georgianna) Martin of DePere; many nieces; nephews; special gossip friend, Felicia. Chantel was preceded in death by her parents; two sisters, Joyce Peters, Delores Wilke; and one brother, Guy Allen.

Funeral services were held at 11 a.m. on Saturday, Dec. 6, at the St. Michael's Catholic Church in Keshena with the Rev. David Kiefer officiating. Cremation took place at the Lone Pine Crematory in Bonduel following the service. Swedberg Funeral Home, Shawano assisted the family with the arrangements.

The family would like to thank the staff at Menominee Tribal EMT's, the Tribal and County police, the Shawano Ambulance staff, the ER staff at Shawano Medical Center and the ICU staff at Appleton Medical Center and all of our family and friends that stayed with us during this time and also those that kept us in their prayers.

Oneida Life Insurance Plan Plus

The Oneida Trust/Enrollment Committee has developed a plan it believes meets the General Tribal Council (G.T.C.) directive given on August 11, 1997. This communication has been prepared for your information and action. The action necessary for G.T.C. to approve this plan is to adopt the accompanying resolution.

Background - The Oneida Trust Committee was established by G.T.C. resolution on 4/28/74. Since then, the G.T.C. has increased responsibilities of the Trust Committee and it has evolved into the Oneida Trust/Enrollment Committee. The Trust Committee has focused on completing all directives and one by one is bringing closure to them. The information in this communication is the Trust Committee's response to the following G.T.C. motion.

"Motion by Lloyd Powless that the Trust Committee work with Bill Gollnick and bring back a comprehensive plan on the Tribal Social Security System. Seconded by Corrine Zhuchahsee. Motion carried."

Since that G.T.C. meeting of 1997, the Trust Committee

has worked on fulfilling this directive. The directive involves a Tribal Social Security Plan but, as you can see, there were no parameters included in the motion for the Trust Committee to follow. No time line, no funding, no real direction, so the Trust Committee established a Task Force to research this subject for a long-term solution. The Trust Committee's proposed solution contains long-term and affordable criteria. After years of due diligence, the Trust Committee has created a plan unique for the Oneida Nation.

In attempts to follow the directive to develop a "Plan" that could fill the needs of the entire membership, the Trust Committee compared the existing Tribal benefits to the Federal Social Security system and to other social security systems. The research indicated the costs to "mirror" the federal system were prohibitive for the Tribe.

Plan Development - The goal was to enhance current benefits and improve the quality of life for tribal members. The Trust Committee established criteria in the development of this Plan.

1. **Equity:** The plan had to be

equitable for ALL members.

2. **Cost Efficient:** It had to be affordable for the Oneida Nation.

3. **Tax efficient:** It had to have tax advantages for Oneidas.

4. **Low Risk:** It must be safe.

5. **Flexible:** It had to be flexible.

6. **Perpetual:** The plan had to eventually support itself.

Of all the benefits available to tribal members, the Trust Committee determined the Burial Fund could be improved. The current burial benefit is \$5,000 for burial expenses, which is paid directly to the funeral home, monument company, and cemetery. The direct payment to these businesses eliminates tax consequences for beneficiaries. Currently, many families are left with funeral expenses even after the burial fund is used.

Insurance Company - The biggest obstacle to overcome was locating an insurance company that would be willing to develop a custom program to fill the needs of the Tribe. Most insurance companies only deal with employer/employee relationships.

The Trust Committee

decided to focus on life insurance, which fits the criteria:

1. It's universally available to ALL Tribal members. Normally, not all people are eligible for insurance. It is estimated that 16% of Native Americans have Type II diabetes, which translates to not being eligible for insurance or are charged higher premiums.

2. It's affordable.

3. It's tax efficient – the benefits to the beneficiary will be tax free.

4. The benefit can be adjusted to keep pace with inflation.

5. Rates and benefits are guaranteed.

6. The Premium Stabilization Fund helps it to be self-sustaining.

The Trust Department connected with EPIC Life Insurance Company, which was willing to design a program for the Oneida Nation. The Trust Committee named the program Oneida Life Insurance Plan Plus (OLIPP).

Oneida Life Insurance Plan Plus (OLIPP) Highlights

In place of the \$5,000 burial fund:

**See Page 5A
insurance**

**In Loving Memory of
Bryan McLester**

Perhaps they are not stars
but rather openings in
heaven
where our loved ones
shine down,
to let us know they are happy.

"Merry Christmas Bry!"

With Love from...
Mom, Dad & Ronnie

**In Loving Memory of...
LeeAnn Marie Skenandore**

*"We thought of you with love
today but that is nothing new,
we thought about you yesterday
and the days before that too.
We think of you in silence and
often speak your name,
all we have are memories*

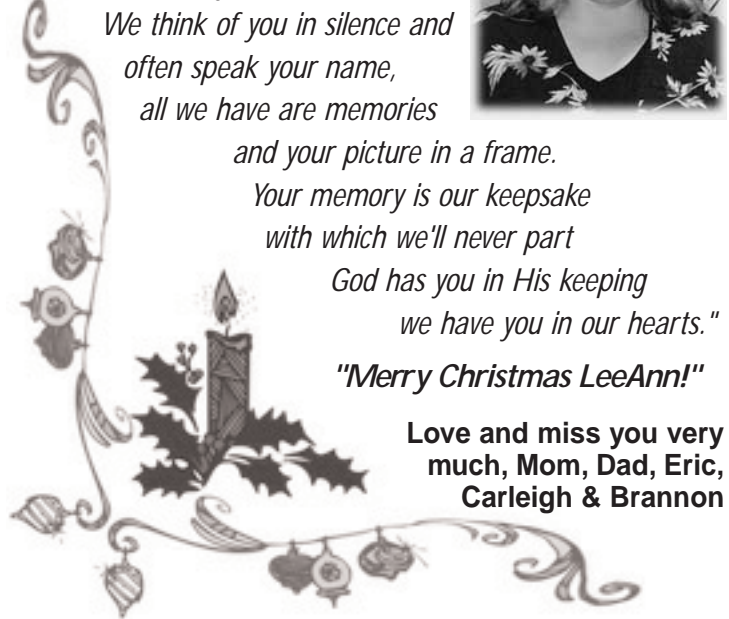
and your picture in a frame.

*Your memory is our keepsake
with which we'll never part*

*God has you in His keeping
we have you in our hearts."*

"Merry Christmas LeeAnn!"

**Love and miss you very
much, Mom, Dad, Eric,
Carleigh & Brannon**

**Holy Apostles Episcopal Church**

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**To Our Readers... Re: Memorials**

Payment for "Memorials" MUST BE made at time of submission. Please review the following **'Revised'** Price options:

Message w/Photo:

- ☐ 1 col. or ☐ 2 col. @ \$10.00 (limit 01-49 words)
- ☐ 2 col. @ \$15.00 (limit 50-74 words)
- ☐ 2 col. @ \$20.00 (limit 75-99 words)
- ☐ 2 col. @ \$25.00 (limit 100-125 words)

All price options include a photo (if desired) and a nice border. Regular advertising rates will apply if the word limit exceeds the specified limits listed! **"Memorial"** submissions mailed in without payment will **NOT** be published.

**Call kalihwisak's Toll Free at:
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**• Dawn-ext. 4277 ✓ Steve-ext. 4279
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**OPEN HOUSE
Sunday, December 21st
1PM – 3PM**

Local

Upcoming Events

Calendar

2008

Dec. 19 - Dec. 28

12th Annual WPS Garden of Lights
WHEN: Fridays, Saturdays and Sundays
TIME: 5:00pm - 9:00pm; Sundays: 5:00pm - 8:00pm
PLACE: Green Bay Botanical Gardens, 2600 Larsen Rd.
A Holiday favorite featuring over 200,000 lights crafted in flowers, butterflies, and other botanical themes. Walk the trail or take a horse-drawn wagon ride (additional \$3 adults and \$2 children, subject to availability). Indoor garden railroad also featured. Admission: \$6 adults, \$4 children ages 5-12. Call **920/490-9457 x103** for more information.

December 20

A Heritage Hill Christmas
WHEN: Saturday December 20
TIME: 12:00pm - 4:00pm
PLACE: Heritage Hill State Historical Park, 2640 S. Webster Avenue, Green Bay, WI 54301
We invite your family to celebrate the season in a breathtaking setting by trying historic dancing, toy making, and holiday baking on the farm. Enjoy a horse drawn wagon ride as music of the season fills the park and warms the hearts of guests of all ages. Heritage Hill is also partnering with the Salvation Army to help area citizens during the holidays. Everyone who attends Heritage Hill Christmas with a canned food item will receive one dollar off admission. Admission is \$8 for adults, \$7 for seniors (over 62) and \$6 for children (5-17). Children 4 and under free. FMI: **(920)448-5150 x 118**, or go to **www.heritagehillgb.org**

December 31

Oneida Sobriety Pow-Wow
WHEN: Wednesday, December 31
TIME: 5:00pm feast, 7:00pm grand entry
PLACE: Oneida Nation Turtle School
Please come join us in celebrating the Oneida Sobriety Pow-Wow. Give-away, raffle, hand drum singing. MC - Wayne Silas Jr., Arena director - John Teller.

January 5, 19

Animal Stories for Preschoolers: Winter Animals
WHEN: Mondays, January 5 and January 19
TIME: 10:00am January 5, 1:00pm January 19
PLACE: Green Bay Wildlife Sanctuary
Children and their families can learn about our winter animal friends during Animal Stories for Preschoolers. Sanctuary staff will read the stories, "Who Lives in the Snow" by Jennifer Berry Jones and "When Winter Comes" by Nancy VanLaan. After the story, the youngsters will participate in a fun craft project. Cost is \$2 per Green Bay resident or Friends member and \$3 per non-resident. Pre-registration is required by calling **(920) 391-3671**.

Jan. 10, Feb. 21

Public Snowshoe Hike
WHEN: Saturdays, January 10 and February 21
TIME: 10:00am January 10, 12:00pm February 21
PLACE: Green Bay Wildlife Sanctuary
Want to get out in the snow? Then come out to the Sanctuary. Hikes are for people ages 6 and older. Snowshoes will be available at the Sanctuary. Make sure to wear flat-bottomed boots and come dressed to be outside for about an hour. Hikes are weather dependent. Cost is \$2.00 per resident or Friends member and \$3.00 per non-resident. Meet at the Observation Building. Pre-registration is required by calling **(920) 391-3671** (space is limited to 15 people per hike).

April 25, 2009

MATC A Return to Tradition Powwow
WHEN: Saturday, April 25
TIME: Grand entries at 1:00pm and 7:00pm
PLACE: MATC Truax Campus, Redsten Gym, 3550 Anderson Street, Madison
Madison Area Technical College hosts A Return to Tradition Powwow. Traditional feast held 5:00pm. Form more information call **608-246-6458** or visit matcmadison.edu/dcr/

Tuesdays

Women's Talking Circle Group
WHEN: Tuesday evenings
TIME: Tuesday, 6:00pm-7:30 pm
PLACE: Community Education Center Conference Room, 2632 S. Packerland
Wise Women Gathering Place is sponsoring a Women's Talking Circle Group. Come and join us as we discuss a healthy lifestyle, relationships, children, jobs and overall wellness. For more information: Contact Marlene Summers or Bev Scow at Wise Women Gathering Place **920-490-0627**.

Wednesdays

Loom Work Beading Class
WHEN: Wednesdays
TIME: 6:30 - 9:00 p.m.
PLACE: Site II Community Building, W1144 Park Dr.
Breezy will be teaching a loom work beading class. Materials will be provided. Class is open to those ages 13 to adult. To register, call Breezy at **920-869-6669**.

Fridays

Women's Support Group
WHEN: Fridays
TIME: 12:30 p.m. – 2:30 p.m.
PLACE: Three Sisters Center
For more information contact Isabel Parker or Georgia Burr at **(920) 592-8682** or **(920) 412-0396**.

Please call the *kalihwisaks* office at (920) 869-4280, 4279 or 4277 to include events in this section.
Announcements must have a contact phone # that can be published to be included in this section.



Submitted by Leland Wigg-Ninham
Oneida Judicial System

Greetings to everyone! Hope you will have a joyous Christmas and a healthy and prosperous New Year. This article will complete this series of information regarding the training Judicial Officers must obtain to hear cases.

Section II Training Cycle

There are five phases to the process of implementing a training course into the Oneida Tribal Judiciary System Training Plan. The phases of this cycle are:

2.1 Training Requirement.

A. This may be the result of a new law/ordinance or change in jurisdiction.

B. Examples include; authorization for Treatment As a State status for Oneida regarding water quality standards, jurisdiction of Oneida Housing Authority cases and any new laws passed by the Oneida Business Committee.

C. Once training has been approved either at a monthly meeting or by the CJO, the Administrator shall register judicial officer to include conference fees, lodging, per diem, and travel.

2.2 Training Resources.

A. Local Presenters. These include subject matter experts readily available within the Oneida Community and the immediate surrounding area.

B. Local Site Training. Training that is scheduled to be conducted by bringing a trainer to Oneida to perform training.

C. Off Site Training. Training that is provided outside the Oneida community. This training requires approval from the Commission.

D. Seminar or workshop training. The type of training is normally associated with specific, targeted subject matter. It generally falls into the category of Continuing Legal Education (CLE) and is useful in maintaining proficiency in the most recent interpretations of law or identifying trends in similar judicial proceedings occurring elsewhere, which may have a direct affect on Indian Country.

2.3 Training Plan Revisions

A. Modifications, additions or deletions to this training plan will be reviewed annually. Revisions must be recorded and require submission of training plan change. All modifications, additions or deletions must be submitted on the monthly meeting agenda for approval.

2.4 Training Implementation

A. There may be a need to make changes to the training plan, a review of the annual budget or an assessment of the training may cause a change. A decision to revise the

The Judicial Column, Part 3

Oneida Appeals Commission Training

training plan will be compared to the urgency or the necessity of the training. In addition, this information will be used to determine a training start date, cancellation of training or exchanging the training for another training.

2.5 Training Documentation

A. All personnel are required to submit a travel report within ten (10) days of completing a training course. If a travel report is not submitted within the ten (10) days, no further training can be approved until that report is submitted.

B. The travel report will include a summary of sessions attended, value of training and any special notes. The travel report shall be a minimum of 1.5 pages. Each judicial officer may get a different perspective; therefore each judicial officer shall submit their own report.

C. The Administrator is responsible to ensure that the completed training gets recorded in the person's training record.

2.6 Annual Accounting of Training(s)

A. After the close of each fiscal year, no later than October 15, the Administrator shall supply to each judicial officer, a report of the training(s) she/he has completed over the last fiscal year including the date, presenter, location and cost for each training session.

Section III Training Requirements

Judicial Officers must satisfactorily complete the courses identified under each position of responsibility listed below to be eligible to officially serve on a specified hearing body. The following is a list of required training prior to serving in each area.

3.1 Required Training for Newly Elected Judicial Officer

A. In house Training on:

1. Code of Conduct and Ethics
2. Constitutional Law, Indian Civil Rights Act
3. Oneida Administrative Procedures Act
4. Rules of Civil and Appellate Procedure - Initial Review Process
5. Oneida Personnel Policies & Procedures, Employment Law, EEO
6. Rules of Discipline

B. In house Audit sessions on:

1. Appellate Court Deliberation and Process
2. Trial Court Deliberation and Process
3. Initial Reviews and Process
4. Garnishment Hearings and Process

C. General Jurisdiction Training

Highlighting the Role of the Judicial Officer and Due Process

D. Logic and Opinion Writing -Highlighting the Decision Making Process

3.2 Garnishments Judicial Officer

A. Review the Garnishment Policy, Resolution # BC-04-02-97G and be familiar with the calculations for employee's deductions. In order to attach an employee's wages a judgment from a court must be included in file,

unless it is a voluntary wage assignment.

B. Audit at least two (2) garnishment hearings.

C. Understand the case file for each client and feel confident as Judicial Officer to conduct hearing.

3.3 Trial Court Judicial Officer (OHB)

A. Code of Conduct (Ethics), this training should be completed annually and is a requirement for all Judicial Officers. The Code of Conduct applies to deliberations, hearings and personal life.

B. The Judicial Officer must be knowledgeable in case management. Basic case management and case file organization.

D. Opinion/Decision Writing. A requirement for full-time judicial officers and comprehension for part-time judicial officers. Editing, punctuation and content is the responsibility of every Judicial Officer to ensure our decisions are mistake proof.

1. Each decision must include: The same format; It must address the issues that the Petitioner raised; Findings and Facts and; Conclusions of Law, in that order.
2. Opinion/Decision should focus on the party that lost the case. This can be successful by addressing every case cited, every issue raised and by showing its relevancy.

More on judicial training in the January 2 issue of the Kalihwisaks.

AmVets Community Service Awards Banquet for 2008

Thursday • January 22, 2009
Doxbees Supper Club, Seymour, WI
5:00 Social Hour, Program begins at 6:00 pm

Dear Friends: We are pleased to once again announce our annual Oneida Community Awards Banquet where we take the precious opportunity to honor those in our community who have dedicated their service to improve the quality of life for our nation, community and organization. Start making your plans now to join us. We will again have great door prizes and raffles. We are requesting departments, programs and vendors to purchase their tables now. **If you have any questions, please contact Jim Martin at 920-819-8889.**

2008 Community Service Awards Nomination

>>>>Elder of the Year	>>>>2005 Customer Service Award
>>>>Medical Health Person of the Year	>>>>Educator of the Year
>>>>Social Services Person of the Year	>>>>Courage/Leadership Award
>>>>Law Enforcement Person of the Year	>>>>Oneida Community Organization
>>>>Security Department Employee of the Year	>>>>SEOTS Service Award
>>>>Volunteer of the Year	>>>>Caretaker of the Land
>>>>Small Business Person of the Year	>>>>Gaming Employee of the Year (2)
>>>>Radisson Employee of the Year	>>>>Veterans Service Award
>>>>Lifetime Achievement	
>>>>Retail Division: Cherrisse A. Slove Memorial Scholarship Award	
>>>>Elderly Services: Roberta Kinzhuma Memorial Scholarship Award	

Your Name_____

Address_____ Phone # _____

Name of Person you are Nominating_____

Place of Employment_____

Category of Nomination _____

Please attach special accomplishments and all volunteer work

Signature_____ Date_____

All nominations must be mailed to:
JIM MARTIN – PO Box 444, Oneida, WI 54155
DEADLINE FOR NOMINATIONS IS FRIDAY JANUARY 2, 2009

Local



BACKGROUND ON BUSINESS

Plans are brewing for a new Oneida coffeehouse

By Steven J. Gandy

Kalihwisaks
 Move over McDonalds and scoot over Starbucks, there's a new coffeehouse in town, or will be soon, that intends to crack the market and brew-up a whole new pot of coffee-drinking community members for good times and great coffee.

Duck Creek Coffee Company (DC3), owned by Paul and Jill Ninham, will be set to open its doors sometime in mid-January with an entire line of fresh-brewed coffees, espressos, cappuccinos and mochas.

DC3 will be set-up in the same storefront as Bear Paw Keepsakes. The two businesses have partnered up to create a joint venture where Indian art, coffee and conversation will all be shared.

Originally, DC3 was to be located in Oneida.

Jill said, "Our original plan was to be in downtown Oneida and to be able to service Oneida in that location...however, time got away and the opportunities were not there and we didn't want to miss the boat basically."

DC3 will not be a coffeehouse that merely serves up cups of coffee to its customers. Paul and Jill are motivated to bring a strong sense of community to the store as well.

"We wanted to help recreate that community feeling and recreate that whole concept of people getting together and visiting and we hope that we're able to bring that to this location," Paul said.



Kali Photo/
 Steven J. Gandy
 Paul and Jill Ninham stand outside the doors of what will soon be their new coffeehouse Duck Creek Coffee Company.

"We'll have a place that groups of eight to ten can gather that's somewhat private, but they'll be able to come here and conduct a meeting in a nice coffee house setting," Jill continued. "We'll also want to offer different publications so there is the latest news from Indian country."

Paul and Jill both said that a wide range of topics will be discussed and opinions shared ranging from national Indian news to local politics.

"We want to create that atmosphere of communication. People can just sit around and figure out how we can once again make an impact on Indian Country. There's a lot of knowledge and a lot of skill and a lot of experience in just about everything and we'd like to have some of those people come together and just sit and talk," Paul said.

With the economy in a recession and consumers counting dollars, the question arose about the timing of opening a new business.

"We're not starting a full-fledge café with all of the elements that we originally wanted to offer. (The economy) is really forcing us to look at our development in terms of stages. The first thing is to open up the coffee house...and then take the next step into expanding the menu into more food items and then expanding the offerings into roasting," Jill explained.

She continued, "We feel like this is actually an opportunity to maybe look at a brighter side of the recession as well because people do consider where they spend their money and how they spend their money...and we would hope that people would want to come here, to our place, rather than a place

where they don't know the people and they don't know where the money's going and they know that they are contributing and participating in a local economy."



DC3 will be serving Altera coffees. Altera is a green company based out of Milwaukee and will be providing training and equipment as well as the coffee itself.

Altera is the coffee that Paul and Jill have been using since the inception of their coffee producing career that stems back to the Three Sister's Powwow over a decade ago. It was there that the dream of opening a coffee shop in Oneida was born.

"Ten years ago Jill got this bright idea to serve coffee at...the Three Sister's Powwow in October and so we had gone out a bought a couple of commercial pieces and we bought a few...home machines...and we served coffee and it went over extremely well," Paul said.

Jill continued, "We were both pretty well into other careers at that time too, so then it became just a dream of ours off to the side about maybe something down the road."

From that point on friends and community members alike have been pushing the Ninhams to open a coffee shop and bring back the service that had such an impact on their consumers.

Paul said, "The community members didn't let us forget that we did that. We were fast, we were friendly, we were efficient and we were clean. A good number of people kept saying over the last ten years 'when are you guys going to open a coffee house?'"

Jill continued, "People remember that and say it was cold outside and you guys were so into doing what you were doing."

DC3 will feature standard coffee and espresso drinks along with pastries and sandwiches. They will also work with customers to find a custom drink that may suit finicky coffee pallets.

"We want people to come in and be comfortable and have a good tasting drink made to order for them," Paul said.

DC3 plans to stand-out and succeed in the sea of coffeehouses that already exist by capitalizing on its existing customer base from their mobile coffee cart and the sense of community they plan to bring to the shop.

"More people are going to know each other here. The other thing that is going to separate us from the other coffee houses is that we a physically inside a 2000 square foot space...we're sharing with two other Oneida entrepreneurs and we think that our business and their business are going to compliment each other and you don't see that partnering...in a lot of other places," Paul said.

Duck Creek Coffee Company is located at 2667 W. Mason St., Ste.4 in Green Bay. For more information or to schedule a meeting call (920) 405-6900.

From Page 3A/

Insurance

- Benefit will be increased to \$15,000 of life insurance.
- Premiums will be paid by the Oneida Tribe.
- Tax free benefit for the beneficiary when paid by the insurance carrier.
- Tribal member designates their beneficiary. If there is no designated beneficiary, the benefit defaults to next of kin or the deceased's estate.
- Beneficiary decides the use of the funds - burial expenses, bereavement needs, etc.

Finally, the Trust Committee, its task force, and the Trust Department have collected input from seven (7) community meetings, Kalihwisaks articles, brochures, and incorporated the comments into the proposal. For more information on OLIPP, please contact the Oneida Trust Department at **1.800.236.2214** or directly at **1.920.490.3935**.

Requested G.T.C. Action:

Approve the Oneida Life Insurance Plan Plus (OLIPP) by adopting the GTC Resolution.

Yaw>^ko,
Carole Liggins, Chairperson
Oneida Trust/Enrollment Committee

Business Brief

If you are an Oneida Business owner contact us at:
kalihwisaks@oneidanation.org

Check out the Kalihwisaks



on the Internet!

Job Posting...

Barista



Status: Part-time
Schedule: Must be flexible

Duties Include:

- Providing an exceptional coffee experience in the cafe
- Preparing all coffee and specialty coffee drinks to the highest company standards
- Provide "extreme customer service" to all customers
- Assisting customers with swift and accurate service
- Cleaning and maintaining cafe and all equipment
- Following food and safety guidelines
- Facilitating personal learning and career development by attending training classes and initiating on the job training

Requirements:

6 months to 1 year previous espresso preparation experience, or equivalent customer service experience in a restaurant or retail setting.

Job Summary:

Baristas represent Duck Creek Coffee Company to all our customers and provide the customer with "extreme customer service" and contribute to an overall impressive coffee experience. They perform various functions that include, but are not limited to, taking customer orders, coffee and food preparation, cash handling, and cafe maintenance. They are required to be knowledgeable about all aspects of our coffee, food, retail, and other products in order to maintain the highest standards of excellence. Baristas are expected to be a part of a larger community that promotes and practices sustainable and environmentally responsible processes.

For more information, contact:

Duck Creek Coffee Company LLC
1.920.321.6895

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'97 Chevrolet S-10 4x4	\$2988
'97 Ford F150	\$3988
'98 Dodge Dakota 4x4	\$3988
'97 Dodge Ram 4x4 C/C	\$4288
2001 Chev C/C 1500.....	\$4988

VANS

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'98 Dodge Caravan	\$1988
'98 Ford Windstar	\$2488
2000 Chev Venture	\$3488
2002 Pontiac Montana.....	\$3988
2000 Chrysler Town & Country	\$5488

SPORT UTILITIES

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Oneida Business Committee Forum



Vice-Chairwoman
Kathy Hughes

Vice-Chairwoman's Corner...

I represented the Bemidji Area and the Oneida Tribe on the TCAC (Tribal Consultation Advisory Council) for the CDC. The Council met in Tucson, Arizona November 18 to 20. One day was set aside for the Council to discuss priority activities in Indian Country. Perhaps just because of the timing, discussions took place regarding flu shots and immunizations in general for Children. It is a growing concern that shot records are not

being kept up to date on our youth. We also discussed public health issues relating to sanitation and air quality. The CDC has numerous programs ongoing to address these and similar issues. This was also a consultation session so an entire day was devoted to hearing testimony from the various Tribes in attendance. Most of them had requests to increase funding for projects in or on reservations. Work continues with preparing a budget to present

to GTC in January. The Assisted Living Project remains a priority and staff should be prepared to get the work done. It is time to make decisions and keep moving. As time goes by, the need for this project continues to grow. Economic hard times will have an impact on the Tribe as it does the rest of the Country. Our goal is to maintain employment. We may need to tighten the belt in other ways but holding fast to jobs is important to our overall wel-

fare. This organization has demonstrated in the past its ability to continue operations while conserving costs. That ability will be very important as we go into the New Year. It may seem contrary to our need to save, but generating new revenues is still important and keeping pace with the gaming competition is also necessary. For this reason, it is anticipated that a proposal to expand on our gaming will be brought forward in this next year. Watch

for plans to be presented to the GTC, hopefully, early in the New Year. This is the last edition before the New Year. I am sure everyone is busy preparing for the upcoming holidays. It takes a lot of energy to get through the next couple of weeks but Christmas Day makes it all worth the stress and tiredness. I wish everyone a Merry Christmas and a Happy New Year!

OBC Forum...

As always it is an honor to address the members of the Oneida Nation.

100 Day Plan

It's been a very exciting time for us, as we move closer to laying out the details from the 100 Day Planning. The Business Committee has taken an in-depth look at where we are as a Nation, where we want to be and continues to identify how what path we will take to get there. We've assessed our governing system by reviewing and understanding past governing documents, discussed roles and responsibilities, reviewed past GTC actions of how entities have been delegated powers, and reviewed why some Indian Nations are more successful than others. The Nation Building approach that we have engaged in has put us on a path to create an environment in which people want to invest time and energy into our Nation's future. Granted, we still have a lot of tasks to complete but we are striving to lead the Nation and to begin focusing on long-term strategic decision making.



Melinda Danforth
Councilwoman

highly respected elder in our community spoke from her heart about a time when she received the spiritual guidance needed to help deal with a terrible tragedy in her life. For her, help came from spiritual

leaders within our own community to help her family begin to heal and deal with the tragedy at hand. She took this teaching and called out to Oneida's leadership to create a cultural aspect that can assist tribal citizens when critical incidents occur.

I have taken this initiative on and have been working with Emergency Management and various cultural leaders on developing a process that will have a cultural component for critical incidents incorporated into our Tribal Emergency Management Plan. The Emergency Management Director and the spiritual leaders whom are assisting to get this process going have shown great enthusiasm to get this initiative started. It is my understanding that this is also the first Emergency Management Plan that will incorporate this type of component, and once again Oneida will be setting the trend.

Below is the language that has been inserted in to the Emergency Management Plan.

EMHS Emergency

Operation Plan Emergency Operation Center/Command Post Cultural Advisors/Chaplains

- Provide and use cultural traditions and religious knowledge to assist as requested by Incident Commander or Command Staff in response to state of emergency, and disaster for the Oneida Nation.
- To use Cultural traditions and Religious knowledge to assist in response to emergencies/disasters as requested.
- The Cultural Advisor(s) will augment scientific conclusions to assist any emergency as needed to support operations with information, acts, appropriate cultural/religious response to community needs and provide;
 - Words of comfort, encouragement and listen
 - Offer solace and spiritual support
 - Assist mass casualty response

However, our work is still not done. We realize our community and its citizens are a very diverse cultural community and we are committed to reaching out to all the spiritual leaders in our community to request their support and assistance in making this initiative successful.

If you, or if you know of anyone that is willing to assist in this effort, please contact me via email at: mdanforj@oneidanation.org or by phone at 800-236-2214 ext. 4461.

2009 ANNUAL General Tribal Council Meeting Notice

Monday • January 5, 2009, 6:00PM

Radisson Hotel Conference Center • Three Clans Room

Registration begins at 4:00 PM

Please bring Tribal identification and information packet to the meeting.

AGENDA

GTC minutes to be approved

- June 28, 2008 Land Acquisition Minutes
- July 7, 2008 Semi-Annual Minutes
- August 16, 2008 Minutes
- October 11, 2008 Minutes
- November 15, 2008 Minutes

Old Business

- Amendments to the Personnel Policies and Procedures to Comply with the Amended Drug and Alcohol Free Workplace Policy

Accept Annual Report

- Tribal Treasurer's FY08 annual report
- 2008 Comprehensive Annual Financial Audit Report McGladrey & Pullen external auditors
- Presentation by Business Committee & Management

According to the Emergency Stipend Payment Policy approved 12/12/07 by the Oneida Business Committee: Section: 4-2. In order to receive a stipend for attending a GTC meeting, a person shall: (a) be an enrolled Tribal member; (b) be twenty-one (21) years of age or older; (c) except as provided under (1), register no later than fifteen (15) minutes after the published starting time of the meeting by signing an official GTC Registration Form containing the members's name and enrollment number; and providing a valid Tribal or state issued picture identification. (d) be present for the entire meeting; and (e) provided a picture identification and sign out when the meeting ends.

See <http://businesscommittee.oneidanation.org/> or contact the Tribal Secretary

NOTICE OF CANCELLATION

**Oneida Business Committee Meeting scheduled for
Wednesday, December 24, 2008**

Letters & Opinions...

Gas Resolution

I can't receive help from the Oneida Tribe because I don't live within the boundaries. I'm on a fixed income and struggling with a child to raise. My mother once said "I'm still Oneida, why does it matter where I live?" I want Ed Delgado to know how happy I was about the Gas Tax Exemption Resolution. This is one way to help a lot of Oneidas, not just myself. Isn't that what it's about?

How many of us have to go get someone to come with us to get gas to use their card? I feel like an outcast at times. My tribal card looks brand new because I don't use it. What good is it to me? To save a dollar or two each time adds up. I consider this a small thing compared to a golf course purchase. Mr. Delgado, please don't give up on your fight to benefit all Oneida People.

Thank you,
Jeannie Hebb

Grateful for assistance with harvest

We would like to thank the Creator for the plentiful crop

of white corn and to all of those who helped make the 15th Annual Harvest and Husking Bee a success! We wouldn't have been able to have such bountiful harvest

without all of you.

Hope to see you in the fall of 2009!

Yaw^ko!

Tsyunh#hkw^ Staff

NOTICE OF CAUCUS

**Scheduled for
Monday, January 5, 2009
Radisson Hotel & Conference Center
(Three Clans Conference Room)**

Note: Caucus & selection will begin immediately following the adjournment of the Annual GTC meeting scheduled for 6:00 p.m.

ONEIDA ELECTION BOARD: TWO (2) VACANCIES

QUALIFICATIONS:

- Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin
- Must be 21 years of age or older

DUTIES:

The Election Board's main responsibility is to serve the Oneida membership by conducting fair and orderly Tribal elections in compliance with Tribal law and by being prepared at GTC meetings to conduct hand counts or voting by ballot.

PROCESS:

The Caucus will begin immediately following the GTC Annual meeting. Individuals interested in becoming a member of the Oneida Election Board must be present and nominated at the Caucus.

All individuals nominated and accepting nomination will be voted on by those GTC members present at the Caucus. The individuals receiving highest number of votes shall fill the vacant positions on the Election Board for a term of three (3)



kalihwisaks
Letters To The Editor Policy

Letters must be limited to 500 words. All letters are subject to editing and must have your signature, address and phone number for confirmation. Confirmation of letters will be needed before publication. kalihwisaks has the right to refuse publication of submitted letters.

Effective January 1, 2001 per Kalihwisaks Policies & Procedures, Section I (c)(4), "Individuals will not be allowed to submit more than eight (8) letters per year regardless of topics." For more information on Kalihwisaks Policies & Procedures, please contact (920) 869-4277.

Guest articles and editorials that appear in the **kalihwisaks** are not necessarily the views or opinions of the Kalihwisaks' staff, Editorial Board or the Oneida Nation of Wisconsin. Although Kalihwisaks requires a final signed submission from our readers who write in, you can e-mail us now – and send the hard copy through the mail – to ensure we get your submission in time for the deadline day. E-mail your letters to: **Dawn Walschinski – dwalschi@oneidanation.org**

If you have any questions, please call (920) 869-4277

What's News in Indian Country

Conjoined twins may be separated soon

OKLAHOMA CITY (AP) – Conjoined twins who were born in Oklahoma City may be surgically separated as early as late January, a pediatric surgeon said.

Preslee Faith Wells and Kylee Hope Wells have doubled their weights in the past two weeks and appear to have separate and functioning hearts, Dr. David Tuggle said. They have grown to a combined weight of 12 pounds.

“They both have strong hearts and good blood pressure,” Tuggle said, and are breathing on their own without a ventilator.

The girls, believed to be the first known Native American conjoined twins, were born Oct. 25 at The Children's Hospital at OU Medical Center. They remained in intensive care at the hospital on Thursday.

The babies’ hearts are connected on their surfaces and they have fused rib cages and separate livers connected by a bridge of tissue. If they don't share any major blood vessels, that would be a “best-case scenario” for separation of such twins, which are called thoracopagus twins, Tuggle said.

The girls are the first conjoined twins born in Oklahoma in 22 years. Tuggle was part of the team that separated twins who were born two decades ago and are now healthy young women.

Separation surgery for the Wells twins, the daughters of 21-year-old Kyle Wells and 20-year-old Stevie Stewart of Calumet, could be done in late January after further tests or sooner if the girls’ health suddenly declines.

The surgery likely would take about four hours and might be followed up with reconstructive procedures down the road, Tuggle said.

“They’ve got a very good chance of survival,” Tuggle said.

The girls’ mother has mastered caring for the conjoined twins, who face each other and often embrace, the doctor said.

“I saw them this morning, and she was holding them,” Tuggle said. “She’s got it down. She’s just doing exceptionally well.”

29 indicted on pot charges on Onondaga Nation

SYRACUSE, N.Y. (AP) – A federal grand jury has charged 29 people with smuggling thousands of pounds of marijuana into the United States from Canada and distributing it throughout the region from the Onondaga Indian Nation, federal prosecutors said Wednesday.

It was the second time in less than a month federal authorities made a big drug sweep through an upstate New York Indian reservation. Last month, 34 people were charged with a drug-trafficking ring operating from the St. Regis Mohawk Reservation on the U.S.-Canadian border.

“High potency marijuana produced in Canada and then smuggled into the United States has increased largely because it is so profitable,” said acting U.S. Attorney Andrew Baxter.

During their investigation, federal agents seized 100 pounds of marijuana, \$350,000 in cash and 10 vehicles, Baxter said.

According to the indictment, the defendants smuggled thousands of pounds of marijuana into the United States from Canada through the St. Regis reservation. The marijuana was then taken to the Onondaga reservation and distributed to other points, including Buffalo, Long Island and Philadelphia. Some of the marijuana also ended up on the Salamanca Indian Reservation near Buffalo.

Baxter said 18 of the 29 defendants had been arrested or surrendered by early Wednesday. Each of the defendants faces at least five years and up to 40 years in prison, if convicted. The charges include conspiracy and possession with intent to distribute marijuana.

President declares South Dakota disaster post-storm

WASHINGTON (AP) – President Bush has declared a disaster in South Dakota after a blizzard in early November caused millions of dollars of damage in 13 West River counties.

Gov. Mike Rounds has said a preliminary assessment by the state and by FEMA showed nearly \$5 million in emergency costs and damages.

The money will be available for state and local governments to repair or replace facilities damaged by the storms in Bennett, Butte, Corson, Dewey, Harding, Haakon, Jackson, Meade, Mellette, Perkins, Shannon, Todd, and Ziebach Counties, as well as Indian reservations that lie within them.

The blizzard Nov. 5-7 closed part of Interstate 90 and disrupted electric service in rural areas. Snowfall was nearly 4 feet in the northern Black Hills and a foot or more on the Plains.

Paterson signs Indian cigarette tax bill

UTICA, N.Y. (AP) – A bill intended to enforce collection of excise taxes on cigarettes sold at Indian-owned stores was signed into law Monday by Gov. David Paterson.

The new law will prohibit manufacturers from selling tobacco products without a state tax stamp to any wholesaler that doesn't certify the cigarettes won't be resold tax-free by New York tribes, a practice that has caused conflict between Indians and the state for years.

“This is a new approach, and we hope it will be the effective approach in terms of fighting this problem,” Paterson said before signing the bill during a stop in Utica.

The tax collection plan is part of Paterson's 2009-10 budget proposal that he will present Tuesday to the Legislature. Another business element of that budget would crack down on abuses of the state's Empire Zone program, which provides tax breaks to companies in exchange for creating or retaining jobs.

The Buffalo News reported Monday that Paterson will propose to cut the program in half by requiring companies already getting big, multiyear tax breaks to prove they have created jobs they promised. That could cut end the tax breaks for 2,100 companies and bring \$270 million in tax revenue back to the state. It would be part of \$9 billion in cuts Paterson reportedly will propose.

The next step in trying to collect taxes on cigarettes sold by tribes will be for the state Tax Department to establish a certification process for wholesalers with-

in 60 days, the governor said.

“We are trying to alleviate an issue that has existed for a very long time, but we won't be able to alleviate it just today,” Paterson said. “This establishes right in the beginning of the process that New York state intends to collect taxes from its citizens who buy cigarettes.”

Violators could have their licenses revoked and could be prosecuted criminally for perjury or filing a false instrument, the governor said.

The new law does not address collection of sales taxes or gasoline taxes, said Assemblyman William Magee, a central New York Democrat who co-sponsored the legislation.

The law shifts the collection from reservations to the manufacturing and wholesale level, a tactic that has worked to varying degrees in other states.

While supporters believe collecting taxes from the Indian nations in New York could generate hundreds of millions of dollars, Paterson said the experiences of other states show the figure would probably be slightly more than \$62 million a year. The state excise tax is \$2.75 per pack.

Convenience stores that operate near Indian-owned land have long complained of unfair competition from Indian retailers.

The tribes see the law as an attack on their sovereignty and financial well-being. The Seneca Indian Nation, which sells more cigarettes than any other New York tribe, urged the governor last week to veto the bill.

“Attacking tax-free commerce in our territories is short-sighted and disastrous for us and all of Western New York,” Barry Snyder Sr., president of the Seneca Nation, said Monday.

Snyder said the tribe is exploring its options.

“The issue here is not cigarettes, but the protection of the Nation's treaty rights. We will do what it takes at the right time to protect those rights,” he said, adding that Seneca leaders have invited Paterson to come to the Seneca territory to discuss taxes and other issues.

The Oneida Indian Nation, which sells cigarettes and gasoline at a string of stores throughout Central New York, also criticized the law.

“The only thing assured by the bill being signed into law today is ongoing litigation,” the Oneidas said in a statement. “None of the State’s other efforts to infringe on sovereignty have worked, and there is no reason to believe this will work either. If the State is serious about resolving this issue, it will negotiate with Indian nations rather than constantly attacking them.”

Officials have long argued the state constitution and treaties authorize taxing Indian sales to non-Indians and previous governors have announced plans to collect hundreds of millions of dollars in sales and other taxes only to have negotiations with tribal leaders languish.

In 1997, the last time the state tried to collect the tobacco taxes, Seneca protesters used burning tires to shut down a section of the

New York State Thruway, which runs through tribal territory in western New York.

Paterson downplayed the possibility of another confrontation, saying this time state officials gave tribal leaders notice about their plan.

“We are not trying to antagonize them as neighbors. We are not trying to create the notion of a threat,” Paterson said. “We are holding fast to the notion that we have the right to collect taxes from our citizens buying cigarettes.”

In November, authorities in Cayuga and Seneca counties raided two convenience stores operated by the Cayuga Indian Nation in Seneca Falls and Union Springs and seized 17,600 cartons of cigarettes.

Last week, the Cayugas shut down the stores after a state judge ruled the tribe did not have sovereign rights to sell tax-free cigarettes.

State Supreme Court Justice Kenneth Fisher also ruled the counties could pursue criminal tax-evasion charges against the nation. The Cayugas have said they plan to appeal the decision.

The American Cancer Society, the American Heart Association and the American Lung Association of New York called the new law “a huge public health win for all New Yorkers,” saying it would reduce the number of people who smoke and lower health care costs from cigarette-related illnesses.

Cranberry marsh expansions to get faster review

MILWAUKEE (AP) – Wisconsin’s cranberry farms are set to grow under a new, quicker review process for cranberry marsh expansions.

The Wisconsin State Cranberry Growers Association announced Tuesday that the U.S. Army Corps of Engineers has issued a permit that is the final step in a streamlining of the process so permits for building and expanding bogs can be issued more quickly.

Wisconsin farmers had complained the time taken to get permits prevented them from expanding as quickly as cranberry processors wanted to meet growing worldwide demand.

Cranberry Growers Association executive director Tom Lochner says in a statement he expects farmers to apply for permits in the

spring, when regulators and consultants can get into the fields to evaluate projects.

Wisconsin already produces nearly 60 percent of the nation's cranberries.

ONES Family
Winter Social Dance



Oneida Nation Elementary School
Friday December 19th
5:30: Meal
6:30: Dancin' til your moes fall off!

Hosted by the Oneida Nation Elementary School Parent Committee
Contact: Stephenie Muscavitch 920-869-1676 x622



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Cell: (920) 265 - 7355
Home: (920) 869 - 2653



Oneida Community Integrated Food Systems

Welcome to the Oneida Community Integrated Food Systems (OCIFS)

By the OCIFS Coordinator

The Oneida Community Integrated Food Systems (OCIFS) members consist of various food, health and fiscal departments within the Oneida Nation of Wisconsin. The five members that are a part of this team are: Oneida Nation Farm, Tsyunhe'hkw^, Food Distribution, Health Center, Grants and Food Pantry. There are two food producing and processing entities which are the Oneida Nation Farm/Apple Orchard and Tsyunhe'hkw^.

The Food Distribution Center serves as a distribution center for low income community members as well as a food warehouse. The Health Center assists in the connection between meal choices and health, and the Grants Office provides grant writing assistance to OCIFS.

In addition to providing the community with their products and educating them about health and meal choices, the OCIFS members are deeply concerned for the youth on the Oneida Reservation. That is why they became involved with the start-up of the Oneida Farmers' Market and the Oneida Falling Leaves 4-H club. They are also involved with the development of a OCIFS Cultural Activity book, the Farm Fresh Atlas, and the Oneida Community Food Assessment.

The Oneida Farmers Market is located in the One Stop parking lot on Highway 54 in Oneida. In November, 2007 we surveyed community members about the Farmers Market and 73% responded they would rather have the Market on Thursday instead of Tuesday. Thus, this year the Farmers Market ran from 2:00pm – 6:00pm every Thursday from late June through mid October. The Oneida 4-H youth and pantry volunteers ran a brat booth at the Farmers' Market and also offered delicious Oneida Black Angus beef hamburgers.

OCIFS also assisted in

establishing the Oneida Falling Leaves 4-H club in Oneida. Thanks to the Oneida Nation Farm, the 4-H youth have a 12 acre parcel where they have: a vegetable garden, a tree pilot project, 10 different sweet grass rings, a flower plot, a pumpkin patch and a Miscanthus research test plot. This allows the youth to experience and learn first hand what it means to work the land and grow crops. It is our hope that some of the youth will be the next generation of people to operate the Oneida Nation Farm and/or the Tsyunhe'hkw< Program.

The OCIFS Members are developing an OCIFS Cultural Activity Book to be used as a learning tool at the Oneida Elementary School. This book is designed to teach the youth about the present opportunities the OCIFS Members have to offer, the importance of culturally based healthy foods, the need for exercise and to increase their interest and their involvement in cultural and agricultural projects.

The OCIFS Members recognized the value of having a comprehensive guide of area farms and farmers markets so they got involved with the Farm Fresh Atlas of North east Wisconsin. The atlas serves as a guide to finding and buying farm-fresh sustainable raised food in 16 area counties as well as the Oneida Nation. OCIFS members are not the only ones involved in getting these services started. There are dozens of other Oneida community members involved in these projects as well, but the one constant factor in all of them is the presence of OCIFS.

We are proud of what has been accomplished in the past, but continue to look ahead at what needs to be achieved. Presently, we have teamed up with the Oneida Living In Balance (OLB) group to work on an Oneida Community Food Assessment. This assessment will be the foundation from which we hope to develop a Food Policy Council. The participating OLB members are Sylvia Cornelius-

Waupoose, Environmental Outreach Coordinator and Ana Barton, Environmental Student Intern.

The Food Policy Council would be involved in 'Capacity Building' to strengthen the Oneida Community's ability to be self-sufficient and provide local food security. Some topics that could be addressed by the development of this council include:

- * fresh and healthy foods in our schools and institutions
- * reduced dependency on outside food supplies
- * reduced energy usage (fuel costs to bring in food)
- * increased local employment in agriculture and agribusiness careers
- * strengthen the local communities by diversifying the economy
- * provide opportunities for youth to reconnect with the land

Individually as well, the OCIFS Members continue to make progress in their areas. The **Oneida Nation Farm** currently has 3,900 acres in crop production, approximately 300 Natural Black Angus beef, 160 grazed cow/calf operation and 145 Buffalo. The **Apple Orchard** has 40 acres of orchard which totals approximately 4,200 trees. Fifteen varieties of apples are available with the majority of the apples being Macintosh, Cortlands, and Honey Golds. A large variety of meat products such as: Oneida Natural Black Angus and Buffalo steaks, roasts and hamburgers are available for sale at the Orchard. Also available is a selection of pork, chicken, fish, seafood and a variety of grocery items. Seasonally, there is also a wide variety of fresh produce products such as: strawberries, raspberries, blackberries, sweetcorn, squash, and pumpkins for sale.

Tsyunhe'hkw< is designed to integrate the best of traditional Oneida agricultural practices with holistic processes based on principles of Sustainable Development with consideration being ecological and social/cultural



aspects. The 83 acre site includes organic gardens, a greenhouse, free range chickens and grass fed beef. The **Cannery** provides community outreach service in use of their facility and provides hands on training in food preservation and processing. They also produce several food products that have wide popularity within the community. These products include: corn soup, canned white corn, dehydrated white corn, white corn flour, salsa, pickles, and several other products. All of these and other natural health care products and services can be purchased at the Tsyunhe'hkw< Retail store located in the Ridgeview Plaza at 3759 West Mason Street in Oneida.

The **Oneida Food Distribution Program (OFDP)** provides a well balanced food package, and has been distributing USDA foods for over 23 years. They assist low income households and elderly individuals in receiving a monthly food package. The need for assistance has not decreased over the years, which explains why the program expanded into 3 new counties. The Distribution Program now serves: Outagamie, Brown, Manitowoc, Kewaunee and Door County.

The **Oneida Grants Office** is the much needed fiscal arm of OCIFS. They assist with the research and development of grants that benefit OCIFS

entities and their goals & objectives. Some of the grants that have been submitted by Frieda Clary and funded for the Oneida Community Integrated Food Systems Program are: United Way/Emergency Food and Shelter Program; United States Department of Agriculture; Fighting Hunger in Wisconsin; Department of Health and Human Services; Native Agricultural and Food Systems Initiative; Rural Business Development Initiative United States Department of Agriculture; United States Department of Agriculture 2501 Grant Program; W.K. Kellogg Foundation; Honor the Earth and Tides Foundation and InterTribal Bison Cooperative.

The **Oneida Health Center** assists in the connection between diet and health.

The **Oneida Food Pantry**, which is entirely volunteer run, is concerned with all the issues that the low income community members face, (low education, unemployment and low self-esteem). That is why their goals go way beyond just supplying food. In 2005' the Pantry started up a garden near the Nori Damrow Food Distribution Center so that the people in need could get a healthier choice of produce. By helping out in the garden the families can then take some of the harvest home with them.

Fruit/Veggie of the Month...

Grapefruit

Did you know...?

This fruit's name derived from how it grows on the tree, clustered like bunches of grapes. Pink and red grapefruit get their color from lycopene, an antioxidant which may help reduce the risk of heart disease and some types of cancer.



Selection:

Choose fruits with thin, smooth, firm, blemish free skins that are heavy for their size.

Storage:

Store at room temperature for 1 week or under refrigeration for 2-3 weeks.

Nutrition Benefits:

Fat free, saturated fat free, sodium free, cholesterol free, high in vitamin A and vitamin C.

This Red fruit in a low-fat diet can help maintain:

- A healthy heart
- Memory Function
- A lower risk of some cancers
- Urinary tract health

Native American Food Pyramid

A Guide to Daily Food Choices



Departmental Staff Directory

For more information regarding the OCIFS programs please contact the appropriate person listed or visit us at our website <http://ocifs.oneidanation.org>

Oneida Nation Farms

• Pat Cornelius at 833-7952

Oneida Tsyunhe'hkw^

• Jeff Metoxen at 869-2141

Oneida Food Distribution

• Don Miller at 869-1041

Oneida Health Center

• Tina Jacobsen at 869-4899

Oneida Grants Office

• Frieda Clary at 869-4263

Oneida Pantry

• Gary Smith at 869-1041

DRUMS Across ONEIDA

Oneida Elderly Service
2907 S. Overland Rd.
Oneida, WI 54155

Ph. 920.869.2448
Fx. 920.869.1824



Senior Center-Meal Site
134 Riverside Dr.
Oneida, WI 54155

Ph. 920.869.1551
Fx. 920.869.1526



Wahsu-t#s W<hn\$-tale>

Long Night Moon

December 2008

Snow plowing available for elderly in Oneida

In 1994 (ONCOA) Oneida Nation Commission on Aging, a nine (9) member elected advisory board to Elderly Services, took action to establish a priority of serving older & disabled adults. Older elders are identified as seventy (70) and over. This age group is identified nationwide as the most economically, socially and physically needy. Services are provided based on priority, staffing and funding availability.

Criteria for snowplowing: Oneida enrolled elders who own their own home.

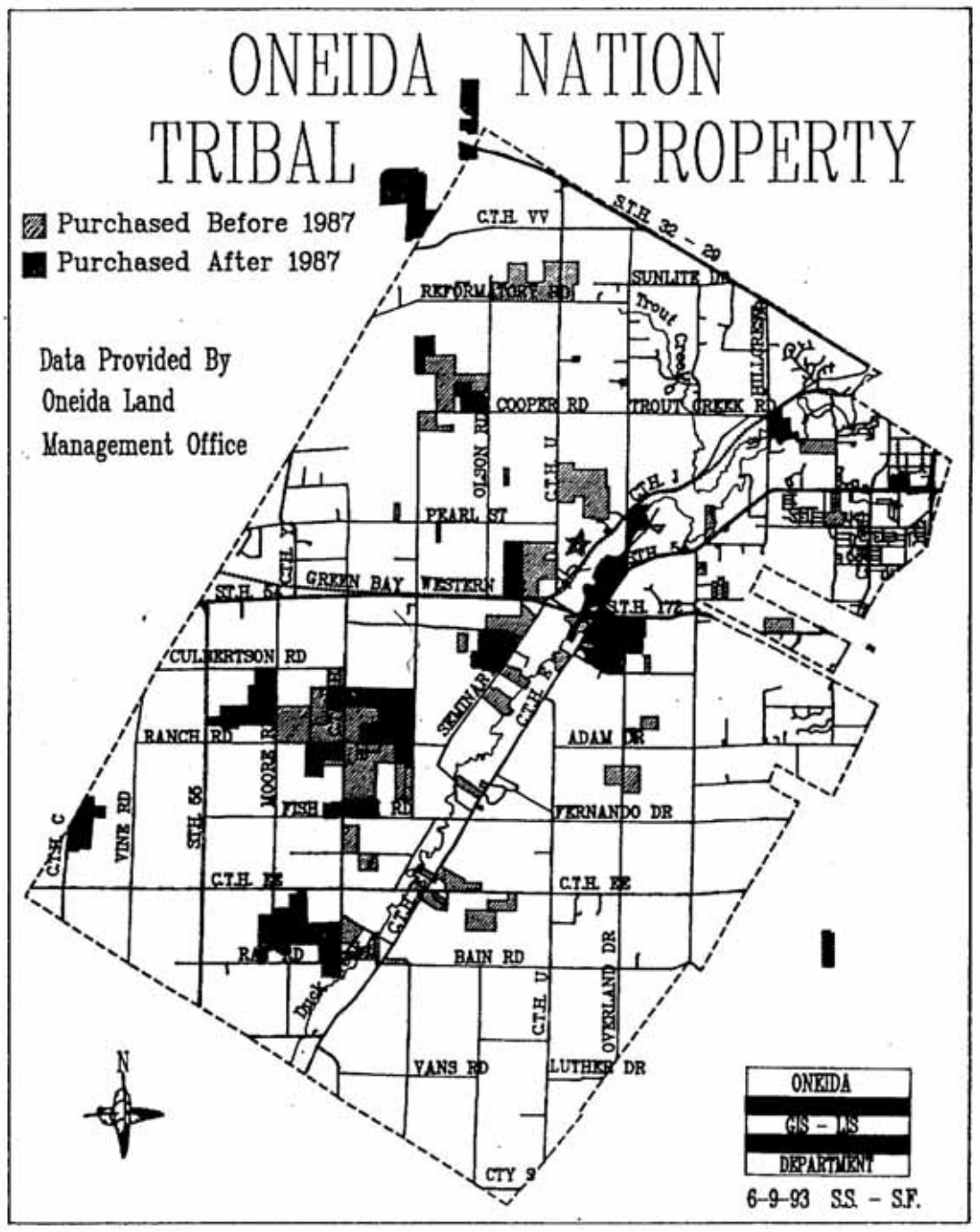
Priority for snowplowing:

1. Elders on Lifeline
2. 70 years and older
3. 55 to 69 years who are disabled/handicapped and living alone
4. All other elders on the plow list

We update the snowplow list, on a regular basis for health and other concerns. It is the elders' responsibility to keep Elderly Services up to date about health concerns.

Service area for snowplowing: Brown & Outagamie Counties within the Oneida Reservation Boundaries.

We have three (3) trucks, each with two (2) staff. Schedules are done by grids within the Reservation boundaries and each truck has a snow plow list and route



based on their area. Each driver knows the boundaries of the reservation. If we have a truck breakdown - our back up is Department of Public Works (DPW). Currently we have 114 elders on the snowplow list.

Snow plowing starts with the first measurable snow fall of three (3) inches or more. Teams

may begin at 4 am for times of large snowfall. There may be times when the snow plowing teams will clear a path for emergency vehicles and will return later to finish. Snow shoveling is completed while the plowing is being done.

For service requests and to update your health status information, please contact our

Service Coordinator, Cheryl Ault at (920)869-2448. Family participation is greatly appreciated in our efforts to assist our elders in maintaining an independent, healthy, productive and quality lifestyle. Thank you for your patience, respect and confidence in striving to continuously improve delivery of all services to elders.

Elderly Service's October survey results

	Exc	Avg	Poor	No	Comment
Congregate Meals	2				
Transportation	3				
Faith in Action Services	3				
Native Family Care-Giver	1				
In-home Chore	5				
Lifeline	5				
Activities & Crafts					
Home Chore	3				
Information & Referral	3				
Foster Grandparent & Senior Companion					
Senior Employment Training Program					
Home Delivered Meals	1				
Benefits Assistance	3				
Outreach	2				
Respite Care	1				
24 Hr Emergency Service	1				
Special Events	4				
Alzheimer's Support Group					
Elder Abuse Prevention					
Loan Closet	2				
Emergency Home Repairs	4				

Results for the October, 2008 Elderly Services survey:
Surveys Mailed: 1,611
Responded: 7
Other Services: Have services been

completed within 3 days or a reasonable time frame?
Yes 5-No 0
Have employees been kind and courteous?
Yes 7-No 0

Are you satisfied with the services you receive from us?
Yes 6-No 0
Comments:
♦ I would like to thank the Dispatchers and Drivers. I sure appreciate the transporting of the transit to the Oneida Health Center for my appointments on time...
♦ Would appreciate face to face outreach...I have had a few and it really makes a meaningful contact
♦ God Bless all these people for their wonderful services The Elderly Services...All those it takes to run it!!!
♦ At this time I only attend special events since I work full time...
♦ The range of services provided is deeply appreciated. The service is excellent and contributes so

much...To the quality of life we experience as elders. Yaw<ko
♦ "O" means do not utilize them, sometimes services are good and sometimes like "just" so it gets done! So they shut up...
Thank you to all that participated in our survey.

Elderly Services

Computer giveaway survey results

1. How did you learn about the giveaway? (flyer, intranet, email, friend, other)
Kalihwisaks-18, DRUMS-5, Flyer posted-19, word of mouth-15, other-24
2. If you saw the flyer - was it clear and informative enough?
Yes-50, No-1
3. Was the pick up site easy access for you?
Yes-79, No-1
4. Where and how did you sign up? (phone, email, if in person at what site, etc.)
Phone 61, in person 19
5. Were you treated with courtesy when you signed up?
Yes-79, No-1
6. Were you treated with courtesy when you picked up the computer?
Yes-79, No-0
7. Do you have any comments or suggestions for next computer giveaway?

- Bring old computers to recycling centers - Send to 3rd world countries
- Pick up and carry to vehicle
- This was great
- Stick to time
- Start on time (not early)
- Excellent service
- Wonderful
- Better plan for waiting line
- Have enough complete set ups
- I didn't know where delivery area was
- Maybe card numbers as you come in
- Claudia should not be lifting, need more men to lift

- I heard the pick up time in the Drums was at 9 A.M. It read 10 A.M. What's up?
- It will be hard to get a moniter to go with these pieces
- Question, why did we need to sign up and call if it was first come first served and others were lined up that did not sign up?
- Yes-if you sign up early, you should get a complete computer
- What language and what do I need to operate
- I either didn't read the notice right or it wasn't clear. I thought I ws going to be informed that I got a computer

Thank you for being so patient during this giveaway. We gave away 80 complete set computers and 40 computers that were not complete sets (missing parts). We requested a sign-up so we could better record elder information and because we were not sure of how much response we would get. There were 185 signed up and of those 78 did not show. We called those no shows, and some people who did not sign up by the deadline, in order to give all the computers away.

I do want to apologize for any confusion related to this giveaway. Some elders stated they were waiting for a call-back for the pick up date. Some stated they were not told that they may not get a full computer. We will work on improvements in this communication for future giveaways.

Oneida
ELDERLY SERVICES GIFT SHOP
2907 Overland Road
Just West of the Oneida Community Health Center
Elders showcase their talents with beautiful floral centerpieces, Crib quilts, dolls, handmade and beaded Jewelry.
Native American greeting cards &
Oneida Singers Tapes and CD's.
Fresh Popcorn, Water and Diet Soda!
Stop In / Browse
Open Monday-Friday
8:00A.M. to 12 P.M.
12:30 P. M. to 4:30 P. M.

Cultural ceremonies mark the arrival of mid-winter festivities

Reprinted from the Feb. 8, 1991 edition of Kalihwisaks, Vol 116.

Editor's note: The following information was translated by Bob Brown, Oneida Cultural Advisor.

When the midwinter begins, the first thing is the faithkeepers will get together to decide when the new moon will be for the new year. They will begin by counting five nights and on the sixth day is when the ceremony will begin.

DAY 1: Great Feather Dance. There are three dances the first, is for the faithkeepers and they give their thanks for being able to carry out their responsibilities. The second, is for the people that they are still able to uphold the ceremonies that the Creator has given the people to do here

upon the earth before all of creation. The third, is for the Creator that we give an overall thanksgiving, and that the cycle of creation continues of all that he has placed her upon the earth.

DAY 2: Stirring of Ashes. This ceremony is done by using wood from the different kinds of trees made into paddles shaped from the wood. They begin by selecting a speaker from either side of the Longhouse and also a singer from either side. After they have done the opening for the stirring of ashes then they select one person from each side to pass the paddles for their side. The faithkeepers are first to stir the ashes, and then the people, now they do this back and forth with also a

singer accompanying them as they stir the ashes. The reason the ashes are being stirred is to renew the earth for the new year, and of all creation.

DAY 3: Tobacco Burning, Ahtuwah, Drum Dance. The first, is tobacco burning, now one person is selected from each side of the Longhouse to collect the tobacco. After the tobacco has been collected from both sides, then one person is chosen to speak on behalf of all the people. The second, is Ahtuwah this what we call the men's chants or personal songs to the Creator. This also is when the children



Travis Cottrell

Kustowi and turtle rattle make their appearance on day one for the Great Feather Dance.

received their Indian names and for those who have yet to have their names confirmed and witnessed by the people. The third, is the drum dance where four persons are needed, 1st, a singer, 2nd, a speaker, 3rd, leader dancer, 4th, someone with a good throat. Also, a pail of blackberry juice is made for all to drink as a medicine.

DAY 4: The Peach Stone Game. During the day after everything is done, is when runners from both sides are chosen to collect the items that will be used for the game. There are four main

items that can be used 1) white waupum, 2) Indian outfit, 3) turtle rattle, 4) lacrosse stick. There are also three things that can't be used: 1) anything that is solid black, 2) anything that is solid red, 3) any shiny objects. There are one hundred and one beans that are used as counters, the one been being the Creator's to decide what side of the Longhouse he will put it to see will win. Also, two people are chosen, one to hold the beans and the other to set the beans down, each side chooses two people. After the game is determined a feather dance is done and the old women's dance and bean dance.

a very, very merry, merry
CHRISTMAS
to you and yours this
holiday season.
May 2009 keep you in good
health & prosperity!
From the Oneida Communication's
& Kalihwisaks Staff...
~ Bobbi, Debbie, Phil, Apache,
Dawn, Steve,
Nate, Travis,
& Yvonne

January '09 date set for 'Bittersweet Winds' Exhibit

The Native American Imagery Traveling Exhibit, "Bittersweet Winds" will be on display January 9, 10 and 11, 2009 at the Native American Services Center in Green Bay, Wisconsin. The center is located at: 201 West Walnut St. in Suite 204 – about one block east of the intersection of Broadway and Walnut street in downtown Green Bay.

The exhibit will be open from 9am to 8pm each day. Organizers are hopeful that the weekend schedule will draw more people in to see the display.

Starr Added to Walk



Submitted Photo

The most recent addition to the Walk of Legends monuments was erected in mid December near the Tundra Lodge Hotel on Bart Starr Drive.

Oneida Business Committee Members...
Back row, l to r: Councilman Tehassi Hill, Councilman Brandon Stevens, Chairman Rick Hill, Middle, l to r: Patty Hoeft-Secretary, Vice-Chairwoman Kathy Hughes, Councilwoman Melinda Danforth, and front row, l to r: Cristina Danforth-Treasurer, Councilman Ed Delgado and Councilwoman Trish King.

Seasons Greetings

Are you an Oneida Tribal Member...

18 years or older interested in learning a Holistic Cultural Based approach of wellness that encourages & strengthens Tsi> niyukwaliho-t^ ?

If so, join us in an informational meeting on...

Monday • January 12, 2009
12:00-1:00PM or 5-6PM

Located at...

Cultural Wellness Department
1240 Packerland Drive • Cottage #2
(in the back)

For more information call:

Ron Hill at 920.496.5385 or
Annette Cornelius at 920.496.5384

Environmental

Home Building Opportunity Residential Vacant Land

Submitted by Scott Denny
Comprehensive Coordinator

Housing

Although winter has just begun, it will not be long and spring will be in full swing. If you are in the market to build a home and looking for land, you may want to consider the Home Building Opportunity (HBO).

The HBO is a means for enrolled tribal members to obtain a Residential Land

Lease for a vacant residential lot. A pre-qualifying letter from a financial institution is required at the time of application.

With nine lots currently available, it is time to start your research now so you can be ready for spring. The lots listed below are currently available for application.

If you have questions regarding the HBO process, please feel free to contact Scott Denny, Comprehensive

Housing Coordinator, at 800-684-1697 ext. 1811. Appointments can be made to go through your questions more thoroughly.

Please do continue to watch the Kalihwisaks for more information regarding the Oneida Home Resource Fair being held at the Radisson in January 2009. The resource fair is for anyone interested in purchasing or building a home.

Lot #	Address/Location	Land Status	Lot Size(acres)	Infrastructure
4	Equestrian Estates, Cty H	Trust	.87	Sewer & Water
12	Equestrian Estates, Cty H	Trust	1.37	Sewer & Water
13	Equestrian Estates, Cty H	Trust	1.43	Sewer & Water
14	Equestrian Estates, Cty H	Trust	1.43	Sewer & Water
15	Equestrian Estates, Cty H	Trust	.93	Sewer & Water
16	Equestrian Estates, Cty H	Trust	1.01	Sewer & Water
17	Equestrian Estates, Cty H	Trust	1.00	Sewer & Water
18	Equestrian Estates, Cty H	Trust	.99	Sewer & Water
20	4101 Merrimac Way	Fee	.305	Sewer & Water
9	Total Individual Sites			

Please Come Join Us In Celebrating the...

ONEIDA SOBRIETY POWWOW

December 31, 2008

Oneida Nation Turtle School

Feast at 5:00 p.m.

Grand Entry at 7:00 p.m.

Give Away Raffle!

M.C. - John Teller & Lloyd Powless

Arena Dir. - Wayne Silas Jr.

Hand drum singing (bring your drum)

All drums will receive an Honorarium

(must have 5 singers to set up a drum)

Oneida Home Resources Fair Returns!

Last year our event educated over 100 community members. Whether you are an existing homeowner, looking to buy, or renting, there is something for everybody at the Oneida Home Resources Fair.

After attending the home resources fair, you will leave with a strong knowledge of:

.....🏠..... Whether renting or buying is right for you

.....🏠..... Tribal, Federal, and State grant and rebate opportunities

.....🏠..... Buyer Beware Concerns

.....🏠..... How to obtain a mortgage

.....🏠..... Healthy Homes Program (mold, asbestos, lead, etc)


.....🏠..... Wells and Septic Program

.....🏠..... Renewable Energy

.....🏠..... Energy Efficiency and Home Performance Testing

.....🏠..... Recycling

.....🏠..... Zoning and Permits



Oneida Home RESOURCE FAIR

build — buy — maintain — design — permit

Efficient, Sustainable & Healthy Homes

The Oneida Home Resources Fair is a cross-organizational team effort: Oneida Housing Authority; Division of Land Management; Environmental, Health, & Safety Division; Environmental Resource Board, Oneida Community Health Center, Oneida Zoning, and others.

For more information on this event call Bill Koonz at EH & S 490-5350 or Diana Mann at OHA 869-2227.

There will be Food & Prizes!

Save the Date on your calendar... Wednesday January 21, 2009 from 2 to 6pm at the Radisson Hotel.

Holiday Curbside Trash & Recycling Schedule

Submitted by Diane Jourdan
Recycling Coordinator

This past Thanksgiving Holiday may have caught a lot of us by surprise, which would be the reason that over 100 homes did not have their trash and recycling placed curbside for the delayed weekly pick up by Veolia Waste Haulers.

When the new schedule is sent from Veolia Waste Haulers for the 2009 it will be placed in the Kalihwisaks Newspaper.

Collection services for the

Oneida Nation residents are on Thursdays and Fridays. So, a good rule is if the holiday lands on a Thursday all residents on that day's route will be pushed back to Friday and, all regular Friday collections will be pushed back to Saturday.

For Christmas this year, which falls on Thursday, December 25, *please place your trash and recycling out by 6:00 a.m. Friday, December 26.*

Also, with inclement weather becoming the norm for this winter season residents should be prepared for delays. Especially for those of you that live on less frequent-ed side roads. Call in if your trash has not been picked up by 12:00 p.m. on your weekly route. The sooner you can call the Utility Department or the Recycling Program, the sooner we can notify the drivers of any missed stops. In that way the drivers can return to your street/road.

Also, if you call in to the Utility Department at **920-497-5806** or if you call the Recycling Program at **920-496-5345**, we will work to resolve your issues as soon as possible.

Call for Agriculture Trainers

Plans are currently being made to host a series of agricultural training workshops during the Spring and Summer months of 2009. At this time, we are looking for community members who are knowledgeable in the areas of:

Organic gardening

Raised Bed gardening

Square Foot gardening

Orchards

Chickens

Home Canning

Food Dehydration

Animal Husbandry (cows, pigs, goats, sheep, etc)

Raising Berries

Honey Bees

Herbs and Medicines

Soap Making

Maple Syruping

If you have knowledge in any of these areas or others that are agriculturally related and would be interested in conducting a training workshop, please contact:

Susan Daniels, Midwest Field Coordinator
Heifer International

715-758-6095 or 920-562-2534
susan.daniels@heifer.org

Materials and related costs for these workshops will be provided by Heifer International.

We are also looking for ideas from community members on the types of food they would like to grow or agricultural projects they would like to learn about. From those ideas additional training workshops will be planned.

Christmas Kan^stohale Order

The Cannery will be accepting orders for our holiday corn bread. Please call Jamie in the Cannery to request your Kan^stohale or e-mail her at: **jbettters@oneidanation.org**.

Ordering Instructions: Please leave... 1. Name, 2. What day will be your pick up, 3. Contact number you will be at on the day of your pick up, and 4. The amount you wish to order.



The last day to order is FRIDAY, DECEMBER 19th by 6:30PM

Pick up days are... December 23rd, 8-4:30PM

Tsi?tkutekway^he
"Place where they put food away"

Tsyunhehkwa^ Community Cannery
Norbert Hill Center • 920.869.4379

TEEN PACKER PARTY!

Are you a Packer backer or a Bear Fan? Either way come join us for a Teen Christmas Party!

When: Monday, December 22nd, 2008


Where: County H

Who: Teens ages 13-18

Party Kickoff: 7:00

Game Kickoff: 7:30

All youth attending must be a current Recreation member. Dinner will be served at 7:30pm there will be games, food, and fun! Earn the chance to win an iTouch by donating a canned food item and participating in our games! Party will come to a close at Halftime. All teens will need to find a ride home by the end of halftime. Questions please call Kim at 833-0010!



Education

Jeff Skenandore Memorial Donation Fund

PURPOSE: The Jeff Skenandore Memorial Donation fund was established to offer financial assistance to those students who are pursuing a degree in the Criminal Justice or Police Science programs. The donation is meant to supplement grants and loans in the pursuit of completing a degree and embarking on a career in the Criminal Justice field. The donation funds are generated from fund raising activities of the Oneida Police Department.

There will be up to four (4) donations awarded.

DONATION AMOUNT: \$500.00

D O N A T I O N GUIDELINES: The student must be:

1. 18 years or older.
2. An ENROLLED student at an accredited technical college.
2. An UNDERGRADUATE enrolled at an accredited four year college (second semester freshman, sopho-

more, junior, or senior).
3. A GRADUATE or PH.D. student enrolled in an accredited college.

REQUIREMENTS: Must be an enrolled member of the Oneida Tribe of Indians of Wisconsin pursuing continuing education in the Criminal Justice field. Enrollment must be verified by the Oneida Enrollment Office.

APPLICATION PROCEDURES: To complete the application process for the donation, the applicant must provide the following:

1. Completed APPLICATION FORM. Contact Lisa Moore at 920-869-6684, or lmoore2@oneidationation.org for an application.
2. Copy of current or most recent SCHOOL TRANSCRIPTS. GED/HSED students are eligible only as continuing undergraduate or continuing technical college students.
3. Two (2) sealed LETTERS OF RECOMMENDATION - one from a teacher,

employer, or other professional familiar with your academic potential.

4. A 12 font, typed personal ESSAY focusing on how you will apply your education.

5. Proof of ENROLLMENT in the Oneida Tribe of Indians of Wisconsin.

EVALUATION: Only complete applications will be reviewed. They will be scored as follows:

Personal Essay, 25 pts
Letter of Recommendations, 10 pts

GPA: 3.5-4.00 = 15 pts

3.0-3.49 = 10 pts

2.5-2.99 = 5 pts

Maximum possible - 50 pts

Students scoring 25 points or less will not be considered. No applications will be returned.

Application deadline: January 12, 2009

Faxes will not be accepted.

RESPONSIBILITIES OF DONATION RECIPIENT:

1. Must meet application

deadline with complete packet.

2. Must maintain at least a 2.50 cumulative GPA.

3. Must carry sufficient credits to maintain full or part time status at an accredited college or university.

ALL INFORMATION SUBMITTED WITH THIS APPLICATION IS CONFIDENTIAL AND WILL BE AVAILABLE ONLY TO AUTHORIZED INDIVIDUALS.

The applications will be collected and reviewed by the Donation Committee. All Committee decisions are final.

Recipients will be announced at the Oneida AMVETS Banquet JANUARY 22, 2009.

Submit the application packet to:

Oneida Police Department

Attn: Jeff Skenandore Memorial
2783 Freedom Road
Oneida, WI 54155

NPR Kroc Fellowship

Deadline: December 31, 2008

The NPR Kroc Fellowship was established to identify and develop a new generation of extraordinary journalists for the public radio system. Three Kroc Fellows will be accepted into the program this year. The Fellowship begins in August 2009 and lasts one year. It includes a stipend of more than \$40,000, plus benefits, which include paid vacation. Fellows will get rigorous, hands-on training in every aspect of public radio journalism - writing, reporting, producing and editing, for both radio and

the Web. Kroc Fellows will work primarily at NPR headquarters in Washington D.C., though each Fellowship will include an assignment to an NPR member station.

NPR is looking for a diverse pool of applicants who aspire to work in public radio. Candidates must be just completing college or graduate school, or be out of school for one year or less as of December 31, 2008. They do not need journalism or radio experience, but must demonstrate exceptional potential and drive.

For more information, please visit www.NPR.org

Free Harvard education for students from low-income families

Harvard University announced that from now on undergraduate students from low-income families will pay no tuition. In making the announcement, Harvard's president Lawrence H. Summers said, "When only ten percent of the students in elite higher education come from families in the lower half of the income distribution, we are not doing enough. We are not doing enough in bringing elite higher education to the lower half of the income distribution."

If you know of a family earning less than \$60,000 a

year with an honor student graduating from high school soon, Harvard University wants to pay the tuition. The prestigious university recently announced that from now on undergraduate students from low-income families can go to Harvard for free... no tuition and no student loans!

To find out more about Harvard offering free tuition for families making less than \$60,000 a year, visit Harvard's financial aid website at: <http://www.fao.fas.harvard.edu/>

Marian to hold info session in Green Bay

FOND DU LAC, Wis. - Marian University will hold an informational open house on its graduate, Ph.D. and post bachelor's degree programs in Green Bay.

The session will be held at the Holiday Inn, 2785 Ramada Way, Tuesday, Jan. 13 from 3 to 6 p.m.

Information session will feature information on Marian's undergraduate, graduate and Ph.D. programs. Master's degrees in leadership and education are offered. Information is also available on the Ph.D. in leadership, and an alternative teaching certification program for those who have a bachelor's degree, but are now considering the field of teaching. Counselors will be available to discuss the programs, all of which have sessions starting in January.

To reserve a specific time, call **1-800-2-MARIAN, ext. 7632** or e-mail pace@marianuniversity.edu or du@mailto:pace@marianuniversity.edu.

From a curriculum shaped by theoretical rigor, experience-based learning and reflection, to a distinguished, accomplished faculty, Marian University features a high-quality educational experience focused on the student's all-round academic, professional and personal development and the student's goal of becoming a leader in tomorrow's world.

Marian University offers Master degree in Grief and Bereavement

FOND DU LAC, Wis. - Marian University is offering a new Master of Science in Leadership (MSL) degree with a concentration in Grief and Bereavement.

Marian will offer the graduate program, the first in Wisconsin to combine leadership and end-of-life studies, at its Appleton and West Allis center beginning in the spring 2009 semester.

The Master of Science in Leadership with a concentration in Grief & Bereavement is designed for a wide range of professionals who work with individuals and families confronting death and dying.

The new program has widespread support from national leaders in the field of bereavement services.

"How fantastic that Marian University is offering a MS in Leadership with a concentration in Grief & Bereavement studies," said Donna Schuurman, executive director at the Dougy Center for Grieving Children & Families in Portland, Ore. "The field of death, dying and bereavement is growing rapidly. As the Baby Boomer generation ages, we're going to need more professionals acquainted with loss, accompanied by leadership skills to address end-of-life issues in a burgeoning population."

The degree requires 36

credits - 18 in leadership and 18 in end-of-life studies - and the completion of a capstone project. All courses are offered in a hybrid or mixed format of online education, face-to-face class time and individual advising, designed to be completed in two years.

Dr. Gordon Thornton, professor of Psychology Emeritus at Indiana University of Pennsylvania and past certification chair at the Association of Death Education and Counseling (ADEC), likes the hybrid delivery:

"The new program in Leadership with a concentration in Grief and Bereavement sounds excellent," said Dr. Thornton. "With so many people in leadership positions in hospice and bereavement support groups, there is a strong demand for this type of program, and folks with full-time jobs and family cannot spend an entire year away at school."

Beginning next summer, Marian University will offer an opportunity for students to complete the face-to-face requirements for six credits in a one-week residency at its Appleton campus. Students seeking a graduate or undergraduate certificate in Grief & Bereavement can complete 18 credits of the bereavement curriculum and a capstone

project.

Tuition for the course will be charged on a per-credit basis. For more information, please contact the PACE Office at Marian University, (800) 2-MARIAN, ext. 7632.

Marian University is a premier Catholic university located in Fond du Lac, Wisconsin. The University offers more than 40 undergraduate and graduate programs at its main campus, and a variety of adult accelerated-degree programs in facilities throughout Wisconsin. The size of the University permits a very favorable student-faculty ratio, one of the lowest among Wisconsin campuses. Campus planning efforts are under way to enhance facilities on the University's 104-acre Fond du Lac campus, as well as at Marian's 15-acre Town of Byron campus and facilities in Appleton and West Allis. Marian's programs of study are designed to meet a full range of pre-professional and professional academic needs, including business, education, the arts, sciences, nursing and technology. Marian University is a community committed to learning, dedicated to service and social justice, and joined together by spiritual traditions.

Become a futuremaker!



Register today for spring classes!

For more information or to register call:

**(920) 498-5444 or
(800) 422-NWTC, ext. 5444
or go to: www.nwtc.edu
and click on my.NWTC**

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- Clerical/Support Positions
- Instructors in various technical areas and general studies
- Student Services
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Help us shape the future of Northeast Wisconsin's workforce. For more information, please visit: www.nwtc.edu

Northeast
Wisconsin Technical College

EOE-Committed to the diversity of faculty, staff and students.

ONEIDA FACE Program

Family And Child Education
is a National Literacy based program designed to focus on Native American Families.

- Services are provided for adults and children from birth to age 5.
- Center Base Early Childhood Program is located in the Turtle School and meets Mon.-Thurs. from 8:00-2:30.

For more information,
1.920.869.4634

T

Thunderhawk

Thunder Hawk Basketball

By Tyler Pamanet
ONHS senior

As some of you may know, our basketball season has been pretty successful compared to our football season.

With the December 5 and 6 Kohler Tournament, our team record is 3-4, without it we are 3-3 for the season.

We played the “LCO (Lac Courte Oreilles) Eagles” this past Friday and Saturday and we won both games. In the first game, junior Dylan Wheelock had 33 points. In the second, he had 25 points. Eddie Santiago put in another 21 points on Saturday.

In the Friday contest, Dylan was just points away from breaking the school record for the most points in a game. Roberto Hill, class of 2004, holds that record with 39 points in a game and Dylan was just six points short of that.

The way Dylan is playing this year he has a pretty good shot at breaking that record at least.

ONHS Athletic Director, Mike Hanke feels that Dylan is well on his way as one of the best players in ONHS history. In his freshmen year, Dylan scored a total of 41 points. In his sophomore year, he put in 128. This year, he already has 123 points so far, averaging 17.5 per game.

“Dylan has always been strong,” said Hanke, “but he is steadily becoming a dominant force on the basketball court, that’s for sure.”

We only have two games left this year, then the Gresham Holiday Tournament on December 29 and 30.

Our next game is home

against Home School on Thursday December 18 at 4:30 at the Turtle School.

Thunderhawk Regular Season Schedule

Jan. 8, 2009 Home @ 6:30
Jan. 13 Away @ Wisconsin Valley: Girls 5:30 Boys 7:00

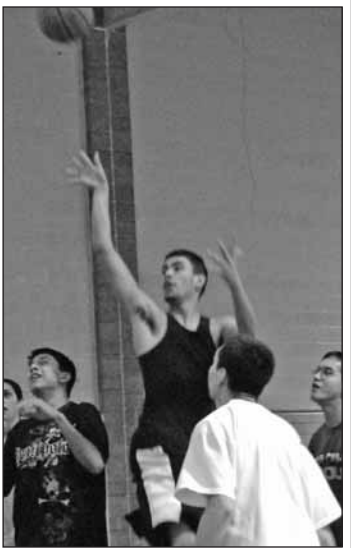
Jan. 16 Home @ 7:00
Jan. 20 Away @ Marion 6:00
Jan. 23 Away @ Gibraltar High 6:00

Feb. 2 Home @ 4:30
Feb. 3 Away @ Milwaukee Academy of Science: Girls 5:30 boys 7:00
Feb. 9 Away @ Lincoln Hills 6:30
Feb. 12 Away @ Pioneer Christian: Girls 5:30 Boys 7:00

Feb. 17 Away @ Oshkosh Valley Christian: Boys 6:00
Feb. 19 Away @ Milwaukee Marshall: Girls 6:00

Thunderhawk Girls Post-Season Schedule
February 24, 26, and 28 Regional
March 6 and 7 sectional
March 12, 13 and 14 State

Thunderhawk Boys Post-Season Schedule
March 3, 5 and 7 regional
March 12, 13 and 14 sectional
March 19, 20 21 state



Meet Coach Skenandore

By Janene Skenandore
ONHS senior

Recently, I interviewed “Mr. Darrell Skenandore” a 2007 graduate of Oneida Nation High School. These days, Darrell has returned to ONHS as an assistant coach for the boy’s basketball team. He is also my big brother. Darrell has enjoyed basketball his whole life, playing competitively for the first time in the third grade. He loves his role as a basketball coach “very, very much,” he said. “Because he gets to coach what he loves best.” There are currently twelve guys on the boys’ team. That’s counting Jo Jo Santigo who is injured, but still comes to every practice. I asked Darrell how it feels to



Darrell Skenandore

coach student athletes that he is either friends with or has known for awhile. He said that he “really only knows the seniors” but that he can coach the players “from a friend’s point of view because he is closer to their age.” He feels this actually gives him an advantage because he “can understand their feelings better.” Boys’ Head Coach, Scott Murray, said much the same, stating that because Darrell was closer to the team members’ ages, “he really seems to relate to them.” The boy’s team is about seven games into their season which goes all the way through March. As for Coach Skenandore’s future, he says he “wants to keep coaching.”

Easy on holiday sweets

By Jaylee Godfrey
ONHS Sophomore

Christmas is one of the best times of the year. How could you not love it? You get to spend time with family and friends. You also get the best holiday treats. Like cookies, pie, cake, and other yummy deserts.

Don’t get carried away though. Sugar is okay in the right amount. Eating too much of those sweet treats, however, is not good for you.

Estimates have the average person picking up an extra pound over the holiday season, but it’s a pound most of them never lose.

For people who are already overweight, the news is worse. One study showed that overweight people can gain as much as five pounds during the holidays.

To avoid gaining too much weight around this time, experts suggest that you shed a couple pounds before. That way, by the holidays, you’ll be able to eat sweets without thinking that much about it.

There are healthy sweets out there—fruits, for example. So, if you do plan on eating sweets, eat some of the healthier sweets first. That way, you’re not so hungry by the time you want a desert.



Twilight movie frenzy

By Maria Guerra
ONHS Junior

Twilight has become famous among girls and, even, some boys since the announcement of the first movie based on the popular books series during the summer. But why?

Two words: Love Story!

For one, it goes beyond the norm: a vampire falling in

love with a normal girl. It’s also forbidden love, forbidden fruit, and—against everything—it prevails

Girls seem to be swooning over this movie. The main vampire (and the boy who the main character falls for), Edward Cullen, is charming, polite, and a very smooth talker. What’s not to like, right?

There are some set-backs about the movie though.

It seems only to recap everything in the book. It goes through everything very quickly, almost too quickly.

I was looking forward to the fight scenes, the chase, the thrill...but it seemed to be lacking.

So, to anyone who isn’t just seeing the movie for the love story and wants the details—the thrill and the on-the-edge-of-your-seat feeling—read the book.

Although I would like to point out that there are Native Americans in the movie—it’s the first movie/book that has become this famous and had a strong Native American tie to it. I give it a “thumbs up” for that.

Brace Yourself, Xmas is approaching quickly

By Jaylee Godfrey
ONHS Sophomore

Look out everybody! Christmas is coming fast.

In less than a month, Christmas will be here with all of the things you love about it. It is right around the corner.

This year has gone by incredibly fast. But, this is one of my favorite times of the year. It is probably because it brings my family together. And, also, because I love snow—minus the weather that comes with it.

I love everything about Christmas! Whether it’s decorating a tree, or bonding with

my family, or seeing the look on their faces when they open their gifts. How could you not love it?

Now, I know some people don’t like this holiday because it brings their chaotic family together. But, to all of you, you know you love your family. Try to get through it with a smile. Look at the upside of things. Things may get a little hectic, but you’ll look back one day and laugh at the memories it brought you. Trust me!

In case you don’t hear from me until then, Happy Christmas!

My Scoop

Animal Testing Must Stop!

By Jaylee Godfrey
ONHS sophomore

Every year across the world, animals suffer from animal experiments. Animal testing is not okay!

Imagine your pet being one of those animals suffering from experiments.

And to think some of the make-up you wear could have been tested on animals. To make sure it hasn’t look for a label saying that it is not animal tested.

For years, PETA or People for the Ethical Treatment of Animals have been trying to prevent animals from experiencing torture from their owners and others. It has a wide-range—from animal testing, puppy mills, or people forcing their animals to fight against one another for the pure “enjoyment” of entertainment.

These things need to come to an end. And unless people act on it now, millions of animals will die. So, act fast

MySpace Hoax

By Jaylee Godfrey
ONHS sophomore

People say that MySpace is an innocent site to communicate with others. Well, in one particular case it was far from it.

A woman named Lori Drew created a guy named Josh Evans after her daughter’s friend, Megan, was allegedly spreading rumors about her on MySpace. After creating a “relationship” with Megan, Drew told Megan, through “Josh,” that the world would be a better place without her.

Drew says her hoax was meant to end the relationship because she realized it had gone too far. But, things changed when Megan hung herself in her closet.

Drew is now on trial.

MySpace is not an innocent site. Kids bully other kids and sometimes it gets out of control.

It would be best to delete the whole site. Yes, it is a nice way to communicate with friends, but not at the expense of someone’s life. When you get people out of control, harassing other kids, it has gone too far. Unless they can figure out a way to stop the bullying, they should have the site deleted. One way to control the site would be to have the people who run it have certain words censored so that kids and adults like Drew don’t get carried away.

But, they need to do something now, before another incident like this happens.

Feel the warmth of Christmas



Kali photo/Dawn Walschinski

Police Liaison Lyle Metoxen talks with Coleman Stevens as Stevens works on a blanket to be given to someone in his family for Christmas. The Oneida Nation Youth Mentorship Program sponsored the funding for the materials of the blankets.

Thunderhawk

Thunderhawk

Times Staff

Semester I

2008-'09 School Year

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Maria Guerra

Assistant Editor

Douglas Reed

Reporters

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Leticia Behringer

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Nicole Godfrey

Louis Guerra

Tyler Pamanet

Leah Pociopa

Martina Red Hail

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Janene Skenandore

Marquita Tebeau

Carl Tepiew

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the Kalihwisaks
1-800-236-2214

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Legal Notice

Agricultural Land for Lease

Premises considered for bid
:

Reference Number:

1-2-2009-1

Total Tillable Acreage:

50 acres

Located At:

500 Block of Old Hwy 29

Length of Lease:

3 years

Applications to be Picked-up
and Dropped-up at the
D.O.L.M. office located at:

*Division of Land
Management
470 Airport Drive
Oneida, WI 54155*

All application must be
turned in by January 2, 2009
no later than 4:30 p.m. No
applications will be accepted
after this date and time. All
bids must be sealed and clearly
marked with the reference
number.

Method of determining who
will be awarded the lease:

- Application and Sealed Bid
- If the case of a tie, Tribal
Member & Tribal
Department will be given
priority
- Credit score of 550 or better
- Following the SOP:
Distribution of Tribal agri-
cultural leases

Minimum Bid:
\$125.00 per acre

For Rent

Trailer

2 br 4 rent 3019 Freedom
Road
869-1139 Ben

Legal Notice

Oneida Appeals Commission

Original Hearing Body

*Notice of Complaints Filed
and Scheduled Hearings*

RE: Oneida Tribe of
Indians of Wisconsin
vs Various Individuals

A diligent attempt was
made to notify the follow-
ing individuals of claim(s)
filed by the Oneida Tribe
for judgment against them,
on Thursday, November 6,
2008 at the Oneida Tribal
Judicial System Office at
Ridgeview Plaza, Suite # 1.

*Melissa Olejnik, 08-TC-
122; Crystal S. Vaughn,
08-TC-123; Nancy
Barton, 08-TC-125;
Kenneth Charles, 08-TC-
126; Sher-ri' Brunette,
08-TC-127; Randall
Denny, 08-TC-128; Dale
and Noreen Reed, 08-TC-
129; Stacy Moore, 08-
TC-130; Gerald and
Pamela Skenandore, 08-
TC-131; Sirena Webster,
08-TC-132; Eugene
Danforth, 08-TC-135;
Elliot Skenandore, 08-
TC-138; Martha Merrell,
08-TC-139; Arlie and
Susan Doxtator, 08-TC-
140.*

For Specific questions
about this claim, settlement,
or payment arrangement,
please contact Diana
Westcott, Central
Accounting Department at
(920) 490-3556. If you
have questions on the
process, feel free to contact
the Clerk or Administrator,
Oneida Tribal Judicial
System at (920) 496-5300.

Job Posting

O.T.I.E, LLC Oneida Total Integrated Enterprise

Job Title:
General Manager

Location:
2615 S. Packerland Dr.,
Suite F1,
Green Bay, Wisconsin
54303

Mailing Address:
P.O. Box 289,
Oneida, WI 54155

Direct Report:
Board of Directors –
Chairman (Oneida Tribal
Member Required)

For addition information
contact our office at
(920)-405-9490.

For a copy of the job
description, please email:
brentmee@oneidanation.org
or
bdanfort@oneidanation.org

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"If the accident was another person's fault, it does not
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Abogados Atty. Joe Recka
Recka & Joannes SC 435-8159
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Recka & Joannes SC

Setting up a Business?

211 S. Monroe
Green Bay, WI 54301 435-8159

kalihwisaks

NEXT DEADLINE
is... **Tuesday,**
December 23, 2008
@ 4:30 P.M.
with a
PUBLISH DATE
of... **Friday,**
January 2, 2008

Questions, please call:
920-869-4277
or email us at:
kalihwisaks@oneidanation.org

See the ONEIDA language site

We encourage everyone
to become involved in the
Oneida Language. Please
visit our website at:
<http://language.oneidanation.org/about/history>

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Call our Job Hotline at: **1-800-236-7050**

or

On the web at: **<http://hrd.oneidanation.org>**

Postings are updated daily.

*The Oneida Tribe has the discretion to pull positions prior to the
deadline date.*

How to Apply...

In person at:

Human Resource Department
2630 West Mason Street
Green Bay, Wisconsin

8:00 a.m. to 4:30 p.m. Monday through Friday

or

Fax your completed application (and resume)
to (920) 496-7911

or

Applications (and resume) may also be mailed to:
Human Resource Department
PO Box 365
Oneida, WI 54155-0365

Applications must be received prior to or on the closing date.

Human Resource Department Mission Statement

*To provide quality service in all personnel operations with integrity,
responsiveness and sensitivity to our customers.*

kalihwisaks 2009 Schedule

DEADLINE

PUBLISH

Tuesday, December 23, 2008...	Friday, January 2, 2009*
January 7, 2009	January 15, 2009
January 21, 2009	January 29, 2009
February 4, 2009	February 12, 2009
February 18, 2009	February 26, 2009
March 4, 2009	March 12, 2009
March 18, 2009	March 26, 2009
April 1, 2009	April 9, 2009
April 15, 2009	April 23, 2009
April 29, 2009	May 7, 2009
May 13, 2009	May 21, 2009
May 27, 2009	June 4, 2009
June 10, 2009	June 18, 2009
June 24, 2009	July 2, 2009
July 8, 2009	July 16, 2009
July 22, 2009	July 30, 2009
August 5, 2009	August 13, 2009
August 19, 2009	August 27, 2009
September 2, 2009	September 10, 2009
September 16, 2009	September 24, 2009
September 30, 2009	October 8, 2009
October 14, 2009	October 22, 2009
October 28, 2009	November 5, 2009
Tuesday, November 10, 2009*	November 19, 2009
November 25, 2009	December 3, 2009
December 9, 2009	December 17, 2009
December 30, 2009	January 7, 2010

The deadline dates above are the dates that material must be submitted to the
Kalihwisaks Office. **Deadline dates are Wednesdays** (every other) unless otherwise
noted, and **Publish dates are Thursdays** (every other), unless otherwise noted*.
Material can be dropped off at the Kalihwisaks Office, Room 1400 (Basement Level)
of the Norbert Hill Center, located at N7210 Seminary Road, or mailed to:
Kalihwisaks, P.O. Box 365, Oneida, WI 54155. Information may also be sent via e-mail
or phoned in to: ykaquato@oneidanation.org Ph. #920-869-4280 and dwaslchi@onei-
danation.org Ph. #920-869-4277. You may also call 920-869-4340 or 1-800-236-2214.
The Kalihwisaks fax # is 920-869-4252. Material must be received no later than 4:30
p.m. on the scheduled deadline dates. This is only a tentative schedule. If changes in
the schedule are necessary, the revised schedule will appear in the Kalihwisaks.

Good News

New Arrivals

If you have a birth announcement, please send it to the Kalihwisaks Newspaper, PO Box 365, Oneida WI 54155 or call Yvonne Kaquatosh at (920) 869-4280 for more information. There is NO CHARGE for birth announcements. However, if you would like to include a photo, please send a SASE with your submission. Please include baby's full (first, middle & last) name, parents (first & last), d.o.b., weight (lbs. & oz.), length, grandparents (maternal/paternal), siblings (first names only). Also, if the baby was given an Indian name, please include the correct spelling and meaning. Please include phone number where you can be reached during the day!



November 5, 2008 to proud parents Steven and Yvette Cornelius. Ryder was 9 lbs 9 oz and 21 1/2 inches long at birth.



Kahletsyalusla (Heart Felt Encouragement To my husband Dewain Danforth on your educational accomplishments this past year. The sky is the limit!



I also want to thank those who provided you support, encouragement and the tools to help you accomplish your goals. Jane Webster (Oneida Community Career Center) and Tanya Lopez-Martin (The Oneida FACE program) Kunolukhwsla, Apache

Happy 30th Birthday

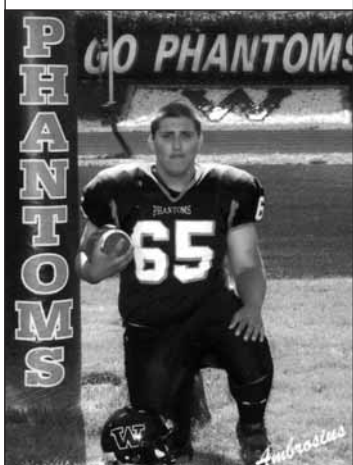
To my baby sister
Jill Jordan



Love, your big sister
Jennifer Jordan

Happy 18th Birthday

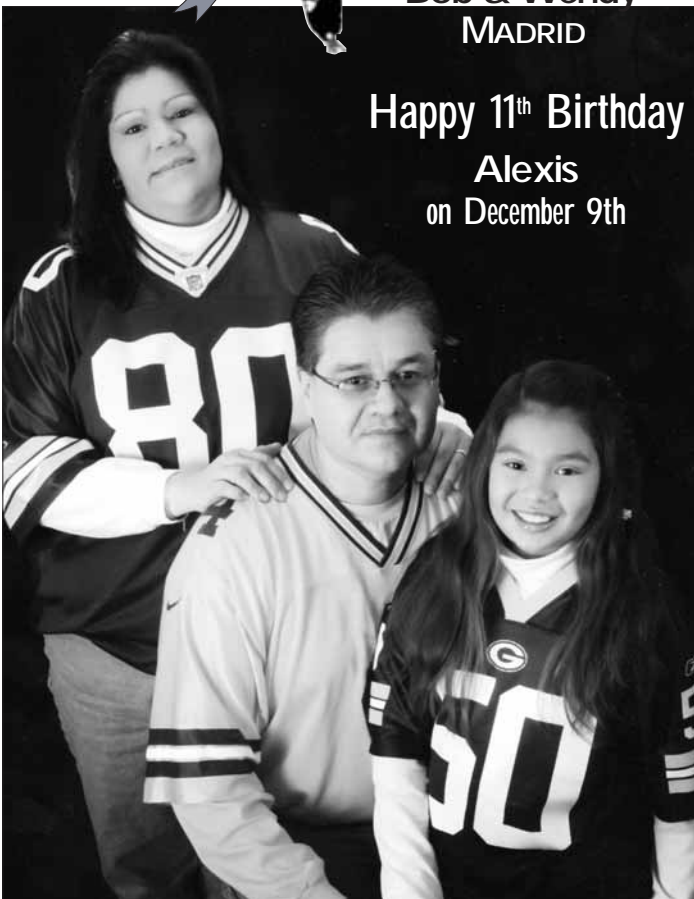
A BIG Happy Birthday to
Bruce
who turned 18 on
December 13th



P.S. Way to go Phantoms!
Love Mom, Gramma
Lois, Marie, Babby
Matthew & Marissa &
your nephews and niece.

HAPPY ANNIVERSARY

Happy 1st Anniversary!
Bob & Wendy
MADRID



Happy 11th Birthday
Alexis
on December 9th

Love from All Your Family

kalihwisaks
NEXT DEADLINE
is... **Tuesday,**
December 23, 2008
@ 4:30 P.M.
with a
PUBLISH DATE
of... **Friday,**
January 2, 2008
Questions, please call:
920-869-4277
or email us at:
kalihwisaks@oneidanation.org

Happy 10th Birthday

Tehya
December 15th



Love from all your family

Happy Birthday

I would like to wish my little "Beautiful Angel"
Marisol Susana
a very Happy 1st Birthday on December 13, 2008.



Love you so much, Grandma Stephanie and Mama Margarita



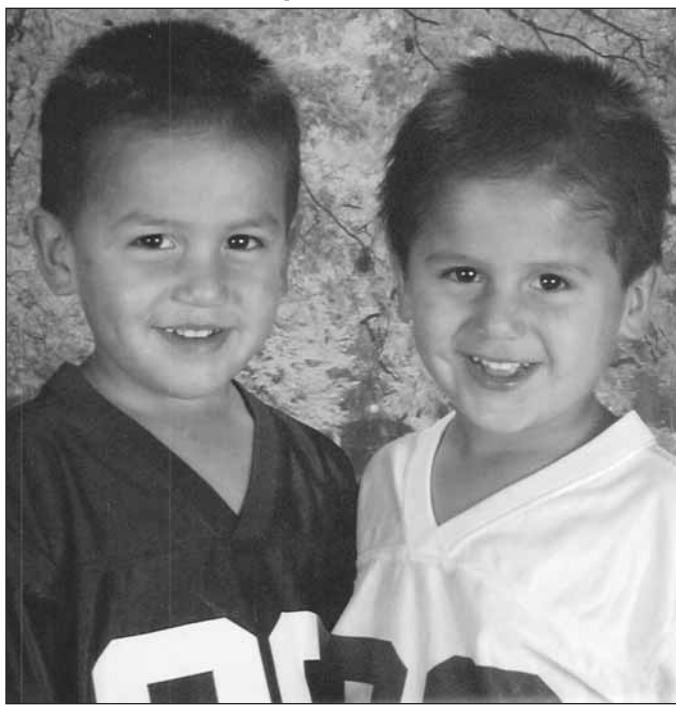
Arlouine Bain

On getting your
Master's Degree!
We knew you could do it
& did!!

Sorry, we couldn't be there!
Melissa, Melinda, Mom and
all the Family

Happy 3rd Birthday

Marqus & Mikael



Love from Mom, Sisters, Grandma, G'Pa, Aunties,
Uncles, & Cousins



Stay Safe
this Holiday
Season!



Friday Night Wedding Special Family Style Now Available

Family Style Choices:
1 or 2 Entrée Items
1 Side Item
1 Vegetable Choice
Coleslaw & Dinner Rolls are included

Starting at \$13.99
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- Overnight Accommodations

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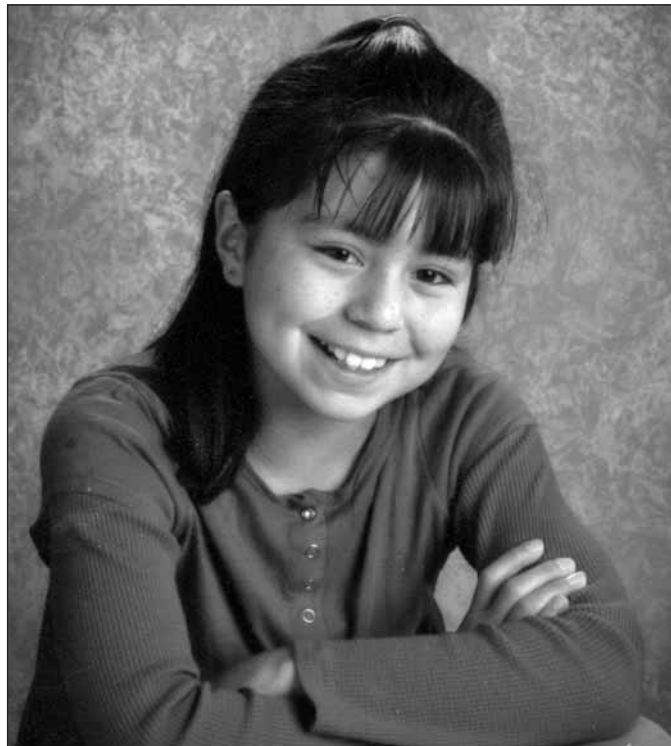
- Free Champagne Toast for Head Table
- Free Centerpieces
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- Two Free Standard Guest Rooms
- And more...

Photo By: Kathleen Gaylor

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Happy 10th Birthday

Sophie Mary Yenatakwita



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After February 17, 2009, a television receiver with only an analog broadcast tuner will require a converter box to receive full power over-the-air broadcasts with an antenna because of the Nation's transition to digital broadcasting. Analog-only TVs should continue to work as before to receive low power, Class A or translator television stations and with cable and satellite TV services, gaming consoles, VCRs, DVD players, and similar products. Information about the DTV transition is available from <http://www.DTV.gov>, and from <http://www.dtv2009.gov> or 1-888-DTV-2009 for information about subsidized coupons for digital-to-analog converter boxes.

Sports

Phantoms' Jordan leaves his mark

By Nate Wisneski

Kalihwisaks

West De Pere linebacker Cory Jordan knew as a sophomore on special teams that hard work would pay large dividends in his senior year, he just never knew it would pay off in such a big way.

Jordan was named the 2008 Bay Conference Defensive Player of the Year. He parlayed that award into a future college football career and a spot on in the Wisconsin Football Coaches Association's All-Star game next July.

Along with being named defensive player of the year, the two-year starter at inside linebacker, was also named to the Green Bay Press-Gazette's all area football team and was a first-team Bay Conference linebacker.

After a successful junior season in which many seniors were lost, Jordan met with the coaches at West De Pere. "Basically (they told us) that if we wanted to get better we needed to be in the weight room throughout the winter and spring. I made sure I was in the weight room everyday working hard and doing my best and going through conditioning and it all paid off in the end," he said.

West De Pere finished 10-1 and lost in the second level of the playoffs to Port Washington after going through the regular season undefeated. Jordan's defense set a school record for least points allowed at 88.

Jordan's dedication and work ethic took hold after his sophomore season in which assistant coach and former Green Bay Packer Dexter McNabb noticed him. "(My) sophomore year I played scout team and (McNabb)

found me out of the blue and worked with me. I played special teams on varsity. I was a fill in guy as a sophomore. If it wasn't for him, I wouldn't be as good as I am today," said Jordan.

McNabb, who has coached at West De Pere since 1999, has never seen a player like Jordan. "Cory is the best linebacker we have had at West De Pere, he is fast and very physical and smart and understands the schemes we do," he said.

McNabb played college football for the University of Florida and says Jordan needs to realize his talent to ensure a successful college career. "He has to realize he can do it and make it at the next level. He needs to keep himself in great shape, be a great student athlete and stay humble," he said. "He could play at some (division) three and (division) two schools and when a coach realizes his talent he could be utilized greatly."

Jordan, too, realizes that the work he put in to get to this current point will need to continue to play at the collegiate level. "I need to get quicker and bigger. Obviously it will be a big step, and is more of a physical game, and will be many more hours in the weight room, and continue to



submitted photo

Cory Jordan lead the West De Pere Phantoms to a 10-1 record while being named Bay Conference Defensive Player of the Year.

work hard to see where I end up," he said.

Jordan plans on continuing his football career, but where is still unknown. "A couple of schools are recruiting me for football, and I do plan on playing football at the next level," he said. All the schools recruiting Jordan plan on using him at the linebacker position in college.

He plans on choosing his school some time after the new-year as he still is scheduled for a few more campus visits. "I really fell in love with UW-Riverfalls. That doesn't mean a school couldn't get me later though," he said.

Coach McNabb knows a player of Jordan's caliber doesn't come along very often. "Cory Jordan is a great kid. We are very proud of what he did at west De Pere and will be truly missed," he said.

Powless Honored by Peers

Top 100 Recipient in Indian Athletic Hall of Fame

On October 25, 2008, David Powless, an enrolled member of the Oneida Tribe of Wisconsin was formally inducted into the American Indian Athletic Hall of Fame for his career in college and professional football. The ceremony was held at The Seneca - Niagara Falls Casino and Hotel in Niagara Falls, New York. The induction was sponsored by the Seneca Nation. Dave Powless takes his place in history with Jim Thorpe, Billy Mills and other legends from the Indian Sports world. He has been honored as one of the top 100 Indian athletes that have been inducted into the Athletic Hall of Fame.

"It's an extreme honor for me...being honored by your own, by Indians," said Powless in a phone interview.

Dave played guard on the University of Illinois 1963 Rose Bowl Team, when they defeated The University of Washington. The win in the Rose Bowl also solidified their claim as the Best Team in the United States.

Mr. Powless was drafted in the NFL by the New York Giants and in the AFL by the Kansas City Chiefs. He and his teammate Dick Butkus (NFL Hall of Fame) were the only players from the University of Illinois that were drafted by both football leagues. He chose to play for the New York Giants and later in his career played for the Washington Redskins.

Dave Powless earned his degree while at the University of Illinois, with a major in marketing and economics. Dave earned a sterling record in the business world where he worked for tribes including his tribe, the Oneida Tribe of Wisconsin and the Inupiat Eskimos of Alaska. He also had operated businesses that he owned and he received numerous awards for his innovations. One such award was given to him at the White House in the Rose Garden by the then Vice President George Bush for his work in recycling hazardous wastes from steel mills.

Dave is quoted as saying that there were two notable events from his professional football career that he will always remember. One was



Submitted photo

Dave Powless gives his acceptance speech for the Indian Athletic Hall of Fame.

that when he played for the New York Giants he played against the Green Bay Packers in Green Bay and he gave tickets to his Oneida relatives. He said that he knew that there were Oneida's that played for the Packers in the past but he thought that he was the only Oneida that ever played against the Packers. His second memory was that when he played for the Washington Redskins his father told him to go to the Bureau of Indian Affairs headquarters in Washington, DC and give the then Commissioner of Indian Affairs, Robert Bennett (Oneida and one of the founders of the Hall of Fame) tickets to the next Redskins game. Robert Bennett was a classmate and teammate of Dave's dad from their days at Haskell Indian Institute.

Dave was asked what he would give as advise to young Oneida Indians aspiring to be successful. He told a story about what his father told him when he was young. He told him that Dave should know that whatever he did he should realize that he did not do it alone. That Dave was an Oneida and that he didn't represent only himself. That he represented the Oneida people. His father told him that the people around him would believe that anything that he did or the way he acted would be the way that all Oneida's would act or do things. Dave told his father that that sounded like a lot of responsibility. His father told him that it was, but not to worry because being an Oneida he was given special gifts. Dave said that he felt relieved when he heard this. Then he asked his father what were those special gifts. His father said "don't worry, because you are an Oneida and, when you need them they will appear." So Dave says, "that all of the gifts he needed did appear and all of the gifts you need will appear

- because you are an Oneida." Dave came from an athletic family where his brothers and father played football. He stated that when he was young, he didn't think he was at the same level as his relatives in sports.

"I thought athletes were born," said Dave. "I found out through very hard work and a strong attitude of just playing hard, it felt good inside, I found out that athletes can be made. I say that as words to go out to our Indian youth; athletes, scholars and scientists, they're all made, they're not born that way."

The American Indian Athletic Hall of Fame Induction Ceremony inducted three other Indian athletes during this event. Oren Lyons from the Onondaga Nation was inducted for his athletic career in Lacrosse. He and his teammate Jim Brown (NFL Hall of Fame) were both All American Athletics in Lacrosse at Syracuse University. Oren is also well known for his role representing Native rights internationally. Nelson "Bally" Huff from the Seneca Nation was inducted for his outstanding Lacrosse skills when he played on Indian teams in Canada and New York. Also inducted was William 'Gumps' Abrams Sr. of the Seneca Nation (deceased) for his Lacrosse career which included his service to his Seneca Nation. Also attending the ceremony were Dick Butkus (NFL Hall of Fame - Chicago Bears) and Joe DeLamielleure (NFL Hall of Fame - Buffalo Bills).

The Hall of Fame is a Non-Profit Corporation governed by a seven member board who receive no compensation. The Board of Directors works with donations given by interested supporters.

Dawn Walschinski contributed to this article.

T-Hawk b-ball ready to fly

By Nate Wisneski

Kalihwisaks

Oneida Nation Thunderhawk head coach Scott Murray knows that experience leads to consistency on the basketball court. With 75% of Murray's players new to his system this year consistency has been replaced with uncertainty.

Murray is working with eight new players to his system and really doesn't know what to expect for this season. "We only have three returning players from last year's squad. Right now we are 1 - 4 and (inexperience) is why we struggle. Every year, as the season progresses, I simply hope we get better," he said.

Last season the T-hawks finished 8 -13, and a lot of the scoring and leadership load will be placed on two younger experienced players, point guard Eddie Santiago and low post presence, Dylan Wheelock.

Santiago, a sophomore, is seen by Murray as another coach on the floor. "The game is in his hands. There is a lot of pressure playing the point," said Murray. "He is young and I forget that sometimes. If he doesn't play well, we don't play well, and as a sophomore, he has a lot of potential and gives us that penetration offensively."

Wheelock, a junior, has improved dramatically from last year and Murray expects a big contribution from him this season. "He worked hard and in the offseason, he is in the gym and he puts in time and it is paying off big-time. He handles that ball better, shoots better and got stronger.



Kali photo/Nate Wisneski

Point guard Eddie Santiago (right) is expected to provide floor leadership for this year's T-hawks.

Dylan is a very dedicated and hardworking kid. If I had all Dylans we would be pretty darn good," said Murray.

Both Wheelock and Santiago play big roles and are needed to ensure some of the T-hawks' weaknesses don't become too exposed. "Offensively we just struggle to put the ball in the hole," said Murray. "We need to do a better job rebounding the ball. We are small so we are trying to compensate by playing full court and pressure (defense), and other than Eddie, we don't handle the ball very well."

With size an issue for Murray he will use quickness to his advantage. "We have a lot of speed and defensively speed kills. If you have quick players it is easier to play defense. I don't like playing zone defense. We play man to man and off the ball we play help defense and protect the basket," he said.

Though Murray acknowledges this year's squad has

less talent than the previous season, he still expects the same or better results. "This is the most committed group that I ever had to playing Oneida Nation basketball," said Murray. We had more talent and skill last year, but there was a lack of commitment and buying into the system."

Murray sees this group buying into that team atmosphere to create a winning atmosphere. "As long as I have been around Oneida Nation basketball kids continue to lose and it's almost expected and the kids don't understand they can win. It's hard to turn that corner and the mental part of the game is huge," he said.

Murray sees this group going full in on his system and he hopes results will reflect that commitment.

The Thunderhawks travel to Gresham for their annual Holiday Tournament on December 29 and 30.

Oneida youth hang with the Pack

By John E. Powless III

Oneida Recreation Assistant Director

On Wednesday, December 10th, 80 Oneida Youth filled the Don Hutson Center, participating in the Green Bay Packer / Oneida Football Clinic. These clinics are facilitated by actual Packer players. Oneida Youth were able to strut their stuff with some of the best the Packers have to offer, DB Al Harris, DB Tramon Williams, and Rookie WR Jordy Nelson.

Oneida youth participated in various obstacle courses, ran patterns, caught passes, and were timed in the 40 yard dash. Youth also learned about the role of athletic trainers in professional sports. Every participant received an autographed Packer hat, and will also be receiving individual photos



Kali Photo/Steven J. Gandy

Green Bay Packers rookie wide receiver, Jordy Nelson throws a pass to one of the many children on hand during Packer/Oneida Football Clinic. taken with the players. All exhausted, all had a great time!

Oneida Family Fitness

Family Fitness Highlights

Oneida Family Fitness Hours:
M-T-W-TH-F: 5:30AM–8:30PM
Saturday: 7AM–2:00PM
For more information call 490-3730

Four earn black belts in Tae Kwon Do

By Adam Brown
Martial Arts Instructor

Oneida Martial Arts is happy to announce that recently four of our students successfully tested for the rank of Black Belt!

Raeden Metoxen, Sienna Metoxen, Heather Skenandore, and Tyler Rankin travelled to Champion's Martial Arts in Appleton to take this very important step in their Tae Kwon Do training.

Five different martial arts schools were represented at the testing event where more than 30 students from all over Wisconsin were hoping to attain Black Belt levels.

The test took five hours to complete and everybody performed with Tae Kwon Do's signature focus, determination, and perseverance.

The students had to perform dozens of kicking and punching techniques, along with self defense, sparring and even board breaking! Terminology was also tested as the students demonstrated their knowledge of Martial Arts history, theory, and sci-



Photo courtesy of Adam Brown

From left: Raeden Metoxen, Sienna Metoxen, Heather Skenandore, and Tyler Rankin (not pictured) earned black belts in Tae Kwon Do. The four study martial arts at Oneida Family Fitness where classes are offered for every skill level.

entific approaches.

Remember that Oneida Family Fitness offers "Introduction to Tae Kwon Do" classes. This is a 6 week session that costs only \$25!

It's the perfect way to get your whole family involved in this powerful martial art. If you are interested in improving your self confidence and learning valuable self defense

skills, feel free to stop in or call Mr. Schoenebeck kschoene@oneidanation.org or Mr. Brown abrown@oneidanaiton.org at 920-490-3730.

Mid-Day Muscle Building

By Jason Manders
Fitness Specialist

Every Thursday afternoon from 12:15 p.m. to 12:45 p.m. you are invited to Oneida Family Fitness for Body Bar. The format of this class is simple. All you need is a weighted bar and thirty minutes of your time to get a total body workout. Each class consists of two exercises per muscle group. Squats, push-

ups, shoulder presses and bicep curls are just a few examples of the exercises performed in this class. The class flows from one exercise to the next, to minimize boredom and keep you moving and motivated.

I welcome you to participate in Body Bar class at Oneida Family Fitness. It's a great mid-day muscle building workout.

Pilates-make the most of your time at the gym

By Todd Shelto
Fitness Specialist/Personal Trainer

The Pilates method of body conditioning is a unique system of stretching and strengthening exercises developed over the past 100 years. It strengthens and tones muscles, improves posture, provides flexibility and balance, unites body and mind, and creates a more streamlined shape.

Our old exercise regimes are not only time inefficient, but fail us for another reason: They are based on isolating muscles and working each area of the body individually.

The Palates philosophy focuses on training the mind and body to work together towards the goal of overall fitness. Through Palates conditioning, you will stand straighter, your movements will become more controlled and responsive, muscles will lengthen and strengthen, and flexibility will increase. Palates classes are offered at Oneida Family Fitness at the following times:

Monday: 6:10 PM - 6:50 PM
Tuesday: 10:15 AM - 11:00 AM
Thursday: 10:15 AM - 11:00 AM

Oneida Family Fitness Staff	
Michelle Mielke.....	Fitness Center Director
Ryan Waterstreet.....	Assistant Director
Amy Griesbach.....	Office Manager
Ryan Engel.....	Fitness Specialist Supervisor
Stefanie Reinke.....	Fitness Specialist Supervisor
Eric Frantz.....	Fitness Specialist
Jason Manders.....	Fitness Specialist
Amanda Riesenber.....	Fitness Specialist
Jessica Trem.....	Fitness Specialist Supervisor
Todd Shelto.....	Fitness Specialist
Tek Skenandore.....	Fitness Assistant
Hudson Denny.....	Fitness Specialist/Promotions
Kevin Schoenebeck.....	Martial Arts Coordinator
Adam Brown.....	Martial Arts Instructor
Maureen Cisler.....	Administrative Assistant
Shoshana King.....	Administrative Assistant
Serena Hernandez.....	Administrative Assistant
Teresa Roth.....	Aquatics Supervisor
Teresa Holschuh-Sieja.....	Aquatics Trainer/Supervisor
Nicole Cooley.....	Lifeguard
Orrie Kreuscher.....	Lifeguard
Matt Fourness.....	Lifeguard
Elaena Duffy.....	Lifeguard
Jessica Mettler.....	Lifeguard
The Oneida Family Fitness (OFF) staff is here to serve you! If you haven't been to the Fitness Center lately, please stop in and get acquainted with the staff! The office is located at: 2640 West Point • Green Bay, WI Phone: (920) 490-3730. Look for O.F.F. highlights once a month in the Kali.	

OFF Holiday Hours

Wed., Dec. 24 (Christmas Eve).....5:30 AM–2:30 PM
Thurs., Dec. 25 (Christmas Day).....CLOSED
Wed., Dec. 31 (New Years Eve).....5:30 AM–4:00 PM
Thurs., Jan.1 (New Years Day).....10:00 AM–2:00 PM



Scott M. Murray
Area Manager
Fitness & Adventure
920-490-3806

Michelle Mielke
Director
Fitness Center
920-490-3808

Ryan Waterstreet
Assistant Director
Fitness Center
920-490-3809

Mark Steinbach
Director
Adventure/Ropes Course
920-490-3846

Physical Address:
2640 West Point Road
Green Bay, WI 54304

Mailing Address:
P.O. Box 365
Oneida, WI 54155

Central Phone:
920-490-3730

Admin Fax:
920-490-3814

Central Fax:
920-490-3800

November 20, 2008

Oneida Family Fitness Members,


We encourage all members who use our elevator service to read this update provided by our building Maintenance Manager, Lance Occhino.


"Our elevator is presently out of service and undergoing repair. Elevator history- The initial problems were mostly due to the sophisticated electronic controls used to operate the elevator. Those problems have been resolved. A year ago we experienced hydraulic seal problems and those problems were quickly addressed. Afterwards, we appreciated nearly a year of trouble free operations.

Presently we are experiencing problems with the lifting mechanism. The diagnostic has been completed and the paperwork is in process. Actual repair will require these components to be custom fabricated. The elevator is expected to be back in service by the third week of January. We are trying to expedite the manufacturing process. With the holiday approaching, it might take that long to disassemble the defective components, manufacture new replacements, re-assemble, test and have the elevator inspected and re-certified. (It is possible that we could be up and running a week or two earlier, but that would be a gift.)

We realize that this is an inconvenience for you and for some members unbearable. We are all doing our best to restore the elevator to full operation as quickly as possible. Please note that the elevator may be used in the event of an emergency. It is reliable and safe to operate for limited periods of time; as in the case of an emergency."

If you are dependant on the elevator service to use the facility, please speak with the Administrative Staff and they will assist you in temporarily freezing your membership until the service is repaired. Please communicate your needs and let us know how we may assist you in this situation. Again, we truly apologize for this inconvenience and thank you for your patience and understanding in this unfortunate situation. We look forward to having our elevator back in service as soon as possible.

Sincerely,

Lance Occhino, Maintenance Manager

Michelle Mielke, Oneida Family Fitness Director & Team of Fitness Professionals


Knee Osteoarthritis: A Coin Toss

Submitted By Nicole Cooley
Lifeguard

According to a recently released study conducted by the Arthritis Foundation, 46% of people will develop osteoarthritis of the knee. The risk of developing this debilitating disease jumps to 65% in people who are obese, while people with a prior knee injury are at a risk of 57%. Being the most common cause of disability, arthritis costs the US economy over \$128 billion a year. Knee osteoarthritis constitutes 418,000 knee replacements a year. In 2006, it accounted for 496,000 hospital discharges with \$19 billion in hospital costs. In short, people must take action to prevent the problems that could occur because of knee osteoarthritis and take steps to help themselves.

Control Your Weight: For those already affected, losing 15 pounds can cut knee pain in half. Maintaining a healthy weight can also lower a person's risk.

Get Active: Physical activity can help decrease symptoms. It is also an important part of weight control and helps maintain healthy strong bones, muscles, and joints.

Contact the Arthritis Foundation for additional tips and information regarding knee osteoarthritis and all other forms of arthritis.

**Source: Article "One in two Adults At Risk for painful knee Arthritis" from Arthritis Foundation. FMI: www.arthritis.org or call 1-800-283-7800.*



Photo courtesy of Adam Brown

Physical exercise is key to avoid knee arthritis.