



Now Hiring! Keeping pace with the competition

By Christopher Johnson
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As the state of Wisconsin continues to demonstrate record low unemployment numbers, the Oneida Nation continues to be a leader among all employers in northeast Wisconsin. As of November 2019, the tribe employs more than 2,800 workers across 21 diverse areas despite challenges with recruiting and retention in this competitive employment market. Only Humana and Schneider National employ more workers than the Nation in Brown County.

“(Even though) we’re an employment leader we still face shortages with nurses, teachers, child care, and Behavioral Health,” Wendy Alvarez, Director of Recruitment and Employment for the Oneida Nation, said. “But it’s not just us, it’s nationwide. There’s so much competition for these specialists and



Kali photo/Christopher Johnson

Oneida Retail employees Jeff Ermenc and Katrina Williams work a recent shift at the Oneida One Stop on Packerland Drive. The Oneida Nation continues to be an employment leader in northeast Wisconsin.

right now the tribe isn’t able to offer a fluid recruitment package such as hiring bonuses and things of that nature. Sometimes we put internal constraints on ourselves with hiring budgets even though there’s a lot of competition due to the nationwide low unemployment rate.”

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Employment competition

Oneida Nation’s annual Lighting of the Trees

Kali photo/Eric Doxtator

Dozens of spectators descended into downtown Oneida Wednesday, November 20, for the annual Lighting of the Trees. Conducted by the Oneida Department of Public Works, the community tradition featured the Oneida Singers and numerous trees – along with the bridge way – lit in beautiful colors ahead of this year’s Holiday Season. The Oneida Nation Veterans Affairs Committee also provided chili and hot dogs for the festive occasion.



What’s New This Week



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 WWE’s Samoan Dynasty visits ONES.



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 Rock Your Mocs 2019.

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Rock Your Mocs 2019



Kali photos/Dawn Walschinski

Oneida Nation School System students and staff celebrated Rock Your Mocs Friday, November 15. The event celebrates Native American heritage by encouraging First Nations people to wear their traditional clothing like moccasins and native styles like ribbon shirts and skirts. Top: Students show off their woodland style moccasins. Bottom: Oneida Nation High School students sang Social Dance songs for middle and elementary students.

ONEIDA EMPLOYEE BINGO

EVENING SESSION

Wed., Nov. 27 • 10:30pm

Sales 9:30pm

6-on Entry \$15 • 6-on Extra \$5

All other games extra.



EMPLOYEE CASH BALL \$4,200

The cash ball increases by \$50 every time it is called. If the cash ball is not won at the session, it will carry over to the next employee bingo session.

EMPLOYEE ACTIVITIES

Random employee activities and awards will occur throughout session.

DOUBLE PAYOUTS

Bingo on an EVEN number and the payout DOUBLES.

Valid on all games except Blackout.

BLACKOUT

Win \$1,199 or spin the wheel to win \$500-\$5,000.

Valid only when there is one single winner on Blackout.

MUST SHOW EMPLOYEE BADGE TO PARTICIPATE

Each employee is allowed to bring one guest.

FUTURE DATE

Monday, Dec. 23 • Evening Session



Green Bay, WI • 1-800-238-4263 • OneidaCasino.net

Details at Bingo Hall. Please gamble responsibly.



Official Casino of the
Green Bay Packers

Comprehensive Housing hosts Elder Village Open House

By Christopher Johnson
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The Oneida Nation Comprehensive Housing Division recently completed the latest expansion of its Elder Village and hosted an Open House on Henry Road November 14-15. The latest development in the subdivision consists of eight new cottages for their income-based program.

"This is the second in a multi-phase expansion in our Elder Village," Scott Denny, Area Manager for Comprehensive Housing Division's Residential Rentals, said. "The previous build here consisted of eight elder cottages, and this second-phase expansion is eight more and we have more in the planning. In all Elder Village consists of 32 residential lots so we're going to keep going until we fill all the lots."

The overall expansion project is expected to take several more years. "The reason for that is because of how we build these and the federal grant money that is used to build them," Denny said. "With this recent phase we went back to the drawing board with some of the open concepts like accessibility and bathroom designs and now we have more options. The first phase builds consisted of two-bedrooms only, but this most recent effort was a mixture of one- and two-bedrooms."

The Oneida Housing Authority was established in 1963 but had no say in how lodgings were constructed in those early days. "From 1963 until 1996 any money the Housing Authority received for construction was dictated as to how we constructed, floor plans, amenities, and sizes," Denny said. "That's why the three-bedroom units on Chief Hill Drive are so small. Our Housing Authority didn't decide to build those. We had no say in it and we were dictated as to how we could build them. The Native American Housing Assistance and Self-Determination (NAHASDA) Act



Kali photo/Christopher Johnson

This Elder Village unit, located at 385 Henry Road, is one of eight newly completed elder rental units. This was the second of several planned Elder Village expansion projects. Upon the overall project's completion Oneida's Elder Village will consist of 32 residential lots.

of 1996 is the government now saying they're still going to give us housing money, but they also acknowledge that meeting our housing needs is different from one tribe to the next so now we can determine how to do that on our own."

While there are still parameters that must be adhered to, the NAHASDA Act removes the dictation on how tribes construct housing. "They no longer dictate design, layout, square footage, and amenities," Denny said. "That's why we have the things like air conditioning and garages now. Those things weren't allowed back then. That's so important for people to know and understand."

There are several newer amenities included in the Elder Village cottages. "The radiant floor heating is consistent across the board in this project," Denny said. "We began that several years ago in the duplexes near Elder Services and stuck with it because of the low cost. It's very efficient and although it will take longer than forced air heat it is much more cost efficient. There are a number of our tribal members that have respiratory issues, and this will reduce dust in the air that we see with forced air heating."

The open floor concept and wider door designs for wheelchair and walker accessibility are meant for tribal elders. "As our elders age, and their physical needs potentially become an issue, then there's the probability that these units will serve you better," Denny said. "Some of our older builds that date back to the '70s and '80s weren't built with these designs in mind so these new units are meant to better serve our people with those physical needs."

People applying for Comprehensive Housing Assistance are applying for the program itself, not for a specific elder unit. "When applying, you're applying for whatever applicable program you may qualify for," Denny said. "You may qualify for multiple programs, and it's easy to get excited when they see a new unit and think that's the one they want. But it may not work out that way, so we just want to give that precaution. So, with that transparency may come some disappointment."

Applicants will most likely be subject to a wait list as well. "What happens with elder housing is there is a fairly

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 Elder Village

What's New This Week



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– Kalihwisaks –

Official Newspaper of the Oneida Tribe

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 (Wisconsin Newspaper Assoc.)



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low turnover rate,” Denny said. “Once an elder gets a unit and they can age out here, they’re less apt to move. So even though the wait list number may seem low, it may still take some time. These units are the best of many worlds. These are built with improved accessibility and the elder in mind. Our units are income-based, so the lower the income the lower the rent.”

Applicants are also asked to understand that there is nothing in the tenant selection process that would distinguish one person’s need over any other. “The tenant selection process is clearly outlined in the rules listed on the Oneida Nation’s website under the Landlord/Tenant Law,” Denny said. “The laws are

on the register and beneath it are listed all the rules applicable to each of our rental programs.”

Too apply for Comprehensive Housing Assistance feel free to contact Residential Outreach Coordinator Marsha Skenandore at (920) 869-6184 or email her at mskenan5@Oneidanation.org.



Parker recognized for support of OPD



Submitted photo

Isabel Parker, right, was presented an award for Outstanding Community Outreach from the Oneida Police Department at the Community Harvest Feast at The Three Sisters Center on Thursday, November 14. Parker was recognized for her support of the Oneida Police department through her programs such as youth board game night, and the National Night Out picnics. Matt Ninham, Instructor Coordinator for NWTC Criminal Justice Students, presented the award.

20th Annual Thanksgiving Day Community Feast

The feast is prepared and served by Tribal Employees, Community Members and Tribal Citizens.

Open to the Community and Public!

Served on Thanksgiving Day, November 28, 2019
11AM to 2:00PM at the Parish Hall

Recruiting Volunteers for any of the following functions:

Wednesday, Nov. 27, 2019

Food prep: Peeling potatoes, cleaning squash, cut up veggies, etc.

Set-up Crew: Set up tables & chairs, Decorate. 4:00PM–6:00PM

Following is a list of donations needed:

- Volunteers to cook a turkey
- Eight (8) turkeys
- Homemade Pies (20 pies)
- Venison Stew Meat (10 lbs)
- Canned Vegetables (3) #10 cans
- Relish, Fruit & Veggie Trays

Thursday, Nov. 28, 2019

(From 8:30AM–3PM)

Food prep: 8:30AM–11:00AM

Servers: 11:00AM–2:00PM.

Dishwashers: Throughout the day

Clean-up Crew:

Take down tables, chairs, sweep, take out garbage, etc., 1:30PM–3:00PM



For Donations of Food or Cash, or Volunteerism:

Paula King-Treanor <treanor@oneidanation.org, 920.869.4136>
Debra A. Dondanville <debra.dondanville@oneidanation.org, 920.869.4136>

To change subscription or delivery

Call the Trust Enrollment Department Toll Free: **1 (800) 571-9902** or
local: **1 (920) 869-6200** or Email: TrustEnrollments@oneidanation.org

To Subscribe...

Name: _____

Address: _____

Zip _____

Enrollment #: _____ Ph. _____

(Applicable to enrolled members ONLY)

Address update forms are also available for Oneida enrolled members at the following website:

<http://www.oneidanation.org/enrollment/svcaddchange.aspx>
Oneida Enrollment Dept. • P.O. Box 365 • Oneida, WI 54155

• Non-Tribal members & Organizations:

- Annual: \$25 • Academic Year: \$18.75
- Half-Year: \$12.50

Mail to...

Mailing address:
Kalihwisaks
ATTN:
Yvonne Kaquatosh
P.O. Box 365
Oneida, WI 54155

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to enrolled

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Members must submit
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Samoan Dynasty at ONES



Kali photo/Christopher Johnson

NIGA Chairman Ernest Stevens Jr., WWE Superstar Rikishi, Oneida Nation citizen and former WWE Superstar Francis Huntington (aka Jules Strongbow), and Reno Anoa'i (aka Black Pearl) pause for a photo at the ONES November 19. Members of the famed WWE Samoan Dynasty, Rikishi and Black Pearl spoke to the children about an array of topics ranging from personal and cultural pride, anti-bullying, respect, and making positive impacts on people's lives. Sponsored by NIGA, Aztek Gaming, and Oneida Casino Gaming GM Louise Cornelius, Rikishi and Black Pearl also presented Strongbow with a championship wrestling belt and other gifts because, unbeknownst to many, Strongbow trained Rikishi when he was a young man of only 17.

Oneida VFW's strong presence



Submitted photo

(Above): Oneida Nation Veterans of Foreign Wars (VFW) Post 7784 Commander Cletus Ninham (right) and Senior Vice Commander Carl Gomand (left) present Paula "Pogi" King Dessart with a check for \$200 to assist with the 20th Annual Thanksgiving Day Community Feast. The community feast will take place Thanksgiving Day, November 28, from 11 a.m. until 2:00 p.m. at the Parish Hall. To assist with the event please feel free to contact Pogi at (920) 869-4362 or Brian Doxtator at (920) 869-2170.

(Below): Commander Ninham, past VFW Region Eight Commander and Post 7784 Historian Chris Cornelius, Associated Bank Branch Manager Paula Pyle, and Post 7784 Senior Vice Commander Gomand proudly show off their veterans display at Associated Bank, 2424 W. Mason St., in Green Bay. Cornelius constructed the display to honor all the Oneida Warriors who have served their nations in each of America's conflicts for Veterans Day.

Good Luck Has a New Number

**FRIDAY, DECEMBER 13
8AM—MIDNIGHT**

**EARN 13 BASE POINTS
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Kali photo/Christopher Johnson

Looking Back, Oneida History, 200 Years

Oneida Nation, this is our homelands, for the past 200 years we

...we look to 2023 to strengthen our Oneida legacy with a bicentennial event...

our Oneida legacy with a bicentennial event to celebrate our accomplish-

ments alongside our brothers, sisters, and neighbors at both local and national levels. Between now and 2023, we will build anticipation in the bicentennial event with thought-provoking educational events and programs that emphasizes our perseverance to evolve spiritually & culturally, as well as economically succeed as we navigate the trials and tribulations in both historical and contemporary circumstances. Together, with a good mind, a good heart, and a strong fire, we look to nurture a sovereign, independent, and harmonious existence with our neighbors by perpetually strengthening our families, our people, and our heritage, well into the future.

So, this is now 200 years and it's a significant milestone in the life and times of the Oneida people. We have always carried a vision to sustain, grow and prosper as Oneida people. Our present vision is to strengthen and protect our people, reclaim our land and enhance the environment by exercising our sovereignty.

Perhaps you have heard about the efforts being lodged to recognize and celebrate our 200-year Anniversary here in this homeland. In 2023 the Oneida Nation will celebrate our vision of sustainability and our sovereignty. We will welcome every Oneida from all four directions to come celebrate. We hope to have the greatest gathering of Oneida ever in our history.

A planning committee has been established to develop and design this celebration. The desire is to commemorate the gifts from those who journeyed before us, we look to 2023 to strengthen

Project Background:

The Oneida Business Committee (OBC) is the sponsor of this project and is investing at least \$250,000 into celebration(s) for 2023. The Oneida Planning Department is the Lead on this project and will be reporting monthly at the Community Development Planning Committee (CDPC) meetings. The first task of the Planning Department is to create a core team to plan the celebration(s).

We look forward to moving forward with this nation-wide celebration and keeping the Oneida Citizens informed in the Kalihwisaks.

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\$240,000.00

Spacious 4 bedroom/2 bath ranch home on 3.70 acres

- Large country kitchen/dining area with plenty of cabinet space
- 17x10 safe room in lower level.
- **Updates:** New roof 2018; Furnace and water heater 2012.
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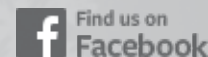
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TRIBAL ID REQUIRED FOR TAX EXEMPT STATUS

HOURS: CLOSED Sunday and Monday
12 - 6 Tuesday thru Friday • 10 - 5 Saturday

Chairman's *Forum*



Chairman's Forum

Tehassi Tasi Hill
Chairman



Shekoli!

While we are a proud, sovereign nation, continued efforts are made to enhance our relationship other governments from the local, to the state, and to the federal. Working with the current state administration has been a breath of fresh air as Governor Evers and Lieutenant Governor Barnes recognize the Nation's status and the relationship is built on mutual respect. Earlier this year, Governor Evers signed Executive Order #18, relating to an affirmation of the intergovernmental relationship among the state of Wisconsin and the Tribal Nations located within the state.

The Governor's executive order reaffirms the sovereign authority tribal nations have over their members and territory in the state of Wisconsin and directs each state agency to consult tribal governments on matters that may indirectly impact tribal nations and develop an updated consultation policy that does the following:

- Ensures the state government workforce is educated on Tribal Nations and sovereignty;
- Strengthens the day-to-day working relationships between Tribal and state government agencies;
- Provides for at least annual consultation meetings with Tribal and state leaders; and
- Identifies at least one agency staff member to serve as a liaison between the agency and the Tribal Nations.

Governor Evers has expressed his desire to continue collaboration, ensuring sustainable policies are implemented not only with Oneida Nation, but with the 11 Federally-recognized nations within the Wisconsin boundaries as well.

On November 7, the Oneida Nation received a Lifetime Achievement Award from Keep Greater Milwaukee Beautiful (KGMB) which embarked on a statewide search to recognize individuals and organizations that protect, preserve or sustain our environment. The Oneida Nation was selected because of the Nation's outstanding contributions to environmental excellence work in environmental advisory and commitment to the preservation and protection of land, water, and air.

Some of the initiatives identified at the recognition of Oneida include projects related to watershed and wildlife habitat, engaging the community with outreach and education, and environmental compliance. Additionally, the Nation was recognized for our efforts to investigate energy options that include local production, distribution, and usage that support positive investment, while fostering the relationship between a clean energy strategy, sustainable economic development, and livable community. KGMB, Inc is an award-winning, non-profit educational and community service organization in place since 1983 and an affiliate of Keep America Beautiful.

I was honored to accept this award on behalf of the Nation, but recognize it is a community effort. Yaw^ko to the employees and community members who work toward the protection, preservation of our environment to sustain it for future generations.


The Oneida Business Committee and community recently came together to celebrate the annual lighting of the bridge and trees in downtown Oneida. This special event of the community coming together, is an example of the balance we must try to maintain in our lives, to keep our minds and body, and spirit strong during the holidays.

With the holidays nearing, let's remember those who may have a harder time than others during the upcoming season. Dealing with grief and loss, financial stress, and health concerns are just a few common challenges that can

be especially prevalent this time of year as the days get shorter and the weather colder. With celebrations all around us this can be a time of mixed emotions and an especially difficult time for some. Please take time to reach out to one another and continue to spread kindness and compassion in the coming weeks and always.

*Yawakó· Be well and treat
one another well.
Sa?nikuhlatsa·niht
(You have a strong mind)
Chairman Tehassi Tasi Hill*

Trust Enrollment Department
PO Box 365, Oneida WI 54155
(920) 869-6200 • 1-800-571-9902
Fax: (920) 869-2995



TRIBAL ID NOTICE

Your ID needs an expiration date



BEGINNING MARCH 2020

Pursuant to BC Resolution 03-14-18-A, any Tribal ID that does not have an expiration date will not be recognized by the Trust Enrollment Department, nor will they be recognized as valid forms of identification at Oneida functions such as GTC meetings or Oneida Elections.

- Fees remain the same (\$5 ages up to 54; \$2 ages 55 and up)
- No free trade ins

OBC Council *Forum*

Shekoli Swakwek,

As part of the Business Committee's goals of exercising sovereignty, we want people to understand the beginning and development of the Oneida constitution. Educational sessions will increase the community member's knowledge of where we want to be as a Nation and how the constitution benefits the long-term needs. We want to continue to share knowledge on our government structure, history, and how it came to be. The first educational sessions will go back into our history and explain our traditional form of governance and how that came to be. There will be two education sessions to be held at the Community Education Center (CEC), with our guest speaker Bob Brown. Session I will be Dec 16 from 5:00-7:00pm – Establishing the Clans. As we start the new year, session II will be Jan 13 from 5:00-7:00pm – Putting it together as Governance.

Tlayethinawshawálate? Kayanlásla?

Shekoli

Special General Tribal Council Meeting

Is scheduled for Monday, December 2, 2019 at 6:00 p.m. at the Radisson Hotel and Conference Center. You should be receiving your packet in the mail shortly. Please read the information being presented and bring your packet with you to the meeting. Please mark your calendars and remember this is a Monday night meeting.

Veteran's Day/Thanksgiving

Although Veteran's Day has passed, I would still like to say "Thank You" to all those individuals who have served or are serving in all branches of the United States military as well as the U.S. Coast Guard. I realize these individuals have had to sacrifice time away from home and their loved ones as well as the loss of a loved one due to their service to our country. Each one is to be commended for a "job well



David Jordan
Councilman

Curfew Law – As a subcommittee team leader for the Tribal Action Plan for law and policy, our team developed the need for a curfew law to be implemented for Oneida. The purpose of the Curfew Law is to protect the health, safety, and welfare of the persons and property within the reservation by regulating activities of minors on the reservation during certain hours, while imposing certain obligations and responsibilities on the parents and/or guardians of a minor for the control and supervision of that minor. The law prohibits any minor from being on any public space between 10p-6a within the boundaries of the reservation, unless accompanied by a parent/guardian.

Hemp update – This year an Industrial Hemp team piloted the growth of hemp. We planted 10 acres specifically for fiber, 20 acres for grain and in the green house, we planted one acre for CBD. Due to record rainfalls, plant growth was not as successful as hoped.

done". Remember our veterans throughout the year and contemplate where we would be if not for them.

Thanksgiving is fast approaching and a time for families to come together and share a time of comradery as well as a hearty meal. Give thanks to the Creator and our forefathers to be able to share in the festivities of this season.

Should you have an opportunity to donate food items to those less fortunate, please do so with an open heart or another alternative is to donate your time to an organization where they are feeding those who have nowhere else to go or are living a life they are not accustomed to due to unfortunate circumstances.

Beautification

I would like to compliment all those employees who are responsible for the upkeep of the grounds around our buildings as well as the Radisson Hotel. During this

For next year, the hemp team is looking for new fields to test and grow Industrial Hemp. The Team learned a great deal about procurement of industrial hemp, its growth characteristics, labor requirements, post-harvest processing, and marketability. The project was defined to be a pilot project to understand the different hemp varieties and different end-use products that can be produced with hemp. Grain, CBD, and fiber are the basic parts of the plant that can be processed into many products. Hemp is a very diverse crop, but regulation and lack of infrastructure have prevented its marketability. Our intention with this pilot project was to get experience growing grain, CBD, and fiber varieties and monitor the variables that affect the crop such as climate, agronomic practices, and operations. We will continue to explore industrial hemp



Daniel Guzman-King
Councilman

for diverse opportunities such as biodegradable plastic replacements, hemp paper, and fiber for clothing.

Upper Oneida update – If you have been in upper Oneida lately, you may have noticed the green fencing is gone, finally! This area is to be used for a future park and multi-functional area. Currently the team is in Phase 1, clean-up the site with parking. Sidewalks are scheduled for the spring of 2020. Phase 2, is to have space for the community to utilize for entrepreneurship, connectivity opportunities and to provide a social gathering place.

"When you sit and you counsel for the welfare of the people, think not of yourself, nor of your family, nor even your generation." – Peacemaker

Daniel Guzman-King, Councilman

past year the areas surrounding our entities have blossomed and the aesthetics have been carefully groomed to show those who enter these establishments that we care about our appearance to the general public. I know this takes a lot of work as well as creativity on the part of our employees to come up with a design and then upkeep the area to maintain them. I know with the recent snow cover some of these are not as visible as they were, but I wanted you to know that your work is appreciated.

Sanctions & Penalties

At the March 17, 2019 General Tribal Council Meeting a motion was made to defer this item so the GTC could have additional time to consider this new law and to have further input. Since that time the Legislative Operating Committee has been working on this item and to that extent, the LOC and the Legislative Reference Office have held several community meetings on this law. Throughout this past summer and fall, there have been seven (7) events to gather input on this law. The LOC and LRO held these events prior a GTC Meet-

ing, at the Norbert Hill Center, the Farmer's Market, the Veteran's office during one of their breakfast meetings, the Elder Meal Site, the Budget Community Meeting as well as a community event at the SEOTS Building in Milwaukee.

This law is now in the process of being scheduled for the Annual General Tribal Council Meeting being planned for January 20, 2020. As the LOC and the LRO would like to complete this law so there is a process in which to hold individuals accountable to our Nation, we ask that you look at the information being presented to you and come prepared to the GTC Meeting and vote to make this into a formal law.

Again, I want to thank you, the general membership, for taking the time to read these articles and as always, I am available to meet with you, should you so desire. I can be reached at (920) 869-4483 or you can e-mail me at djordan1@oneidation.org.

David Jordan

Dell Scholars and college-completion program

Dell Scholars is a scholarship and college-completion program that nurtures and empowers students on their path to a college degree. Since starting the program in 2004, the Michael & Susan Dell Foundation has supported more

than 4,800 scholars, including more than 2,000 college graduates. Nationally, only 20 percent of students like our Dell Scholars graduate from college within six years, but our scholars are changing that reality by graduating with

a bachelor's degree at 80 percent in six years.

Deadline to Apply is December 1, 2019


Eligibility. Applicants Must:

- Participate in a program-approved college readiness program in grades 11 and 12;
- Plan to enroll full-time at an accredited higher education institution in the pursuit of a bachelor's degree in the fall directly following high school





graduation;

- be eligible to receive a federal Pell Grant in the first year of college;
- Demonstrate need for financial assistance;
- Earn a minimum of a 2.4 GPA; and
- Be on track to graduate from an accredited high school in the current academic year.

Questions? Check out the FAQ or email apply@dellscholars.org for support.



Next Stop: COLLEGE!

COLLEGE PLANNING WORKSHOP FOR STUDENTS AND FAMILIES


Thursday, December 12, 2019. Starting at 5:00pm Ending at 7:00pm

Oneida Higher Education Office, Ridgeview Plaza Suite 3
3759 W Mason Street, Oneida WI 54155

<p>We will go over:</p> <ul style="list-style-type: none"> *Financial Aid *Scholarship Searches *The Oneida Higher Education Grant *The 2020/2021 FAFSA <small>(Free Application for Federal Student Aid)</small> 	<p>Students & Parents bring:</p> <ul style="list-style-type: none"> * Social Security Number *All 2018 Income Information & Tax Forms <small>(1040's W-2s, annual child support payment information, etc) <small>(Bring 2017 if applying for spring 2020)</small></small> *FSA ID (if already created) *Smart phones if you have them
--	--

Please contact Misty Herzog (920) 869-4471 or Highered@oneidanation.org with questions

Sponsored by: Oneida Higher Education



Oneida Higher Education

920-869-4033 or 800-236-2214, Ext. 4033

Located at Ridgeview Plaza, 3759 W. Mason St, Suite 3

KALEIDOSCOPE

CALL for short stories, poetry and art!

Mosaic Arts, Inc. is looking for submissions to our newest literary and visual project: **kaleidoscope**. We have published a similar piece called The Quill for several years but the focus has always been on students. (this will continue in the near future)

However, we would now like to hear from those 18+ in our community. Our theme for this first volume is:

***Mental and Emotional Health:
Growth, Hope, New Beginnings.***

Short stories, poetry, drawings/sketches/art work are all welcome. All will be reviewed for appropriate content. Stories may be fiction or non-fiction.

FRONT COVER DESIGN CONTEST:
Submit your design with the following requirements: work must capture the essence of the publication theme; artist may submit explanation of work. Work must be appropriate for public viewing. Prize is \$100.

Deadline: November 27, 2019, publication will print early 2020. There is no cost to submit your work, we do ask that you complete a release and review and sign the rules of entry.

Go to www.mosaicartsinc.org for rules and regulations



300 N. Broadway, Ste 1C
Green Bay, WI 54303

Oneida Higher Education thanks supporters of College Fair

The Oneida Higher Education Department hosted a High School College Fair on Thursday, October 10th, 2019. The Shakopee Mdewakanton Sioux Community co-sponsored this event. With their generous donation, two hundred ten (210) high school students attended the event, meeting with colleges, college programs and military representatives and discussing their plans for the future. There were a total of 37 tables providing students with information. This included 27 colleges/universities, 4 information/resource tables, 3 branches of the United States Military, and 3 educational programs/scholarships.

Oneida Bingo and Casino and Oneida Transit donated their time and services to provide transportation for local high schools. The Oneida Higher Education staff would like to extend a special thank you to Jeff Prevost with Oneida Bingo and Casino and Ellie Doxtator with Oneida Transit for their hard work and dedication to ensuring students are able to participate in the college Fair.

Although some students attend the event on their own or with their parents, the majority of the students attend with their high school. The YES staff, Title VI representatives, and school support and administration put in a lot of time and work organizing the student's attendance. We would like to thank all high school staff who worked diligently to ensure the students were not only able

to attend, but were prepared to discuss their questions and thoughts with the representatives.

The Oneida Higher Education staff would also like to extend a thank you to our volunteers. We would like to thank Melissa Nuthals from Oneida's Legislative Affairs Department, Elvis Walkin from Oneida's MIS Desktop Services Team, and Kennedy Metoxen from Achieve Brown County for their assistance the day of the fair.

We also wish to thank representatives of the Business Committee for their support along with Rosa Laster for helping in registration and evaluations, Fawn Billie and Jennifer Webster for helping the students with resources and information, and David "Fleet" Jordan and Kirby Metoxen for helping to ensure the students had a positive experience.

The college selection process can be very overwhelming and the Oneida Higher Education Department is dedicated to providing services to help students navigate this process. The High School College Fair provides students with the opportunity to explore the opportunities available to them and discuss key factors important to them for the selection process. We are grateful to have the opportunity to be a part of their journey and grateful to all the volunteers who make this a successful event each year.

High School College Fair Prize Winners

Thank you to all of the students who attended the Oneida Higher Education Department's 2019/20 High School College Fair. Thank you to the students who completed the evaluations in an effort to help us improve the High School College Fair. Your feedback is appreciated.

This year, we gave away a pair of Beats Solo3 Wireless headphones and a Microsoft Surface Go. Students who

completed an evaluation also had the opportunity to win prizes donated from the colleges and universities (t-shirts, bags, hats, etc).

The winner of the Beats Solo3 Wireless headphones was Luciana Vera-Cantu from Seymour High School. The winner of the Microsoft Surface Go was Jack Marsh from Pulaski High School.



Kali photo/Christopher Johnson

Students attending the High School College Fair could learn about local universities as well as others from around the country.

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<https://oneida-nsn.gov/education/highereducation/>

Oneida Nation High School

THUNDERHAWK TIMES



Snow Days — The Inside Scoop *Don't Forget the Annual Ski Trip!*

By Julia Waupoose-Skenandore
Thunderhawk Times

Part One of a Two-Part Series

Every student loves a snow day. You can sleep in or watch TV or movies.

A few snow days a year are okay, but if there are too many, sometimes, they can be added to the end of the school year making the school year longer than originally scheduled.

This is a decision usually made by the Oneida Nation School Board.

While the student handbook does not spell out exactly how many snow days can be forgiven in a winter, a lot can depend on that year's winter weather.

According to District Administrator, Sharon Mousseau, the decision to call off school "is reached before 5 AM."

"If the snow begins during the evening," said Mousseau, "I consult with Principal Skenandore, who is also assessing the road conditions. We may get a call from Lamers (bus company) updating us about the road conditions and bus routes. We do have rural roads that are not cleared and may present hazards. We also consult with OPD prior to making the final decision. The priority is to keep all of our students safe."

From there the process involves getting the information out.

"After the decision is made," Mousseau said, "I call my assistant, Debbie Reiter-Mehojah, who contacts

the television stations and calls Linda Jenkins, ONSS Business Manager, and Corrina Charles, Head Cook. Linda calls the radio stations."

"All of these contacts have special codes to contact them for the messages," Mousseau continued. "I also call Mr. Tony Romandine so he can send out a message on the phone to staff and parents, letting them know we have NO SCHOOL due to weather conditions and slippery roads."

It isn't always snow that closes school, according to Mousseau. "There may also be sub-zero temperatures that are considering before closing. This has happened a few times in the past couple of years."

Other school districts are also sometime consulted.

"There have been a few occasions that storms come early in the evening. In those cases, I am on a superintendent a "calling tree," with other districts, such as Seymour. They will call us if they are closing, then we will usually do the same."

That doesn't mean that the job is done. "Then," said Mousseau, "I need to watch the news to see if our school appears on the screen, before I return to sleep for a few more hours."

Next Issue: How many snow days do we get, when and how they are made up and dealing with changing weather patterns.

By Mariah Barber
Thunderhawk Times

One of the highlights of most ONHS school years is the annual ski trip to Upper Michigan's Pine Mountain. The trip usually happens in early to mid-March.

It's a day out of school with fun on the ski hill and a tasty meal in Pine Mountain's "Famers Sports Bar & Grill." Oneida is the only school that is allowed to eat at their restaurant due to our mature reputation.

According to Denis Gullickson, Owat-sileh Coordinator, who usually organizes the trip, about 25 students usually

end up going. He starts the elimination process by looking at everyone's first semester grades and their attendance.

He then crosses off students have major write-ups including out of school suspensions. Normally, 35 kids make the list to attend the field trip while the top 25 has what he likes to call the "first right of refusal."

If a student does not want to participate, kids from the alternate list will be asked to go.

So, ONHS students, watch your academics, attendance and behavior as this first semester continues through January 15.

"PFL" a Graduation Requirement

By Kaleigh Johnson
Thunderhawk Times

ONHS used to require 23 credits to graduate. These days, it's 23.5.

It was the addition of a half-credit class called "Personal Financial Literacy" that accounted for the increase.

The addition was made because it was for kids to learn about money, bills, and all that "adult business."

The goal of the course is to help students learn about life after high school. It helps teach students about loans, credit, and how to prepare them for adult life.

As a result, every ONHS graduate will have to pass the course. It's not taught by a teacher though; the course is all online.

Students can do it at school, at home, or anywhere internet is available, but you have to keep up with the lessons every day.

The course is quite easy to do. You get taught by someone in a video that are usually about 5-10 minutes long. After the video, you then answer about 10 questions about the lesson.

There is also reviews and tests included as well.

Oneida Higher Education

920-869-4033 1-800-236-2214, Ext. 4033

<https://oneida-nsn.gov/education/highereducation/>

Thunderhawk Times Staff • First Semester, 2019-2020

RaeAnna Ackley, Mariah Barber, Adrian Escamea,
Simone Gomeyosh, Dawson Grignon, Kaleigh Johnson,
Talon Peltier, Jose Sanchez, Aiden Skenandore, Tianna Tovar-Penass, Julia Waupoose-Skenandore, Darian Wheelock, Denis Gullickson-Advisor.

And So We Walked

by **Tianna Tovar-Penass**
Thunderhawk Times

With a famous uncle like Wes Studi, the first Native American actor ever to receive an Academy award, Delanna Studi has become famous in her own right. She is a Cherokee actor who appears in “Dream Keeper,” “Edge of America” and “Shameless.” She is also an activist.

Ms.Studi visited Oneida Nation High School on Wednesday, November 13, the day before ONHS juniors and seniors saw her one-woman play, “And So We Walked,” at UWGB. The play was based on her experience walking the infamous “Trail of Tears” defined online as “as a series of forced relocations of approximately 60,000 Native Americans in the United States from their ancestral homelands in the Southeastern United States, to areas to the west of the Mississippi River that had been designated as Indian Territory.”

In an interview with these “Thunderhawk Times” reporters, Studi said that, when she walked on the trail of tears, and did research for the play, she walked with her father.

As to the length of time various parts of the project took, Studi said, “We walked the trail for 6 weeks — 990 miles.” She also spent “a year of research” and she wrote the play “in two months and did a second draft and had it done by November.”

We asked how she had felt when she walked the trail she said, “I experienced it with my body; I got chills.” She said she also “felt trauma.”

“I did not do research when we walked.”

ONHS staff and students said that they really enjoyed her visit and thought “it was cool.”

T-Hawks Basketball Season Has Started

By **Tianna Tovar-Penass**
Thunderhawk Times

For most ONHS “ballers,” it’s been a long time coming. Too long, in fact.

But the time has arrived, and the 2019-2020 season is here.

The Lady T-Hawks have just 6 returning players and 5 new players. We are led by three seniors: Malia Jacobs, Sadie Schuman, and Ciah Danforth.

Under first-year head coach, Lee Laster, the ladies have been going through drills, getting conditioned, and doing some scrimmaging.

Laster is usually heard at team prac-

tice, shouting “Let’s GOO! Keep your head on a swivel and stay mentally strong.”

For the boys, practice started on Monday, November 18, 2019.

According to players Mason King, Meshan Matchopatow, Chaske Jacobs, and Hudson King, they will most likely be focusing on defense, getting in shape, and having team chemistry.

Alex Vansteel, who joins the team this year, says he wants to focus on “just working hard, playmaking, doing what he can to keep everyone on the team because it takes all of them to win a cham-

pionship!”

Javon Webster says these next few weeks will most likely be getting in shape, running a lot, dribbling, shooting, layups, being a sound and functional team playing together.

This year, the boys basketball team has 18 players as the season gets underway.

The first game for both the girls and boys is November 26, 2019 when the guys play at Bowler and the girls play at New Lutheran High School. Let’s go T-Hawks!

Veterans Day Observed

By **Talon Peltier**
Thunderhawk Times

“The 11th hour of the 11th day of the 11th month.” This is when World War 1 ended, but it refers to 11am Paris time.

This is how the Newarks marked the end of World War 1, so-called “War to End All Wars.” Eventually, the date be-

came Armistice Day and, in 1933, it became Veterans Day.

Veterans have always been celebrated in Oneida, so it’s no surprise that ONHS sets aside time on the school day nearest November 11 to honor area vets.

This year about 8 vets joined ONHS staff and students for some sharing, a social dance and lunch.

Students prepare for civics exam

By **Adrian Escamea**
Thunderhawk Times

Any students graduating from a Wisconsin high school (starting with the class of 2017) “takes a civics test comprised of 100 questions that are identical to the 100 questions that may be asked of an individual during the process of applying for U.S. Citizenship by the United States Citizenship and Immigration Services and the pupil correctly answers at least 65 of those questions.”

That is the summary of the civics requirement from Wis. stat. Sec. 118.33(1m) (a) 1, section 3266R that all students graduating from a Wisconsin High School must meet in addition to the academic credit requirements set by

their local school board.

At ONHS, this requirement is taken seriously. Social Studies instructor Jeanne Lillich, who oversees the administration of the test said, “It is a required item to be completed in order to be able to graduate. A high school diploma will not be issued without this.”

The threshold for passing the test is 65%. According to Lillich, “Students will be scheduled to re-take the test until they reach the pass threshold score of 65 correct out of 100 questions.”

The test is set to be administered at ONHS on December 11 for upperclassmen who have not taken the test yet or have failed it in a previous year. Freshmen will be taking the test on May 20.

ONHS Staff and Students React to Studi Visit

By **Adrian Escamea**
Thunderhawk Times

When playwright and activist DeLanna Studi visited ONHS on Wednesday, November 13, this writer was one of the “Thunderhawk Times” reporters to interview her.

Following her visit, I asked staff and students some of their impressions of that visit.

“Pretty great,” said one student. “I leaned many new things from her.”

“She was in one of my favorite movies, “Dreamcatcher,” said another student. “And I didn’t even know that until she told the school.”

“I think it’s great to have someone like DeLanna Studi visit the school,” said Owatsileh Coordinator and journalism teacher Denis Gullickson. “She is a working author bringing her words to the stage for everyone to see. I found her work compelling and was so glad that she visited ONHS, made herself available and joined us for a social dance.”

Studi was born in Muldrow, OK on June 4, 1976. She attended the University of Arkansas – Fort Smith. Her parents are Thomas and Carolyn Studi.

<https://oneida-nsn.gov/education/oneida-nation-school-system/middle-high-school/>

**Biddle, Joan M. (nee Skenandore)**
November 10, 2019

Joan passed away peacefully in her sleep on Sunday, November 10, 2019.

She is preceded in death by her children, Wanda (Davis), Karl, Robert and Gerald; and their father, the late Delmer Sr.

Joan's legacy and strength will continue through her surviving children, Judy, Margaret, Richard, Russell, Delmer Jr and Dennis; along with her 29 Grandchildren, 46 Great Grandchildren and 3 Great-Great Grandchildren.

Her passion for the Green Bay Packers, sassy sense of humor, nurturing nature, and unconditional love, will be deeply missed by all who love her.

**Danforth, Dacian Dae**
July 20, 1993 – November 16, 2019

Dacian Dae Danforth, 26, Oneida, passed away Saturday November 16, 2019. He was born July 20, 1993.



Dacian graduated from West High School in 2012, and attended College of the Menominee, where he studied Residential Building for year.

He loved to spend time with his children, traveling to pow-wows and dancing (Grassdancer and Traditional dancer in his younger years), singing, and loved the Packers, Bucks, and Brewers.

Dacian is survived by his children; Taelafay Marie Danforth, Messiah Vincent-Herbert Danforth, Jalayah W. Danforth, Miyah Dae Danforth, Anthony Nelson Powless, and Daelynn Daniyah Danforth. His Parents; Rosalyn Danforth (Ociel Cruz), Sunrise Denny, 8 brothers and 2 sisters; Randall Denny (Margaret Danforth), Raymond Denny, Sunrise Sage Denny, Leon D. Denny, Raina Danforth, Jasiah Danforth, Evander Danforth, Kainan Danforth, LaDainan Danforth, and Keira Danforth-Cruz, as well as numerous cousins, nieces, and nephews. Grandmother; Eleanor Danforth, Aunts; Denise Lopez, Angela Danforth, Danielle Vidal-River, His Uncle Steve Danforth, and Great Uncle

**Delfosse, Ramona Marie (Metoxen)**
July 11, 1930 – November 10, 2019

Ramona Marie (Metoxen) Delfosse, 89, Oneida, passed away peacefully surrounded by loved ones on Sunday, November 10, 2019. The oldest child of Patterson and Elizabeth Louise (Peters) Metoxen, Ramona was born at home in Kaukauna on July 11, 1930.

Ramona was a trailblazer of sorts. She was an avid swimmer and diver at Menasha High School back in the 1940s. She was a hard worker her entire life; starting her career at the Menasha Tissue Mills and working as a machine attendant at R. Sabee for 37 years.

Ramona had four children with her first husband, Nicholas Schommer, and she was a homemaker for years as she raised Paula, Lynn, Cheryle and Colleen. In the late 1960s, Ramona married Donald Delfosse. Together they had twin daughters, Bonnie and Darlene.

She was an fan of Elvis and she enjoyed Packers and Badgers games. She liked slots (even though she wasn't very lucky) but always seemed to win if she got a number on a football board. She was a baby whisperer and a dog whisperer.

Ramona loved her family and holidays and birthdays were her favorite times. She loved to give gifts, cook and bake from scratch. In her later years, Ramona

Danforth, Dacian Dae (Cont.)

Dennison Danforth Jr.

He was preceded in death by his special uncle Shaun W. Danforth, grandfather Richard Danforth, his special cousin Dylan J. Neconish, and grandparents; Evelyn and Dennison Danforth Sr.

Visitation took place Wednesday November 20, 2019 at Oneida Longhouse with Bob Brown officiating.

Special thanks to the Firekeepers, and all the donations, they have been overwhelming. Special thanks also to the Buffalo Creek Singers.

Ryan Funeral Home, De Pere is assisting the family.

Delfosse, Ramona Marie (Cont.)

learned how to weave traditional baskets as a member of the Oneida Basket Guild.

Survivors include her children; Paula Schommer, Lynn (Rebecca) Schommer, Cheryle Schommer, Bonnie Delfosse and Darlene (Tim) Flunker. Ramona is further survived by her siblings; Norma (Gerald) Rammer and Lois Metoxen Strong; grandchildren, great-grandchildren, nieces, nephews, cousins and other extended family members.

She was preceded in death by her parents, Patterson and Louise; daughter, Colleen; husband, Donald; brother, Patrick (Sondra) Metoxen; as well as other members of her extended family.

Family and friends visited at Ryan Funeral Home, 305 N. Tenth Street, De Pere, on Friday, November 15, 2019. Burial will take place at a future date at Oneida Methodist Cemetery.

To send online condolences to Ramona's family, please visit www.ryanfh.com.

**Denny, Darlene M.**
September 12, 1943 – October 27, 2019

God called Darleen M. Denny, 74, home to be with him forever. Loving wife of Gordon, shared 58 years together.

She was a very loving and classy person. She will forever fly with God, the Angels and Eagles. She will never be forgotten in the hearts of those who loved her.

Darleen is the mother of Trent (Julie); Jeffrey and her late son, Kent.

She is the grandmother of Kaylee and Megan; and great-grandmother of Jackson.

She is further survived by two sisters, Beth and Gail; Numerous nieces and nephews and friends.

**Elm, Bernice J.**
September 30, 1945-November 14, 2019

Bernice J. Elm, age 74, of Green Bay, passed away Thursday, November 14, 2019. Bernice was born September 30, 1945 the daughter of the late Howard and Luella (John) Elm.

Bernice was a passionate reader and enjoyed researching Oneida Genealogy and photography in her spare time. After graduating at West DePere High School, Bernice moved to Milwaukee. Her and her son moved to New Orleans where they lived for 13 years while working in the insurance industry.

After relocating back to the Oneida reservation Bernice worked for the Oneida Tribe for over 30 years at Oneida Housing, Dept. Of Land Management and Seven Generations Corp. She was very proud of her professional accomplishments while humbly serving the Oneida community.

Bernice is survived by, her son, James; sister Laverne Bichanich (Steve), many nieces, nephews, to include, Lori Lutz, Michelle (Moon) Hill, Kylene and Jonas Hill, Kurtiss Popovich, Abby and Belle Lutz, and Taylor and Bryce Moore and extended family and friends. Bernice's family would like to thank her dear friend Babe Doxtator and close cousin Jenny Gautreaux for all their support.

She was preceded in death by her parents and siblings, Reginald, Curtis, Kenneth, Jane, and Phyllis.

Family and friends visited on Sunday, November 17, 2019 at the Ryan Funeral Home & Crematory, 305 N. Tenth St, De Pere, WI.

Please visit www.ryanfh.com to send condolences to the family.

Additional Obituaries on Pg. 15

OLIPP Oneida Life Insurance Plan Plus
Call Oneida Trust Enrollment Dept., (920) 869-6212

**Malone, Charleen**

February 26, 1959 – November 7, 2019



Charleen O. Malone, age 60, passed away peacefully at home on Thursday, November 07, 2019. Char was born on February 26, 1959, in Milwaukee, Wisconsin to the late Raymond and Yvonne Creapeau. Char was united in marriage to Marv "Buttons" Malone on September 27, 1995. She was a nurse for over 30 years and loved taking care of others. Char enjoyed cooking and spending time with her family, especially her grandchildren. Every family gathering brought Char joy as she surrounded herself with laughter and love. She enjoyed going to bingo and playing slots on her iPad.

Char is survived by: her husband, Marv "Buttons" Malone; her children, Tanya (Cruz) Malone, Crystal (Antwoine) Malone and Melodi (Jon) Thiex; her grandchildren, LaKeisha, Trinity, Taylor, LeeAllen, Daquan, Jamilla, Jylian, Trenton, Baby Cruz, and Ayana; her siblings, Marilyn, Kathy (Gerald), Raymond (Alpha), Ronnie, Quentin (Cindy), Michael (Mary), Creasa (Bob), and Yvette (Randean). She is further survived by several nieces, nephews, and other relatives.

She was preceded in death by: her daughter, Evon E. Malone; her parents, Raymond and Yvonne Creapeau and step father, Mike Rudesill; her brother and sister-in-law, Robert and Eva Evon Lasher; and her grandsons, Baby Boy Malone and LaRenz.

Services were held on Saturday, November 9, 2019 at the Stockbridge Munsee Elderly Center in Bowler with Pastor Paul Johnson officiating.

www.swedbergfuneralhome.com

Obituaries

There is **NO** charge for obituary notices to be published in the **Kalihwisaks** for enrolled Oneida citizens.

**Schuyler, Kenneth**

April 30, 1938 – November 7, 2019



Kenneth Schuyler, age 81, of Oneida, passed away Thursday, November 7, 2019. Ken was born April 30, 1938 the son of the late Edward Jr. and Mildred (Schuyler) Anderson.

Ken spent four-years active duty with the US Navy. He served 26 years in the Naval Reserves. Kenneth was an avid outdoorsman who enjoyed hunting and fishing. He was a kind and gentle soul and will be missed.

Ken is survived by, his son-in-law, Paul Bahr; his siblings, many nieces, nephews, extended family and friends.

He was preceded in death by his, parents and his daughter, Medina Bahr.

Family and friends visited on Saturday, November 16, 2019 at Ryan Funeral Home & Crematory, 305 N. Tenth St, De Pere, WI. Funeral services followed with Full Military Honors. Please visit www.ryanfh.com to send condolences to the family.

Ken's family would like to thank Anna John Nursing Home for their gentle care.

A memorial fund has been established in Ken's name.

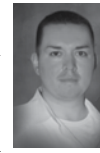
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(920) 869-6212

**Thomas, Edward "Eddie" H.**

February 4, 1977 – November 12, 2019



Edward H. "Eddie" Thomas, 42, passed away of natural causes on November 12, 2019. The son of Edward Thomas and Mary Nell Hill was born on February 4, 1977 in Chicago. On February 9, 2008, he married Rosalba Mendez-Sotelo.

Eddie had a big heart and was always willing to help others, especially the ones he loved. He loved camping, cooking, watching movies and being surrounded by friends and family. He was constantly joking around and always put a smile on people's faces.

He is survived by his wife, Rosalba Mendez-Sotelo; mother, Mary Kopka; siblings, Corey, Paul and Laura Kopka; Dorothy Ramirez; Godparents, Salvador and Martha Esparza; as well as other extended family members.

Eddie was preceded in death by his brother, Keith Kopka; grandparents Corneil Hill and Miram Doxtator; Cheryl Cloud; and other members of the extended family.

Family and friends visited Ryan Funeral Home, 305 N. Tenth Street, De Pere on Sunday, November 17, 2019. Burial took place Monday, November 18, 2019 at Holy Apostles Cemetery in Oneida.

**2019 FALL/WINTER HOLIDAY SCHEDULE****NOVEMBER**

Thanksgiving

Thurs, Nov 28, 2019

Indian Day

Fri, Nov 29, 2019

DECEMBER

Christmas Eve (1/2 Day)

Tues, Dec 24, 2019

Christmas Day

Wed, Dec 25, 2019

New Year's Day

Wed, Jan 1, 2020

Memorial Policy

Payment MUST BE made at time of submission and payable by check, money order, or debit/credit card.

No Cash Policy in effect.

Message w/Photo: All 1 Column

- \$10.00 (limit 1-49 words)
- \$15.00 (limit 50-74 words)
- \$20.00 (limit 75-99 words)
- \$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.

Questions?

Call Kalihwisaks Toll Free at:

1.800.206.1100

Dawn, ext. 5636; Yvonne, ext. 5631; Christopher, ext. 5632; Eric, ext. 5638

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www.oneida-nsn.gov

Clear Snow and Ice from mailboxes

Keep Letter Carriers safe as they deliver mail for the holidays

ONEIDA, WI – With a forecast of severe weather across the state this week, the U.S. Postal Service is asking customers to please help our letter carriers deliver mail safely by clearing snow and ice from sidewalks, stairs and mailboxes.

“Snow and ice make delivery dangerous and slow,” said Oneida Postmaster Bruce Cole. “Maintaining a clear path to the mail box – including steps, porches, walkways and street approach – will help letter carriers maintain consistent delivery service and help them get those cards and packages delivered in time for the holidays.”

Customers receiving door delivery should make sure their sidewalks, steps and porches are clear. Customers receiving curbside delivery should remove snow piles left by snow plows to keep access to their mailboxes clear for letter carriers.

Delivery service may be delayed or curtailed whenever streets or walkways present hazardous conditions for letter carriers or when snow is plowed against mailboxes. “The Postal Service curtails delivery only after careful consideration, and only as a last resort,” says Cole. “Any curtailed mail is attempted the next delivery day.”

Blue collection boxes also need to be kept clear for our customers to deposit their mail and for the Postal Service to collect the mail for delivery. Residents and businesses with collection boxes near their property are asked to keep them clear of snow and ice. “We want our letter carriers to be safe,” adds Cole. “We can only do this with the help of our customers.”

The Postal Service receives no tax dollars for operating expenses and relies on the sale of postage, products and services to fund its operations.

After 20 years, Washington tribe hopes to hunt whales again

By Gene Johnson
Associated Press

SEATTLE (AP) – Patrick DePoe was in high school the last time his Native American tribe in Washington state was allowed to hunt whales. He was on a canoe that greeted the crew towing in the body of a gray whale. His shop class worked to clean the bones and reassemble the skeleton, which hangs in a tribal museum.

Two decades later, he and the Makah Tribe – the only American Indians with a treaty right to hunt whales – are still waiting for government permission to hunt again as their people historically did. The tribe, in the remote northwest corner of Washington’s Olympic Peninsula, hopes to use the whales for food and to make handicrafts, artwork and tools they can sell.

The tribe’s plans have been tied up in legal fights and layers of scientific review. The next step is a weeklong administrative hearing that began Thursday in Seattle. Whatever the result, it’s likely to be stuck in further court challenges, with animal rights activists vowing to block the practice they call unnecessary and barbaric.

“It shouldn’t have taken 20 years to be where we’re at now,” said DePoe, a tribal council member. “People ask how it makes me feel. I want to ask, ‘How does it make you feel that this is the process we’re having to go through to exercise a right that’s already been agreed upon?’ It’s a treaty right. It’s settled law.”

In 1855, the Makah, a tribe that now numbers about 1,500, turned over 470 square miles (1,217 square kilometers) of land to the U.S. under a treaty

that promised them the “right of taking fish and of whaling or sealing at usual and accustomed grounds.” They killed whales until the 1920s, giving it up because commercial whaling had devastated gray whale populations.

By 1994, gray whales in the eastern Pacific Ocean had rebounded and they were removed from the endangered species list. Seeing an opportunity to reclaim its heritage, the tribe announced plans to hunt again.

The Makah trained for months in the ancient ways of whaling and received the blessing of federal officials and the International Whaling Commission. They took to the water in 1998 but didn’t succeed until the next year, when they harpooned a gray whale from a hand-carved cedar canoe. A tribal member in a motorized support boat killed it with a high-powered rifle to minimize its suffering.

The hunts drew protests from animal rights activists, who sometimes threw smoke bombs at the whalers and sprayed fire extinguishers into their faces. Others veered motorboats between the whales and the tribal canoes to interfere with the hunt. Authorities seized several vessels and made arrests.

After animal rights groups sued, the 9th U.S. Circuit Court of Appeals overturned federal approval of the tribe’s whaling plans. The court found that the tribe needed to obtain a waiver under the 1972 Marine Mammal Protection Act.

Eleven Alaska Native communities in the Arctic have such a waiver for subsistence hunts, allowing them to kill bowhead whales – even though bowheads are listed as endangered.

The Makah tribe applied for a waiver

in 2005. The process repeatedly stalled as new scientific information about the whales and the health of their population was uncovered.

Some of the Makah whalers became so frustrated with the delays that they went on a rogue hunt in 2007, killing a gray whale that got away from them and sank. They were convicted in federal court.

NOAA Fisheries has proposed regulations allowing the tribe to harvest 20 whales over a decade, with limits on the timing of the hunts to minimize the chance of killing endangered Western Pacific gray whales.

The population of Eastern Pacific gray whales, which number about 27,000, is strong, despite a recent die-off that has resulted in hundreds washing up on West Coast beaches, federal scientists say.

The hearing that began Thursday will focus on highly technical arguments about whether the tribe meets the requirements for a waiver.

“There isn’t a big conservation issue here,” said Donna Darm, a retired NOAA official who began working on the issue in 2005 and still does as a contractor.

The Sea Shepherd Conservation Society and Animal Welfare Institute oppose the hunts. They argue that NOAA’s environmental review has been inadequate, it’s not clear to what extent the whales’ recent die-off has hurt the population, and the Marine Mammal Protection Act may have voided the tribe’s treaty right.

They also say the tribe cannot claim a

• See 24,
Whale hunt



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90 DAYS SAME AS CASH

From page 1/*Employment competition*

Despite the difficulty in recruiting and retaining quality employees, the Oneida Nation continues to find ways to overcome these obstacles. “Our Gaming Division has raised their minimum wage, however some of our other programs and divisions are still hiring at the tribal minimum,” Alvarez said. “So, we need to be more consistent across the organization when it comes to that. But our benefits are nothing short of phenomenal, and this is a huge recruitment tool. Especially with our incredible paid time off benefits.”

Another way the tribe has worked to stay competitive is by broadening its recruitment efforts. “We’ve gone into posting our available positions beyond just on our Oneida webpage,” Oneida Nation Human Resources Recruiter Nicole Hill-Valenzuela said. “Millennials today simply go on their phones to look for jobs. Many times they’ll put their resume out there and wait for emails and texts back. So, I think being technology-based and getting the jobs out there on other websites and social media is very important because that’s just the era we live in now. We also attend a lot of the area job fairs throughout Brown County, so we definitely have our hands in that as well.”

“We also work with area colleges like NWTC, UWGB, and College of Menominee Nation to try to recruit prospects before they graduate,” Alvarez said. “We do our best to work every avenue to get to those tribal members who are enrolled in college or high school and find out what field they’re interested in. For example if somebody’s interested in pharmacy, we’ll send our job description to them and actually network with them through our Higher Education Department.”

Of course once the Oneida Nation has landed an employee and that individual has proven their value to the organization, the next step is retaining the services of that worker. “A big piece of employee retention is scheduling flexibility,” Alvarez said. “Some areas un-

der our umbrella have longer weekend hours and they’re working to be aware with current employees and new hires to meet their flexible-scheduling needs. And shift differentials for Gaming, Retail, and medical professionals are given for those who work evening and over-night hours.

“Another big piece we need to look at as a whole is performance-based wage increases,” Alvarez said. “At this point in time we can’t give stellar employees a deserved wage increase. They get the same standard raise that everybody gets across the board, but that’s an issue that’s out of our realm at this point and needs to be adjusted.”

Yet another huge recruitment and retention tool the tribe can now use is the recent announcement that the Oneida Nation will be rolling out 100 percent employer paid health insurance premiums for the year 2020. This pleasant announcement caught many employees by surprise. “The 100 percent employer paid health insurance premiums are, in part, a result of other health plan changes that are being implemented in 2020,” Joshua Cottrell, Compensation and Benefits Director for the Oneida Nation, said. “One of the changes will be that the Nation’s health plan will become the payor of last resort when other insurance is present. The change to payor of last resort will be implemented in phases over the next few years and has the potential for the Nation to save significantly on health care costs.

“Implementing these types of health plan changes allows the Nation to continue to offer a health plan that is affordable to employees,” Cottrell said. “This, in turn, allows the Nation to continue to be a leader in our benefits offerings and assist the Nation with our recruitment and retention efforts. Our medical premiums are reviewed and determined annually, and our intent may be to continue the 100 percent employer paid medical premiums, but they are reviewed annually to determine if adjustments are needed.”

Employee feedback is also another component taken into consideration when HRD attempts to ascertain what areas, if any, need adjustments. “Employee feedback, like an exit evaluation for example, allows workers to express their concerns, positive and negative, which gives us an idea of how certain areas may do better,” Hill-Valenzuela said. “We really take their feedback to heart and we want them all to know that. We know there’s always room for improvement.”

Despite some budgetary limitations, the Oneida Nation continues to flourish due to the hard work and dedication of its employees across all areas. And the Human Resources Department, along with their recruiters, continues to find ways to attract and retain quality workers in this very challenging hiring market. The Nation continues to be an employment leader throughout northeast Wisconsin, and the tribe doesn’t appear to be showing any signs of slowing down.



ONEIDA NATION General Tribal Council

NOTICE

Reconvened Semi-annual GTC Meeting

DATE:	Monday, December 2, 2019
MEETING TIME:	6:00 p.m.
CHECK IN BEGINS:	4:00 p.m.
LOCATION:	RADISSON HOTEL & CONFERENCE CENTER 2040 AIRPORT DR., GREEN BAY WI

AGENDA ITEMS INCLUDE

- Oneida Golf Enterprise – Ladies Professional Golf Association event update and next steps
- Resolution entitled Establishing Rule Regarding Presentations and Speakers

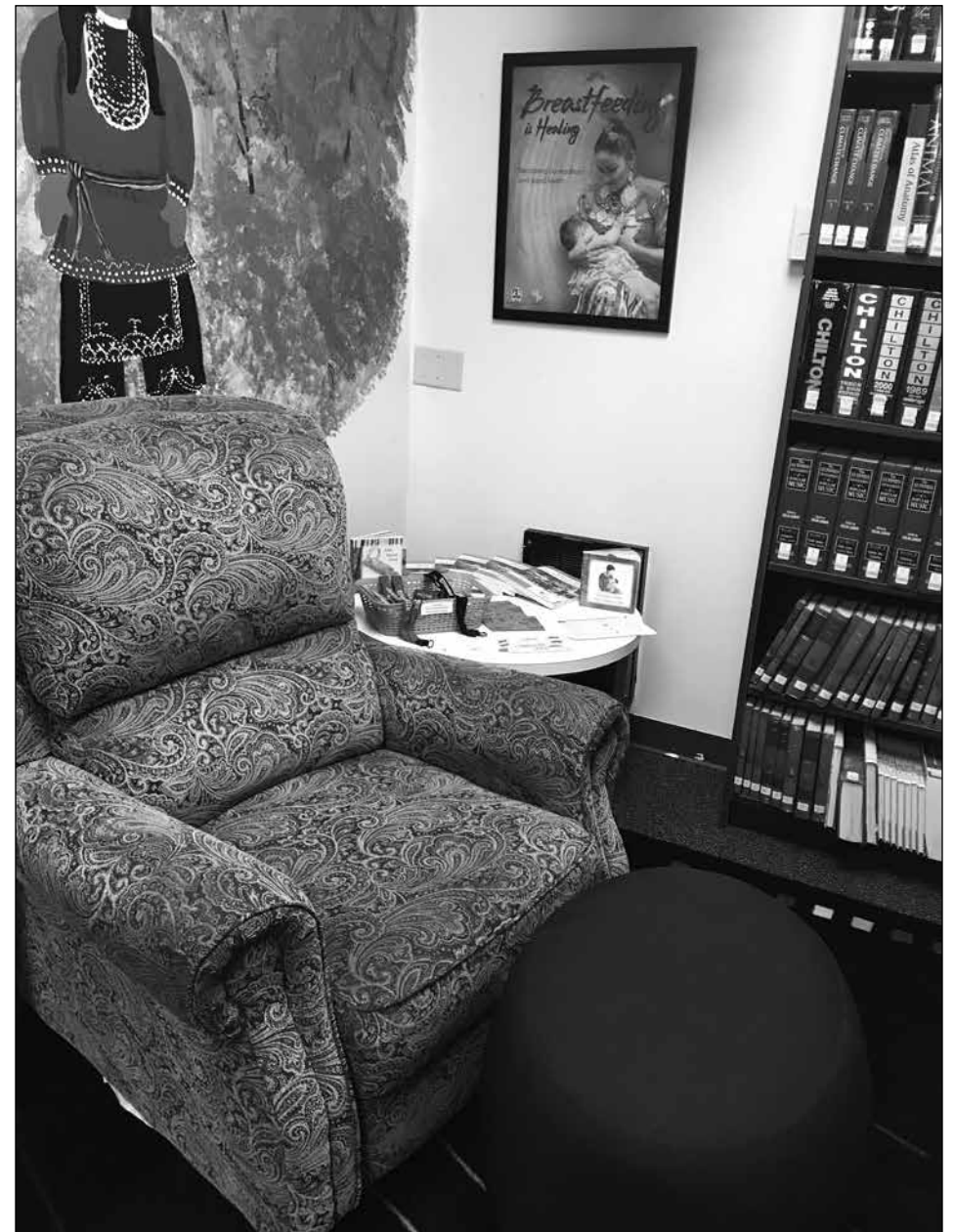
Meeting is TENTATIVE until duly noticed in accordance with the GTC Ten Day Notice Policy
Access the GTC PORTAL at oneida-nsn.gov/members-only for more information and meeting materials

or

Sign up for GTC MAILINGS with the Trust Enrollment Department, (920) 869-6200

Oneida Nation Worksites Improve Lactation Services

1. The Oneida worksites that most recently took advantage of the free breastfeeding promotional items and made an area for moms and/or educational sections for the Oneida community are: the Oneida Library and the Oneida Daycare.
2. The Oneida worksite that was selected by the Oneida Prenatal Program to work with in developing a Lactation Policy for staff was Oneida Gaming. The largest gaming buildings were offered supplies by Oneida Prenatal Program to support staff that were nursing moms. The Main and West Mason Casinos and the Gaming Employee Services Building all received small fridges for staff to use to store breastmilk along with promotional items. On 9-26-19 the Oneida Gaming Administration completed a Draft Standard Operating Procedure, "Accommodations for Nursing Mothers".
3. The next step is to assess other Oneida worksites and give recommendations for improving lactation services for



Submitted photo

The Oneida Library was one worksite that improved its area for nursing mothers.

staff. This initiative is supported by the Oneida Business Committee who adopted Tribal Resolution, "Oneida Nation Support Public Breastfeeding". If you work for the Oneida Na-

tion and want your worksite assessed, please contact Candi Cornelius, 920-869-4940. The process works faster and better when there are involved staff from a department.

ONEIDA BEHAVIORAL HEALTH AWARENESS EDUCATIONAL SERIES

TOPIC: MANAGING HOLIDAY STRESS!

WHEN:

Third Thursdays

11/21/19

4:30 PM – 5:30 PM

WHERE:

**Oneida Social Services Building
(Come in the Social Services
Entrance)**

BH Community Purple Room

2640 West Point Rd, Green Bay

CONTACT

Dr. Sharyl Trail

920.490.3865

strail@oneidanation.org

**ALL ARE
WELCOME!**

**RAS POINT
ELIGIBLE**

**UPCOMING
TOPICS**

**DEC: Sobriety and the
Holidays**

**JAN: Making Changes
that Sick!**

**FEB: The Five Love
Languages**

**RESOURCES
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BOOTH AT
EVERY
SESSION**



**A good mind. A good
heart. A strong Fire.**

Oneida Health Center
(920) 869-2711 or (866) 869-2711

Hunters, Brag on your buck



Submitted photo

Jeremy Wheelock harvested this 14-pointer on November 9th at 7:45. Wheelock said two does and two small bucks came through earlier that morning. A third doe came through with the buck trailing behind her about 70 yds. Wheelock states it's his biggest buck so far.

AG announces \$1.5m to expand drug and diversion courts

MADISON, WI (AP) – Attorney General Josh Kaul is divvying up \$1.5 million in grants for drug courts.

The 2019-21 state budget includes \$1.5 million for expanding drug courts. Such courts provide alternatives to prosecution and incarceration for offenders who abuse alcohol and other drugs.

Kaul announced at news conference Monday that the money will go to help Door and Lafayette counties create drug

courts, support the Ho-Chunk Nation's drug court and help Shawano County's newly established drug court.

The money also will be used to expand treatment and diversion programs in Adams, Buffalo, Marinette, Monroe, Pepin, Portage and Polk counties.

Gov. Tony Evers also appeared at the news conference. He called drug courts a "critical part" of criminal justice system reform.

Friday & Saturday, Nov. 29 & 30
10am-10pm

Join us Black Friday & Super Saturday!

\$50,000
GIVEAWAY
2,500 WINNERS

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Details at Players Club. Please gamble responsibly.

Official Casino of the
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A treasure trove of beautiful art to carry on her Legacy

Special to Kalihwisaks

Sharon K. Sarnowski Yewanahel left a void in the hearts of her loved ones. But, her imprint will live on for all to admire and enjoy in the Oneida community. Her art, her legacy, graces the walls in various locations in Oneida and Green Bay.

A tribute from her granddaughter

Sharon K. Sarnowski was an extraordinary woman, who had this electrified energy. If it wasn't her smile it was sure her wonderful laugh that you couldn't forget.

Sharon was raised in an orphanage in her smaller years, once reunited with her family. She grew up in Chicago, Illinois and met the love of her life Alfred L. Sarnowski, and they were married on August 23, 1958.

When my family moved to California, I remembered the time when she started the Indian center organization called Inland Area Native American (IANA) Center that focused on helping domestic

violence for Indian families. She organized powwows, workshops, and finding help to all Indian people in the area.

When she was working towards her Bachelor's Degree at Valley college in San Bernardino, CA. She took this art class just for credit. Not realizing it set her on a path of her true calling on being such an beautiful artist that she discovered her gift from the creator.

When she moved her family back to Oneida in 1996. Her dream was to be back home with her Oneida people. By sharing her artistic gifts that helped share some Oneida stories through her artwork. You will be able to find at the Oneida Child Care Center when she painted a canvas of an Oneida family Harvesting, St. Mary's hospital nursing floor in the waiting room, a painting that was inspired by her own daughters pose when she held her 1st child, with



winning a contest back in 1997 for the Oneida License plate that she completed in one day and Oneida gaming's Christmas card contest – a child pose inspired

with leaving her Indian name plated Yewanahel which means *she puts her voice on something*.

Besides her accomplishments and education, she will forever be remembered by her family and friends as a spiritual, beautiful, passionate, talented, loving, kind, and gentle soul.

With the love of her music she collected over the years that let her express who she was as an eclectic diva which my grandfather gave her the nickname Jammer.

She truly will never be forgotten and she is deeply missed by all who had known her.

Thank you, creator for gifting us such an angel.

(Additional artwork on page 21)

by my child picture, also the 64 feet and 26 Piece Turtle of the Oneida calendar in the Oneida Business Committee conference room., with the help of the Oneida community for making it a team effort.

Her number one goal was to leave her mark as an Indian artist and she felt it was achieved when she was honored to have her drawings of the creation story under the HWY 54 bridge in Oneida

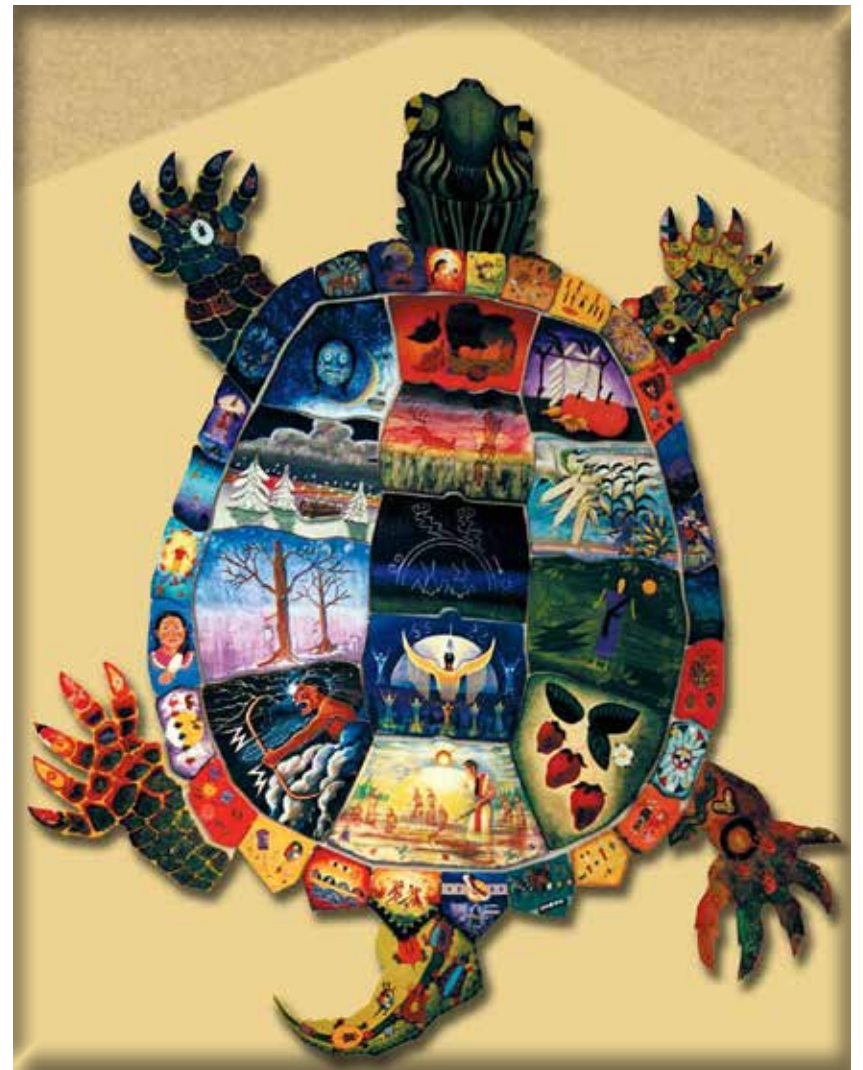


Contributed photos
Above, center: Sharon K Sarnowski, by the art she created just a few years ago under the Hwy. 54 bridge in Oneida. She was asked to submit her drawings for the creation stories and they put her name plate of her Indian name Yewanahel which means "she puts her name on something".

At right, the little girl looking down was back in 1999, for the Oneida Casino Christmas card for that year. At left, The family holding hands, is called the 7 generations, created in 1995. Sharon completed and mailed it back to Oneida when she was in California. The mural is located at the Oneida Child care center on 172.



A treasure trove of beautiful art...



A collage of Sharon Sarnowskis' artwork depicts her undeniable talent as an artist.

Contributed photos

Above, top left: The Woman looking at her baby with the water creek under them was back in 1998, for St. Mary's hospital for the maternity floor.

The one with the woman with lines on her face was back in 2002, to help advertise Native American domestic violence for Oneida Social Services.

Top right, 2002 or 2003 she completed the Oneida turtle calendar. The project took 2 ½ years to complete. With the help of the family and Oneida community, the 18 feet tall work of art, which includes 47 wood pieces, is on display in the BC conference room.

Center, the first Oneida-issued license plate. Middle left: For the family, she used the 3 squash, back in 1999, to help advertise parenting classes. At left, a woman looking down on her baby was created in 2002. Both pieces of art were done for Oneida Social Services.

Oneida Royalty share experiences they've had thus far during their Reign



Miss Oneida

Yelihwanolu (Jaisah) Lee

Shekoli Swakwek! Hello everyone, since being crowned Miss Oneida 2019-2020 in June, I have attended numerous events and met many individuals along this journey. At the beginning of our reign we attended the Erwin Cottrell Golf Outing and from there we attended all 3 days of the Oneida Pow Wow. I enjoyed the food, especially the Hoka Potatoes, and meeting other royalty from across Turtle Island. In July, we also attended the last year of the Oneida LPGA. We greeted spectators at the Welcome Tent and at the Veterans Pavilion. We also participated in the awards ceremony by singing the women's empowerment song. This was an awesome experience being able to meet golfers from around the world!

The Royalty did the opening at their first GTC meeting and introduced them-

selves to the Oneida Nation members in attendance. We attended another golf outing that was raising money for cancer research and celebrated the birthday of Lil Miss on the same day. Towards the end of July we attended the Packer Training Camp and met a few packer players. Go Pack Go! We also travelled to Salamanca, New York and attended the 30th Annual Marvin "Joe" Curry Pow Wow. Furthermore, we also attended the 25th Anniversary of the Oneida Casino. Our last event in July was the Tall Ships festival in Downtown Green Bay. This was my first time at the festival and the ships were huge!! July was a busy month for the Royalty and we enjoyed all the opportunities we were given.

At the beginning of August, we worked a booth for at Fox Family Fun Night. A couple days later we travelled down to Milwaukee for the State Fair. We participated in the Dance show sponsored by NATOW and got to explore the fair and eat cream puffs. Closing the summer of 2019, Oneida Royalty went to the Ancestral women event and shared Oneida social dance songs at Art Street.

At the end of the summer, I started my first year of graduate school in St. Louis. While at school, I have been able to come home and participate in the Packer Half-Time show and celebrate Indigenous Peoples Day with the Oneida Nation. Additionally, I am part of the American Indian Student Association, at my school, and we held a candle light vigil for Indigenous Peoples Day. I try to come home as often as I can to experience all the new opportunities and continue my growth as an Indigenous woman. I am grateful for all the experiences and amazing individuals I have met across Turtle Island.

I look forward to future events the Oneida Royalty will participate in and hope that our paths cross along the way!

Yaw^ko

• See 23,
Oneida Royalty

Shekoli swakwek! Hello everyone, since becoming Jr. Miss Oneida 2019-2020 in June, it has been a very busy couple of months attending all the events I have had the opportunity to meet numerous individuals.

After a week of being crowned, the girls and I started off with many days at the LPGA event, where we were able to greet the only pro Native American female golfer Gabby Lemieux along with pro golfer Tiger Woods' niece Cheyenne Woods. As the weekend approached, we then had to prepare to present ourselves to our community for the first time. As nerve racking as these events were to attend, I love the way we hit the ground running.

In the following days we took part in restaurant week; we chose to eat at Prime Quarter. For me this was really the day I was able to decompress. We had no crowns and no banners and not too many pictures being taken, just me and the girls beginning our sisterhood.

My favorite event thus far, would have to be our trip in July to the homelands in New York. While visiting the Seneca community, we're able to visit and sit in on a meeting about the Great Law, and attend the 30th anniversary Salamanca Powwow. Attending these events was the most humbling experience, especially the Great Law meeting, being able to hear the similarities in our language and watching the elders understand and converse with each other. Although I did enjoy the meeting, my favorite part was definitely the visit to a restaurant called Togi's.



Jr. Miss Oneida

Natavia Adams

I'm definitely ready and excited to see what the future holds for us as we have just barely begun. Looking forward to our upcoming events I hope we are able to meet each other along the way.

Yaw^ko

ONEIDA

GET READY TO VOTE!

RESOURCES

- MyVote.WI.gov
 - Register to Vote
 - Find Your Polling Place
 - What's on Your Ballot
 - Request Absentee Ballot
- [Proof of Address](#)
 - Utility Bill
 - Government Document
 - Bank/Credit Card Statement
- [Valid Photo ID](#)

FEB 18, 2020
Spring Primary

APR 7, 2020
Spring Election

- Presidential Primary
- WI Supreme Court
- Local Elections

AUG 11, 2020
Fall Primary

NOV 3, 2020
General Election

- President
- Congress
- State

From page 22/Oneida Royalty

Shekoli Swakweku,

The first few months of my reign as Lil Miss Oneida 2019-2020 have been full of exciting and adventurous events pushing me out of my comfort zone to create life lasting experiences and friendships. The other royalty and I have been able to attend many events throughout Wisconsin such as the Wisconsin State Fair, Oneida Casino's 25th Anniversary, Erwin Cottrell Golf Tournament, Indigenous Peoples Day, and a few others. We even got the honor to represent the Oneida Nation at the Marvin "Joe" Curry Veterans Powwow in Salamanca, New York.

We have said the opening address at the GTC meeting, greeted people at the Welcome tent and veterans pavilion at the LPGA at Thornberry Creek, sang the Women's Power song at the LPGA Awards Ceremony, judged the apple pie contest at Big Apple Fest, stood on the field during the National Anthem at a Packer Game, and participated in three Smoke Dance shows at Art Street, just to name a few. These events had one thing in common, they gave us the amazing opportunity to meet new people and learn about their cultures and where they came from.

During the Family Film Festival in August Jr. Miss and Miss were not able to attend so I had to hold down the fort. I ran the games station and gave out candy to the children. After finishing my shift at the games area, I was able to get a henna tattoo and watched some of the films. This has been the only event I have been to by myself and it went well.

Some of my favorite events were the Big Apple Fest where Jr. Miss and I ate so much pie for the apple pie contest we are still good if we don't see an apple pie anytime soon. The Packer Halftime show where we smokedanced in the middle of the field. But by far my absolute favorite event was in Salamanca, NY at the Marvin "Joe" Curry powwow. It was a great honor to be able to represent the Oneida Nation and meet all the people there. While we weren't on the job, we swam at Allegheny State Park. It was so fun!



Lil' Miss Oneida

Yakatahawine Zacarias Skenandore

These first few months have been amazing and I am grateful for all the opportunities I have and will get to enjoy at various events throughout my reign as Lil Miss Oneida.

Yaw^ko

Yakatahawine Zacarias-Skenandore

Calling All Oneida Artists!

The Oneida Nation Museum, is seeking Oneida Silverwork artists to showcase their handmade silverwork which will be on display at the Oneida Casino for approximately 1 year. The display will include a photo of the artist and the artist's bio (not more than 50 words) and provided by artist. All interested Oneida Tribal artists should contact Katelyn Popp at 920.869.6538.

The theme is **Oneida Silverwork: Traditional and Contemporary**

DEADLINE for submission is JANUARY 20, 2020.

For more information about how to submit, please contact:
Katelyn Popp 920.869.6538 or email at: kgarza@oneidanation.org



Example LAYOUT 2018 Casino Display: Oneida baskets made by Oneida Artists.



(920) 496-5320

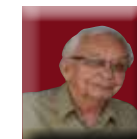
GTC Legal Resource Center

The GTC Legal Resource Center is now open as of:
Wednesday, August 1, 2018.

The office will provide legal advice and representation for Oneida Nation Employees and Tribal Enrolled Members that have any type of litigation at the Oneida Judiciary.

The GTC Legal Resource Center Advocates available to assist you are:

Tsyoslake House



Wesley Martin Jr.



Ridgeview Plaza, Suite 8 | 3759 West Mason Street | Oneida, WI 54155

In observance
of...
ONEIDA

Thanksgiving & Indian Day
Oneida offices will be CLOSED on
Thurs., Nov. 28th & Fri. Nov. 29th, 2019

From page 16/*Whale hunts*

subsistence or cultural need to hunt after so many decades.

“The Makah’s family and tribal traditions and rituals associated with its whaling history can continue without the resumption of whaling,” the Animal Welfare Institute said in a statement Thursday. “The Makah could, if it chooses, attract and educate untold numbers of visitors to its lands by promoting nonlethal use of whales through whale watching.”

DePoe chafes at outside groups

dictating what his tribe’s culture requires. He recalled the pride he felt when the Makah crew succeeded, the joy of sharing the feast and the taste of the whale meat.

“I have a little brother who’s in his 20s,” DePoe said. “He doesn’t remember it. I’m hoping one day he can experience that.”

Follow Gene Johnson at
<https://twitter.com/GeneAPseattle>

National Family Caregiver Month



Kali photos/Christopher Johnson

November is National Family Caregiver Month, and the Oneida Elder Meal Site was the location for a special ‘Recharge & Renew’ event November 14. The event was sponsored by the Oneida Elder Services Native American Family Caregiver Program, the ADRC of Brown County, and the Brown County Caregiver Coalition. The event featured Oneida Nation Royalty, the School System Social Dance Singers, a message of encouragement from OBC Councilmember Kirby Metoxen (himself a caregiver for his father), and a keynote speech from former Wisconsin Governor Martin Schreiber. Schreiber, who shared lessons from his decade plus journey as an Alzheimer’s caregiver for his wife, has written a book, *My Two Elaines: Learning, Coping, and Surviving as an Alzheimer’s Caregiver*.

(Above): Guests fill the Elder Meal Site to hear keynote speaker Martin Schreiber (below) discuss his journey as an Alzheimer’s caregiver for his wife, Elaine.



Oneida Community Health Center

CRAFT / BAKE SALE

Date: Saturday, December 7, 2019

Location: Oneida Community Health Center
525 Airport Rd. Oneida

Time: 9:00 am - 2:00 pm

Great Assortment of Crafts and Baked Goods



Traveling exhibit “I Am Not Invisible” unveiled



MADISON, Wis. ~On Thursday, November 7th, The Wisconsin Department of Veterans Affairs' (WDVA) Wisconsin Veterans Museum and Gov. Tony Evers today unveiled a unique educational exhibit highlighting the military service of dozens of Wisconsin women veterans.

The “I Am Not Invisible” (IANI) exhibit, featuring 32 banners measuring 6-feet tall with portraits of Wisconsin women veterans, was unveiled during a formal ceremony at the Wisconsin State Capitol.

“Women military veterans deserve equal recognition for the bravery and sacrifice they have demonstrated in their service to our country,” Gov. Evers said. “This exhibit not only showcases the diversity in Wisconsin’s women veterans, but it also highlights the unique stories many of them experienced in the military and afterward.”

There are about 30,000 women veterans living in Wisconsin, or about 12 percent of the state’s veteran popula-

Photos courtesy of the Wisconsin Veterans Museum

Left: A banner of Oneida potter and Army veteran Rose Kerstetter is part of the “I Am Not Invisible” traveling exhibit.

Below: Banners share the stories of Wisconsin women veterans.

tion. With the new exhibit, Wisconsin becomes the latest state to participate in the IANI project, which was initiated by the Oregon Department of Veterans Affairs in February 2017 as a way to increase awareness and dialogue about women veterans. Since then, the project has grown to include nine states and 14 cities.

“Women are the fastest-growing group of military veterans in our country,” WDVA Secretary Mary Kolar said. “Despite that, women veterans still face some significant barriers and challeng-

es. By spotlighting the faces of this diverse segment of Wisconsin’s veterans’ community, we continue an important conversation about their contributions to our country, as well as some of the challenges they may face.”

Wisconsin’s IANI exhibit is a result of a partnership with the U.S. Department of Veterans Affairs’ Center for Women Veterans and the WDVA’s Women Veterans Program.

• See 40,
Traveling exhibit



BREAKFAST
with
SANTA

Saturday, December 14, 2019

❁ 8am – 10:30am ❁

Oneida Civic Center

Families with youth ages 0-12 years old will be able to visit with Santa and receive a picture.
ONE (1) PICTURE PER FAMILY.

After the visit with Santa, youth ages 0-12 years old will be able to pick out a gift from Santa.
MUST BE PRESENT TO RECEIVE A GIFT.

FOOD PROVIDED BY
festival

Please contact Cassandra at (920)833-0010 with questions or concerns.



Backyard Chickens and Salmonella

What is salmonella?

- Salmonella is a bacteria that can make people ill and usually results in diarrhea, vomiting, fever and abdominal cramps for as long as a week.

How does Salmonella spread to humans from chickens?

- Salmonella infection occurs when bacteria enter the mouth.
- It is common to think that salmonella infection only results from eating undercooked eggs or poultry, but live chickens can carry salmonella and the bacteria is easily spread to other surfaces. Humans can become infected with salmonella by touching chickens (feathers, beak, and feet), or anything in their environment (bird droppings, cages, coops, feed or water dishes, hay, plants, and soil).
- Children age 5 or younger with immature immune systems, adults age 65 or older and sick people with weaker immune systems are more susceptible to severe salmonella infection.

Tips for preventing Salmonella infection

- ALWAYS wash your hands with soap and hot water after touching chickens or anything in their living area (including eggs).
- DO NOT touch your mouth after



- snuggling chickens and DO NOT kiss chickens.
- Children age 5 or younger, adults age 65 or older and sick people should not handle chickens.
- DO NOT let chickens into your house, especially not in food contact areas.
- Use a separate pair of shoes designated for outside use only when caring for chickens
- DO NOT eat or drink in or around the

Nation citizen Jennifer Falck makes sure to wear designated boots that she uses solely for tending to her birds.

- chicken's living area.
- Clean chicken feed or water containers outside only and regularly clean coop to reduce feces and dirt on eggs.
- Clean dirty eggs with sandpaper, a

brush or a dry cloth. DO NOT wash eggs with COLD water because this can flush salmonella bacteria off the shell into the egg.

If you any have questions, please contact Vanessa Miller, public health at 920.869.4584



ONEIDA

2019 FALL/WINTER HOLIDAY SCHEDULE

NOVEMBER

Thursday, Nov 28, 2019
Friday, Nov 29, 2019

Thanksgiving
Indian Day

DECEMBER

Tuesday, Dec 24, 2019
Wednesday, Dec 25, 2019
Wednesday, Jan 1, 2020

Christmas Eve (1/2 Day)
Christmas Day
New Year's Day

Meet new staff members



Brittany Nicholas
Sanitarian Trainee

Brittany Nicholas is the new Sanitarian Trainee of our Environmental Health Program, under a two-year grant from Oneida Human Resources Department. The grant is part of an initiative to help post-college graduates gain job experience. She has a Bachelor of Science Degree in Biology with an emphasis in biomedical sciences. She has previously worked under Oneida EHSLD from 2016 to 2019 in the Invasive Species Program. Brittany is enjoying learning about and assisting in all aspects of the public health program and plans to attain her Registered Sanitarian license by 2021.

My name is Janelle Miller and I work with the Environmental, Health, Safety and Land Division as the Water Resources Specialist. I earned my BA in Environmental Science in 2017 and will earn my MA in Ecological Restoration by the end of the year. I have previously interned with Oneida, once as a Water Resources Specialist and once with Aquaponics. I am grateful for my past opportunities as they provided stepping stones and good fortune for me to work with Oneida Nation once again.



Janelle Miller
Water Resources Specialist

Pet Safety Program: *Straw For Sale*

As part of the Oneida Pet Safety Program. The Environmental Department sells bales of straw to community members to help ensure the well-being and comfort of your family pets. Winter certainly has arrived early this year!

Please make sure your pets/animals ALWAYS have adequate food, water and

shelter in order to be comfortable and safe during these colder temperatures. Bales of straw are available at the Little Bear Development Center for \$ 3.00 per bale.

Best to call and confirm we still have bales in stock before driving over to Little Bear. If you any have questions, please call 869.4571.

If you any have questions, please call 920.869.4571

How the Program Works

The program provides Oneida Retail Gift Cards in exchange for vet services. Pet owners will be responsible for taking their pet to any licensed veterinarian in **Brown or Outagamie County**. Pet owners must pay 100% of the bill at the time of service. After the pet receives service, pet owners who provide the following information will receive Oneida Retail Gift Cards:

1. Proof of vaccinations: An itemized receipt and/or rabies vaccination certificate.
2. Copy of your Oneida Nation Identification Card
3. A copy of a current Oneida Pet License if you live on the reservation. You can bring your paperwork to either N7332 Water Circle Place, Little Bear Development Center, or at the Conservation Office, located at N8047 County Rd. U.

A Program from Environmental, Health, Safety, and Land Division

Pet licenses will be available for purchase at both sites. Licenses for intact pets are \$25.00 each. Licenses for spayed or neutered pets are \$5.00 and you must provide documentation from a vet that your pet is spayed or neutered.



Three Animals per household per year is allowable

Oneida Retail Cards Available for Veterinarian Services

CATS	Vaccines	Spay/Neuter
Feline Leukemia Distemper Rabies	\$25.00 Oneida Retail Card	\$50.00 Oneida Retail Card
DOGS	Vaccines	Spay/Neuter
Distemper Lyme Rabies	\$25.00 Oneida Retail Card	\$75.00 Oneida Retail Card

Please contact Vanessa Miller

at 869-4553 with any questions or concerns



PET SAFETY PROGRAM HOURS TUESDAYS

7AM-5:30PM • Including Lunch Hour

Please remember-to be eligible, you must bring in your pet's paperwork of services from a vet in Brown or Outagamie County, your nation ID, and you may be required to update your pet's Oneida Nation Pet License if applicable. To better serve our customers, this program is **available only on Tuesdays of each week at Little Bear Development Center**, with guaranteed service throughout the entire day.

These hours are available at **LITTLE BEAR DEVELOPMENT CENTER at N7332 WATER CIRCLE PLACE. Normal business hours remain the same at the Conservation Office. Please Contact Vanessa Miller at 869-4553 with any questions or concerns.**

Contact Information

- **Patrick Pelky**
Division Director, 920-869-4549
PPELKY1@oneidanation.org
- **Melis Arik**
Water Resource Specialist, 920-869-4566, marik@oneidanation.org
- **Michael Arce**
Field Technician, 920-869-4552
marce@oneidanation.org
- **Amy Spears**
Environmental Specialist-Pollution Prevention, 920-869-4549,
aspears@oneidanation.org
- **Michael Troge**
Environmental Project Manager, 920-869-4572, mtroge@oneidanation.org

Congregate Meal Site
2901 S. Overland Rd.
Oneida, WI 54155
(920) 869-1551

DRUMS across Oneida

DRUMS latest updates can be viewed at www.oneida-nsn.gov/elderservices

Wahsu-tés Wehni-tale? Long Night Moon
December 2019



Lee McLester II Building
2907 S. Overland Rd.
Oneida, WI 54155
(920) 869-2448

28 Tewáshán Téklú • November 21, 2019

Speak to Live Operator, 24/7: (800) 867-1551

Elder Services Director: Elijah Metoxen, emetoxe1@oneidanation.org

DRUMS Contact: Sacheen Lawrence, slawrenc@oneidanation.org

Indigenous Cultural Understandings of Alzheimer's Disease and Related Dementias Research and Engagement (ICARE)

Oneida Nation of Wisconsin is the only Wisconsin Nation included in a multisite project, called ICARE. The project represents a partnership between the Oneida Nation and the University of Wisconsin, Madison's Alzheimer's Disease Research Center and the University of Minnesota, Duluth's Memory Keepers Medical Discovery Team. The purpose of this research partnership is to better understand the impact of Alzheimer's disease and related dementias (ADRD) in the Oneida Nation, and American Indian and First Nations communities.

Alzheimer's Disease and Related Dementias (ADRD) in Indigenous populations are reported to be 3-5x national averages, and have a younger age of onset. Moreover, demen-

tias in the American Indian/Alaska Native population are reported to be 13.6% higher than among the White population. Yet, there is very little research exploring Indigenous understandings of aging and dementia.

Research efforts have not been inclusive of American Indian/First Nations (AI/FN), and The Oneida Nation's efforts are making sure their voices are represented. This is incredibly important, because if we do not include AI/FN in research, these health inequities will continue to grow.

What the project will involve

Oneida is one of three AI/FN sites to be included in this research, and the ONLY one in Wisconsin. The others are based in Minnesota and

Ontario, Canada.

We are seeking to establish long-term partnerships that build research capacity and create sustainable interventions in the communities. Our ultimate goal is the development of culturally-grounded dementia education tools and care interventions to improve outcomes and quality of life for Indigenous families living with dementia.

These are preliminary data that will support future efforts in developing screening tools and educational materials tailored for AI/FN communities, including the Oneida Tribal Community.

Questions please contact Marlene Summers or Lois Strong at 920-869-2448

Winter is Here Once Again

Reminder to Update Your Emergency Kit for Your Vehicle

Here is a list of items recommended to have in your vehicle in the event of an emergency when traveling:

- Shovel
- Container of Kitty Litter
- Flashlight with extra batteries and bulbs
- First aid kit and manual
- Pair of boots
- Blanket
- Granola bars or other pre-packaged foods
- 911 Cell Phone (any cell phone can be used for 911 Emergency calls only if there is service where you are located)

- Completed "File of Life"
- Battery-operated or crank-powered radio
- Whistle (to attract attention to emergency personal)

Let someone know:

- You are traveling alone
- When & Where you are expecting to arrive
- What route you will be taking
- In the event you have vehicle problems when traveling during the winter, consider these timely tips for your own safety.

If you have any questions please call Oneida Elder Services at 920-869-2448

Menu

December 2019



Congregate Meal Site
2901 S. Overland Rd.

2 Monday

Barbecued Chicken, Mashed Potatoes Broccoli, Cole Slaw, Fruit

3 Tuesday

Ring Bologna, Parsley Boiled Potatoes, Carrots, Homemade Bread, Fruit

4 Wednesday

ALL STAFF MEETING
Beef Macaroni Casserole, Mixed Vegetables, Dinner Roll, Pudding

5 Thursday

Chili. Cold Sandwich, Fruit, Dessert

6 Friday

Pork Chops, Mashed Potatoes, Green Beans, Dinner Roll, Fruit

9 Monday

Baked Ham, Scalloped Potatoes. Green Beans, Bread, Fruit

10 Tuesday

Corn Soup, Cold Sandwich, Lettuce Salad, Fruit

11 Wednesday

Oven Roast Beef, Mashed Potatoes, Carrots, Bread, Fruit

12 Thursday

Swedish Meatballs, Noodles, Squash, Desert

13 Friday

Beef Stew, Mashed Potatoes, Dinner Roll, Fruit

16 Monday

Egg Omelet, Hash Browns, Sausage Links, English Muffin, Oatmeal, Fruit

ATTENTION LIFELINE CLIENTS

If you are on LIFELINE



You need to be wearing your pendant or wristband at all times.



These are actual LIFE SAVING DEVICES if they are properly worn at all times.



These devices shouldn't be hanging anywhere in your home or car.

Wear your devices on your person!

Problems with your LIFELINE unit?

Helping Hands Caregivers - 920-217-2961

Elder Services has no control over Lifeline Units

Also, please keep address and phone numbers updated in case of emergency.

Menu (Continued) December 2019

17 Tuesday

Spaghetti W/Meat Sauce,
Cheesy Bread, Vegetables,
Lettuce Salad, Fruit

18 Wednesday

Swiss Steak, Buttered
Noodles, Hot Vegetables,
Bread, Pudding

19 Thursday

BIRTHDAY LUNCH

Beef Stew, Mashed Potatoes,
Dinner Roll, Fruit, Birthday
Cake

20 Friday

Cod Fillet, Hash Brown
Patty, Mixed Vegetables, Rye
Bread, Fruit

23 Monday

Hamburger W/Bun, Baked
Beans, Chips, Fruit, Sherbet

24 Tuesday

BREAKFAST

Egg Omelet, Hash Browns,
Muffin, Sausage Patty,
Oatmeal, Fruit

25 Wednesday

CLOSED FOR CHRISTMAS DAY

26 Thursday

Beef Stroganoff, Noodles,
Hot Vegetables, Roll, Fruit

27 Friday

Salmon Loaf, Cream Pea
Sauce, Potatoes, Rye Bread,
Gelatin

30 Monday

Chicken A' La King, Biscuits,
Carrots, Pudding

31 Tuesday

Meat Loaf, Cheesy Potatoes,
Green Beans, Bread, Fruit

MENU SUBJECT TO CHANGE

All meals are served with coffee,
juice, milk, tea, or water. LUNCH
is served: Mon. -Fri. from 12:00PM
- 1:00PM, BREAKFAST is served:
9:00AM - 10:00AM on posted days

Creamy Wild Rice and Chick- en (Turkey) Casserole

Recipe from redlakenationfoods.
com

- 6 c. cooked wild rice
- 3 c. cooked, diced chicken (turkey)
- 1 can cream of mushroom soup
- 8 oz. sour cream
- 1 stick butter
- 3 ribs celery, sliced
- 1 med. Onion, chopped
- ¼ lb fresh mushrooms, sliced
- 1 or 2 cloves garlic, minced
- 1 tsp. salt
- ¼ tsp. pepper

1. Melt butter in large skillet. Sauté mushrooms and vegetables until tender.
2. Stir in seasonings, sour cream and soup until combined. Put wild rice and chicken (or tur-



- key) in a greased 3 qt casserole dish or 9 x 13 pan. Pour vegetable/sour cream mixture over the top of rice and mix until combined.
3. Bake, covered, in 350 degree oven for approximately 35 to 40 min. Uncover and bake another 15 min.

Snow Plowing Season

Oneida Elder Services encourages everyone to plan for any snow storm and keep safe.

- Our priority is dialysis patients and those with lifeline services.
- If you're already on the snow removal list, no need to call & check. Multiple calls may tie up the phone lines.
- Snow removal is for snow accumulations of three (3) inches or more.
- We are short staffed with 120+ driveways on our lists- please be patient.
- Workers will first clear an emergency access path in & out of the driveway- Depending on how bad the weather is, they may return the next day to get walkways, ramps, mailboxes, etc.
- For worker's safety, workers will not enter roads that have not yet been plowed by their respective municipalities.
- We do not pay for snow removal from external businesses.
- Consider rescheduling any appointments if your driveway hasn't been cleared as we will not be taking special requests to be plowed first.

We ask for your patience and understanding during the upcoming winter months

We strongly encourage family members to check on their elders and to help elders with snow removal.



Wahsu·tés Wehni·tale?

Long Night Moon

Memory Café

December 3

1:30 - 3:30pm

Oneida Library

GLNAEA

December 4 & 5

8:00 - 4:00pm

Bad River Lodge & Casino

ONCOA Meeting

December 12

1:00 - 4:00pm

Elder Services Conference
Room

Nutrition Advisory Council

December 20

1:00 - 2:00pm

Elder Meal Site

ONCOA Meeting

December 26

1:00 - 4:00pm

Elder Services Conference
Room

Elder Activities for December 2019

Oneida Language Class – Meal Site:

Monday, December 2, 16, & 30

9:30AM – 10:45AM

Learn Oneida language on a slow fun pace.

Exercise Class – Meal Site:

Monday, December 2, 9, 16, 23, 30

& Wednesday December 4, 11, 18

11:00AM – 11:30AM

This is a group exercise class that helps reduce pain and stiffness, helps maintain or improve mobility, muscle strength, endurance and functional ability.

Wii Bowling – Meal Site:

Monday, December 9 & 23

9:30 - 10:45

Good exercise. Come out and try it! A lot of fun.

Christmas Bingo – 3 Sisters Center

Monday, December 9

1:30

Sponsored by Oneida Housing

Bingo – Meal Site:

Monday, December 2 – Bring

a \$2.00 NEW wrapped gift

Monday, December 16 –

Christmas Bingo Party- Door prizes

1:00PM – 3:00PM

Bingo – Cliff Webster Building:

Wednesday December 4, 11, 18

1:30PM – 3:00PM

Movie – Meal Site:

Monday, December 23

1:00PM – 3:00PM

Movie's vary from month to month, popcorn and drink.

Bethesda Thrift Store – Green Bay

December 30

1:15PM

Shop at store

Crafts – Meal Site:

Tuesday, December 3 & 17

9:30AM – 11:15AM

We do a variety of Crafts which vary from session to session.

Tai Chi – Meal Site:

Tuesday, December 10

1:30PM – 2:15PM

This Exercise is Good for balance, reduce falls, strength, endurance, stabilize muscles and more.

New Year's Eve Fun Day – Meal-site

Tuesday, December 31

1:00pm – 3:00pm

Card games, Board games, music (from playlist/dancing/singing), Come and join us or come to watch us crazy people having fun! Can bring a snack to share if you would like.

Book Club – Meal Site:

Wednesday, December 4, 11, 18

9:30AM – 10:45AM

Group reads a variety of books with discussion in class of the book.

Thrival Class with Adventures – Meal Site:

Thursday, December 5

9:30AM – 11:30AM

Games and discussion on not just surviving in life but Thrive.

Chair Yoga – Meal Site:

Thursday, December 5 & 19

1:30PM – 2:15PM

This exercise helps improve

strength, flexibility, reduce stress, relaxation, improve mental clarity and more.

Fox River Mall – Appleton

Thursday, December 12

10:00AM – 3:15PM

Christmas shopping. (Lunch payment on your own. *No transportation for lunch today.*)

Turtle Island Gift Shop – Green Bay

Thursday, December 19

10:00AM

Shop in store for yourself or Christmas shop.

Birthday Lunch – Meal Site:

Thursday, December 19

12:00PM – 1:00PM

Come join us for a nice lunch and Music by “Good for the Soul”

Adult Coloring – Meal-site

Thursday, December 26

9:30AM

Pictures and color pencils will be provided, relax and socialize with others.

Yahtzee Board Game – Meal-site

Thursday, December 26

1:15PM

Great for eye/hand coordination, lots of fun, stay and socialize with others.

Banks, Shopping, Lunch Out – Green Bay:

Friday, December 6, 13, 20, 27

10:00AM – 3:00PM

Stop at Banks, Stores vary to shop at, and a restaurant will be picked to eat lunch at by an Elder. *No transportation for lunch this day.*

- Please sign up for trips and activities at the Meal Site
- Check departure time on sign-up sheet – different then calendar time
- * Activities subject to change if necessary
- * The Month of your Birthday, you must sign up in the Birthday Book at the meal-site and you must be at the Birthday lunch to receive your gift card.

If you have any questions, Please call Michelle Cottrell at 869-6733.

Winter, Safety and the Trails in the Oneida Community



A message from the Oneida Conservation Department. “With the cold and snowy weather here, please be aware on and around the trails. The purpose of the trail system is a secondary travel/recreational option. The trails are not the primary mode of travel to and from homes, building, and events.”

1:30 TO 3:00PM • COME JOIN US! • DECEMBER 3

MEMORY

CAFÉ

DEBBIE MILLER DEMENTIA
CARE SPECIALIST

ONEIDA LIBRARY
201 ELM STREET
ONEIDA, WI 54155



BINGO

CRAFTS

ONEIDA
REFRESHMENTS
& MORE!

FOR MORE INFORMATION, CONTACT DEBBIE MILLER AT (920) 869 4854

Oneida Elder Services

2907 S. Overland Rd.

Oneida, WI 54155

Main • (920) 869-2448

Meal Site • (920) 869-1551

Aging & Disability Resource Specialist • (920) 869-6830

Service Specialist • (920) 869-6847

<https://oneida-nsn.gov/resources/elderservices/>

WINTER WORD SEARCH

E	T	C	G	B	W	T	B	X	E	S	S	Y	H	I
T	N	A	H	Q	L	W	I	K	Q	E	N	T	O	J
A	Y	E	H	I	I	I	A	U	V	F	O	S	L	T
L	W	C	Z	N	L	L	Z	O	S	W	W	O	I	S
O	I	W	T	O	F	L	L	Z	I	W	G	R	D	E
C	I	E	M	W	R	G	Y	P	A	H	O	F	A	W
O	R	D	O	W	T	F	W	I	B	R	F	N	Y	O
H	S	N	E	E	R	T	E	N	I	P	D	J	S	S
C	S	C	T	M	I	T	T	E	N	S	Y	A	N	N
T	E	P	A	E	L	C	I	C	I	F	K	O	A	G
O	J	E	K	R	H	B	O	O	T	S	W	M	C	I
H	Y	U	S	E	F	D	N	I	W	B	W	O	V	V
F	I	R	E	P	L	A	C	E	A	O	L	E	E	I
A	V	U	C	R	U	G	U	L	N	D	D	C	E	N
C	P	Y	I	J	U	U	L	S	U	Q	S	I	Y	G

BLIZZARD

BOOTS

CHILLY

COLD

FIREPLACE

FROSTY

FROZEN

GIVING

GLOVES

HAT

HOLIDAYS

HOTCHOCOLATE

ICE

ICESKATE

ICEICLE

MITTENS

PINETREE

SCARF

SNOW

SNOWBALL

SNOWFLAKES

SNOWMAN

SNOWSUIT

WIND

WINTER

Grant Fact Sheet

Domestic Abuse Program

A GOOD MIND. A GOOD HEART. A STRONG FIRE.

Project Synopsis

The **Domestic Abuse Program** received a 3-year grant from the Dept. of Justice (DOJ) *Tribal Sexual Assault Program* to assist women and their families that have been impacted by sexual assault. This project will target all Native American women and their families living on or near the Oneida reservation. The overall purpose of the **Circle of Hope Project** is to establish a sexual assault services program that is culturally relevant, trauma-informed, and promotes safety and well-being for Native American women and their families affected by sexual assault. We will provide free, 24-hour direct services for any Native American woman, their families, and other

non-offending household members near the reservation that are victims of and/or affected by sexual assault, regardless of who perpetrated the assault. Through this project, enhanced services will be provided to increase their quality of life. It is expected that this project will empower women and their families to heal from their trauma and lead healthier lives. The Circle of Hope Project is designed to be responsive to all stages of the healing journey, regardless of when the assault and disclosure take place. Programing will be provided free of charge and accommodations will be

made based on each client's self-identified needs. Services will be culturally-specific and representative of the community's identified needs. This includes educating clients of the historical components that contribute to disproportional high rates of SA for Native American women.



Grant Details and Contact

Project Name: A Circle of Hope

Funding Agency: Department of Justice, Office of Violence Against Women

Duration: 3 years

Total Amount Funded: \$329,757

Project Contacts:

Laurie Becker
Community Advocate Manager,
Domestic Abuse Program
lbecker@oneidationation.org
(920) 490-3700/ext. 3842

Louise Padron
Women's Lay Advocate, Domestic Abuse Program
lpadron2@oneidationation.org
(920) 490-3700/ext. 3760

Lola Smith
Women's Community Advocate, Domestic Abuse Program
(920) 490-3700/ext. 3719

LEGAL NOTICE: ONEIDA FAMILY COURT OFFICE OF HEARING

RE: Case #19CU020 Laura D. Hill v
Kylene K. Hill & Steven R. Van-
deHei

A diligent attempt was made to notify the above Respondent/Father of a Petition to Establish Third Party Legal Custody filed by Petitioner. A hearing shall take place on **Tuesday, December 3, 2019 at 1:30 pm** in the above captioned case at the Oneida Family Court office located at 2630 West Mason Street, Green Bay, WI 54303.

Inquiries for additional information may be directed to:

Oneida Family Court
PO Box 19
Oneida WI 54155
(920) 496-7200

PUBLIC NOTICE OF INTENT TO ATTACH PER CAPITA PAYMENT

Debtor(s) Megan White
Business Entity: Airport Road Child
Care

*Entity's Contact
Information for Payment:*

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

Physical Address:
2965 S. Overland Rd
Oneida, WI 54155

Telephone Number:
920-869-1645



OLIPP
Oneida Life
Insurance Plan Plus

Call Oneida Trust Enrollment Dept.,
(920) 869-6212

Upcoming Events in November – December

November 28-29

Oneida Offices Closed

When: Thursday, November 28-29

Time: ALL DAY

Oneida offices will be closed Thanksgiving and Indian Day.

November 30

Joyful Praise Family Fun Time

When: Saturday, November 30

Time: 10:30AM – 12:00 NOON

Where: Oneida Police Department
2783 Freedom Rd, Oneida, WI

All Ages Welcome! Songs, Exercise, Crafts, Prayers. Please RSVP by November 23rd 715-524-3194 or Edijafr@yaho.com

December 14

OUMC 2nd Annual Dinner and Holiday Show

When: Saturday, December 14

Time: DINER: 5:00PM, SHOW: 6:00PM

Where: Oneida United Methodist Church, N6037 Cpimjty Rd. E. De Pere WI 54115

Come join us in food and song as we prepare our hearts for the Christmas season with local musicians. Dinner: ham, scalloped potatoes, green beans, & dinner roll. \$10 Dinner and Show, \$5 show only. To reserve tickets email jeremiahcottrell63@gmail.com. Tickets available at the door evening of the show.

Ongoing

OLCC Regular Meeting

When: 1st and 3rd Thursday

Time: 5:30PM

Where: NHC, 3rd Floor Rm 338
OLCC Conference Room

For more information call 920-869-4430 or Email: LandClaims_Comm@oneidanation.org

Prayer Warriors

When: Second Tuesday of every month

Time: 11:25AM – 12:00PM

Where: Activity Room at the Oneida Nursing Home.

Sponsored by the Oneida Ecumenical Team. All are welcome! Bring your prayer requests for individuals, families, community and world. For more information please contact: Edi at 715-524-3194 or Edijafr@yaho.com

Alcoholics Anonymous

When: Wednesdays

Time: 6:00PM

Where: Three Sisters Comm. Center
The meeting will be open unless topic calls for a closed meeting. For more information call 920-869-9014.

Wise Men's Support Group

When: Thursdays

Time: 5:30 PM to 7:30 PM

Where: Wise Women Gathering Place, 2615 S. Packerland, G.B. Next to Famous Dave's

The Wise-Men's Group is a Fellowship comprised of Native and Non-Native men. The Fellowship is dedicated to healing and supporting all men having difficulties dealing with personal issues in their lives that are, or can be destructive to their wellness. The Wise Men's Fellowship was created by two elders believing all men had a need for support at certain times of their life. There is no age or community restriction to participate in the Fellowship, just your wanting to be a better you. Confidentiality is held in high esteem and stays within our ranks. Native Culture and Spirituality, smudging and tobacco use are forefront to the group. Come and experience our camaraderie or address a struggle you want to lift off your shoulder.

FMI, contact: Rick Laes at 920-492-1357.

Women's Support Group

When: Every Friday

Time: Noon–2:30PM

Where: Three Sisters Community Center
For more information Isabel Parker at (920) 412-0396 or Georgia Burr at (920) 362-2490

Note: Any requests to include local events in this section will require individuals to list a phone # and contact person for the event.

Come listen and learn about

the

Midwinter Ceremony

with

RANDY CORNELIUS

Wednesday, December 11, 2019

4:00 - 6:00 PM

W892 County HWY EE,
De Pere, WI 54115

RSVP: register.communitypass.net
920.496.5260

FREE



Poster Contest

The Oneida Pow-wow Committee is sponsoring a poster contest to be used for our Honor the Youth Pow-wow on February 22, 2020

Winner will receive a \$50.00 Wal-Mart gift card

Requirements:

Theme is "Native Youth"

Artist must be 17 years or younger

Size 8.5 x 11 paper (must be scannable)

Any creative materials can be used such as:

Crayon, colored pencil, Paint, etc.

Please do not type on entries—Submit Artwork only

Deadline: Friday November 29th, 2019

Please get all entries to the Skenandoah Complex

909 Packerland Dr, Green Bay WI

Ask for Tonya or Trista when submitting

All Entries will be property of the Oneida Pow-wow Committee

◆◆◆◆◆

2019 WINNER: MERCEDES DANFORTH

Yaw'ko for your wonderful Art!

Contact us at: kalihwisaks@oneidanation.org
or call 920.496-5636 to get your event listed

OBC Meeting Results

The full version of the Oneida Business Committee (OBC) minutes can be accessed at oneida-nsn.gov or by contacting the OBC Secretary's office at 920-869-4451.



Regular Meeting

8:30 AM Wednesday, October 23, 2019
BC Conference Room, 2nd floor,
Norbert Hill Center

REGULAR MEETING

Present: Vice-Chairman Brandon Stevens, Treasurer Trish King, Council members: David P. Jordan, Ernie Stevens III, Jennifer Webster;

Not Present: Chairman Tehassi Hill, Secretary Lisa Summers, Council members: Daniel Guzman King, Kirby Metoxen;

On October 9, 2019, the Oneida Business Committee approved an exception to resolution # BC-12-27-16-A to hold both the regular and executive discussion meetings on Wednesday, October 23, 2019, at 8:30 a.m.

I. CALL TO ORDER by Vice-Chairman Brandon Stevens at 8:31 a.m.

For the record: Chairman Tehassi Hill, Secretary Summers, and Councilman Daniel Guzman King are on approved travel attending the National Congress of American Indians 76th Annual Convention & Marketplace in Albuquerque, NM. Councilman Kirby Metoxen is out on a personal day.

A. Special recognition for years of service

Sponsor: Geraldine Danforth, Area Manager/Human Resources

Special recognition by Wendy Alvarez of Wanita Decorah for 25 years of service; Special recognition by Derrick King of Donna Smith for 25 years of service; Special recognition by Grace Koehler of Lisa Williams for 25 years of service; Special recognition by Debra Kurowski of Anthony Holzendorf for 25 years of service; Special recognition by Georgianna Mielke of Tina Pospychala for 25 years of service; Special recognition by Joann Ninham of Heidi Smith for 25 years of service; Special recognition by Sharon Mousseau of Denis Gullickson for 25 years of service; Special recognition by Sharon Mousseau of Carol Johnson for 25 years of service; Special recognition by Lee Thomas of Jennifer Anderson for 25 years of service; Special recognition by Vicki Vanlaanen of Catherine Helton-Ahnen for 25 years of service; Special recognition by Pat Pelky of Jacy Rasmussen for 25 years

of service; Special recognition by Cheryl Skolaski of Janice Decorah for 25 years of service; Special recognition by Geraldine Danforth of Michael Martin for 25 years of service;

Special recognition of those who could not be present: Jeffrey Mears for 25 years of service; Robert Sundquist for 25 years of service; Victoria Sloan for 25 years of service; Janet Bigfire for 25 years of service; Maria Martirosyan for 25 years of service; Jeffrey Webster for 25 years of service; Cherice Santiago for 25 years of service; Lance Hill for 25 years of service;

II. OPENING

Opening provided by Vice-Chairman Brandon Stevens.

III. ADOPT THE AGENDA

Motion by David P. Jordan to adopt the agenda as presented, seconded by Jennifer Webster. Motion carried:

IV. OATH OF OFFICE

Oaths of office administered by Councilwoman Jennifer Webster. Racquel Hill, Lisa Huff, Renee Zakhar, Matthew W. Denny, Gerald DeCoteau were present. Patricia Moore was not present.

A. Oneida Election Board - Racquel Hill, Patricia Moore, and Lisa Huff

Sponsor: Lisa Summers, Secretary

B. Oneida Personnel Commission (Pro Tem Members) - Renee Zakhar, Matthew W. Denny, and Gerald DeCoteau

Sponsor: Lisa Summers, Secretary

V. MINUTES

A. Approve the October 3, 2019, emergency Business Committee meeting minutes

Sponsor: Lisa Summers, Secretary

Motion by David P. Jordan to approve the October 3, 2019, emergency Business Committee meeting minutes, seconded by Trish King. Motion carried:

B. Approve the October 9, 2019, regular Business Committee meeting minutes

Sponsor: Lisa Summers, Secretary

Motion by Jennifer Webster to approve the October 9, 2019, regular Business Committee meeting minutes, seconded by Ernie Stevens III. Motion carried:

VI. RESOLUTIONS

A. Consider resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for Project ED19-022, Central Oneida Site Clean-up

Sponsor: Debbie Thundercloud, General Manager

Motion by David P. Jordan to adopt resolution 10-23-19-A Approval of Use of Economic Development, Diversification and Community Development Fund for Project ED19-022, Central Oneida Site Clean-up, seconded by Ernie Stevens III. Motion carried:

B. Adopt resolution entitled Authorizing Discretion Regarding Implementation of Children's Code, Chapter 708

Sponsor: Debbie Thundercloud, General Manager

Motion by Jennifer Webster to adopt resolution 10-23-19-B Authorizing Discretion Regarding Implementation of Children's Code, Chapter 708, seconded by Ernie Stevens III. Motion carried:

VII. APPOINTMENTS

A. Determine next steps regarding one (1) vacancy - Oneida Police Commission - term ending July 31, 2023;

Sponsor: Lisa Summers, Secretary

Motion by Jennifer Webster to table this item until after executive session, seconded by David P. Jordan. Motion carried:

Motion by David P. Jordan to take this item from the table, seconded by Trish King. Motion carried:

Motion by David P. Jordan to appoint Lois Strong to the Oneida Police Commission with term ending July 31, 2023, seconded by Trish King. Motion carried:

Ayes: David P. Jordan, Trish King

Opposed: Jennifer Webster

Abstained: Ernie Stevens III

VIII. STANDING COMMITTEES

A. FINANCE COMMITTEE

1. Approve the October 1, 2019, regular Finance Committee meeting minutes

Sponsor: Trish King, Treasurer

Motion by David P. Jordan to accept the October 1, 2019, regular Finance Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

2. Approve the October 14, 2019, regular Finance Committee meeting minutes

Sponsor: Trish King, Treasurer
 Motion by Jennifer Webster to accept the October 14, 2019, regular Finance Committee meeting minutes, seconded by David P. Jordan. Motion carried:

B. LEGISLATIVE OPERATING COMMITTEE

1. Approve the October 2, 2019, regular Legislative Operating Committee meeting minutes

Sponsor: David P. Jordan, Councilman
 Motion by Jennifer Webster to accept the October 2, 2019, regular Legislative Operating Committee meeting minutes, seconded by Ernie Stevens III. Motion carried:

2. Approve the Children's Code Implementation October 2019 quarterly update

Sponsor: David P. Jordan, Councilman
 Motion by Jennifer Webster to accept the Children's Code Implementation October 2019 quarterly update, noting this is the final update, seconded by David P. Jordan. Motion carried:

3. Approve the Oneida Environmental Resource Board bylaws amendments

Sponsor: David P. Jordan, Councilman
 Motion by Jennifer Webster to approve the Oneida Environmental Resource Board bylaws amendments, seconded by Trish King. Motion carried:

4. Approve the Oneida Land Claims Commission bylaws amendments

Sponsor: David P. Jordan, Councilman
 Motion by Ernie Stevens III to approve the Oneida Land Claims Commission bylaws amendments, seconded by Trish King. Motion carried:

5. Approve the Oneida Personnel Commission bylaws amendments

Sponsor: David P. Jordan, Councilman
 Motion by Jennifer Webster to approve the Oneida Personnel Commission bylaws amendments, seconded by Trish King. Motion carried:

IX. TRAVEL REPORTS

A. Approve the travel report - Councilman Kirby Metoxen - Treaty Days - Bayfield, WI - September 29-30, 2019

Sponsor: Kirby Metoxen, Councilman
 Motion by Jennifer Webster to approve the

• See 35, October 23 OBC

From page 34/October 23, 2019 Oneida Business Committee Minutes

travel report from Councilman Kirby Metoxen for Treaty Days in Bayfield, WI - September 29-30, 2019, seconded by Ernie Stevens III. Motion carried:

B. Approve the travel report - Councilman Kirby Metoxen - Repatriation of Oneida Children from Carlisle Boarding School - Hudson, WI - October 5-6, 2019

Sponsor: Kirby Metoxen, Councilman
Motion by David P. Jordan to approve the travel report from Councilman Kirby Metoxen for the Repatriation of Oneida Children from Carlisle Boarding School in Hudson, WI - October 5-6, 2019, noting the cost was for mileage reimbursement only, seconded by Trish King. Motion carried:

C. Approve the travel report and one (1) additional action - Treasurer Trish King - 2019 Fall Finance & Tribal Economies Conference - Prior Lake, MN - October 6-9, 2019

Sponsor: Trish King, Treasurer
Motion by David P. Jordan to approve the travel report from Treasurer Trish King for the 2019 Fall Finance & Tribal Economies Conference in Prior Lake, MN - October 6-9, 2019, seconded by Ernie Stevens III. Motion carried:

Motion by Jennifer Webster to send the General Welfare [Exclusion] topic to the November 19, 2019, Business Committee work session and request the Chief Financial Officer to provide an updated report regarding the status of his research and needed next steps to implement General Welfare [Exclusion provisions] within the Oneida Nation, seconded by Ernie Stevens III. Motion carried:

D. Approve the travel report - Councilman Daniel Guzman King - AISES National Conference - Milwaukee, WI - October 9-12 2019

Sponsor: Daniel Guzman King, Councilman
Motion by Jennifer Webster to approve the travel report from Councilman Daniel Guzman King for the AISES National Conference in Milwaukee, WI - October 9-12 2019, seconded by Trish King. Motion carried:

X. TRAVEL REQUESTS

A. Approve the travel request in accordance with § 216.16-1 - Five (5) Oneida Gaming Commission members/staff - Tours and Wisconsin Gaming Regulators Association - Madison, WI - November 13-14, 2019

Sponsor: Mark A. Powless, Chair/Oneida Gaming Commission

Motion by Jennifer Webster to approve the travel request in accordance with § 216.16-1 for five (5) Oneida Gaming Commission members/staff to attend Tours and Wisconsin Gaming Regulators Association meeting in Madison, WI - November 13-14, 2019, seconded by David P. Jordan. Motion carried:

B. Approve the travel request - Councilwoman Jennifer Webster - Administration of Children & Families Tribal Advisory Committee meeting - Washington DC - November 17-22, 2019

Sponsor: Jennifer Webster, Councilwoman
Motion by David P. Jordan to approve the travel request for Councilwoman Jennifer Webster to attend the Administration of Children & Families Tribal Advisory Committee meeting in Washington DC - [corrected dates] November 19-21, 2019, seconded by Trish King. Motion carried:

Ayes: David P. Jordan, Trish King, Ernie Stevens III
Abstained: Jennifer Webster

C. Enter the e-poll results into the record regarding the approved BC SOP exception and the approved travel request in accordance with § 216.16-1 for four (4) Oneida Gaming Commission members/staff

Sponsor: Lisa Summers, Secretary
Motion by David P. Jordan to enter the e-poll results into the record regarding the approved BC SOP exception and the approved travel request in accordance with § 216.16-1 for four (4) Oneida Gaming Commission members/staff, seconded by Trish King. Motion carried:

XI. NEW BUSINESS

A. Schedule a special Business Committee meeting on December 13, 2019, at 9:00 a.m.

Sponsor: David P. Jordan, Councilman
Motion by Jennifer Webster to schedule a special Business Committee meeting on December 13, 2019, at 9:00 a.m., seconded by David P. Jordan. Motion carried:

B. CIP # 15-002 Oneida Community Wells - Approve three (3) actions

Sponsor: Debbie Thundercloud, General Manager
Motion by Jennifer Webster to approve a procedural exception to forgo Phase II of the CIP process of routing the CIP Package

to the various review entities, to approve the CIP Package for project CIP #15-002 Oneida Community Wells, and to activate \$1,877,000 from the approved FY2019 CIP Budget for CIP # 15-002 Oneida Community Wells, seconded by Ernie Stevens III. Motion carried:

C. CIP #16-008 O.F.F. Facility Improvements - Activate FY-2020 funds

Sponsor: Debbie Thundercloud, General Manager
Motion by Jennifer Webster to activate \$736,000 from the approved FY2020 CIP Budget for CIP #16-008 O.F.F. Facility Improvements, seconded by Ernie Stevens III. Motion carried:

D. CIP # 18-010 Food Distribution Store Concept - Activate FY-2020 funds

Sponsor: Debbie Thundercloud, General Manager
Motion by Ernie Stevens III to activate \$53,000 from the approved FY2020 CIP Budget for CIP # 18-010 Food Distribution Store Concept, seconded by David P. Jordan. Motion carried:

E. Approve two (2) actions regarding the 2020 Business Committee Standing Meeting Schedule

Sponsor: Lisa Summers, Secretary
Motion by Jennifer Webster to approve the 2020 BC Standing Meeting Schedule including exceptions to resolutions # BC-12-27-16-A and BC-09-27-17-D in November 2020 and to any revisions to the 2020 BC Standing Meeting Schedule to the BC Work Session agenda as information, seconded by Trish King. Motion carried:

F. Approve the 2020 Reporting Schedules

Sponsor: Lisa Summers, Secretary
Motion by David P. Jordan to approve the 2020 Reporting Schedules, seconded by Jennifer Webster. Motion carried:

G. Approve two (2) actions regarding the annual inspection report

Sponsor: Debbie Thundercloud, General Manager
Motion by David P. Jordan to approve the information packet in compliance with Oneida Nation and the State of Wisconsin Gaming Compact of 1991 and to authorize the Chairman to sign the enclosed letter signaling that the information packet has been approved by the OBC and authorizing the Oneida Gaming Commission to submit such information to the State of Wisconsin, seconded by Ernie Stevens III. Motion carried:

XII. EXECUTIVE SESSION

Motion by David P. Jordan to go into executive session at 10:05 a.m., seconded by Jennifer Webster. Motion carried:

The Oneida Business Committee, by consensus, recessed for lunch from 12:13 p.m. to 1:30 p.m.

Meeting called to order by Vice-Chairman Brandon Stevens at 1:30 p.m.

Roll call for the record:

Present: Councilman David P. Jordan; Treasurer Trish King; Vice-Chairman Brandon Stevens; Councilman Ernie Stevens III; Councilwoman Jennifer Webster;

Not Present: Councilman Daniel Guzman King; Chairman Tehassi Hill; Councilman Kirby Metoxen; Secretary Lisa Summers;

Motion by Jennifer Webster to come out of executive session at 3:32 p.m., seconded by Trish King. Motion carried:

A. REPORTS

1. Accept the Community & Economic Development FY-2019 4th quarter executive report

Sponsor: Debbie Thundercloud, General Manager

Motion by Jennifer Webster to accept the Community & Economic Development FY-2019 4th quarter executive report, seconded by Ernie Stevens III. Motion carried:

2. Accept the Governmental Services FY-2019 3rd quarter executive report

Sponsor: Debbie Thundercloud, General Manager

Motion by Jennifer Webster to accept the Governmental Services FY-2019 3rd quarter executive report, seconded by Ernie Stevens III. Motion carried:

3. Accept the Internal Services FY-2019 3rd quarter executive report

Sponsor: Debbie Thundercloud, General Manager

Motion by Ernie Stevens III to accept the Internal Services FY-2019 3rd quarter executive report, seconded by Trish King. Motion carried:

4. Accept the Chief Counsel report

Sponsor: Jo Anne House, Chief Counsel
Motion by Jennifer Webster to accept the Chief Counsel report, seconded by Trish King. Motion carried:

Motion by Jennifer Webster to retro-approve the attorney contract – Husch Blackwell

• See 36,

October 23, 2019 OBC



FEBRUARY 18, 2020
Spring Primary

APRIL 7, 2020
Spring Election
• Presidential Primary
• WI Supreme Court
• Local Elections

AUGUST 11, 2020
Fall Primary

NOVEMBER 3, 2020
General Election
• President
• Congress
• State

RESOURCES



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Proof of Address

From page 35/October 23, 2019 Oneida Business Committee Minutes

LLP – file # 2019-1188 to October 14, 2019, seconded by Trish King. Motion carried:

5. *Accept the Chief Financial Officer October 2019 report*

Sponsor: Larry Barton, Chief Financial Officer

Motion by David P. Jordan to accept the Chief Financial Officer October 2019 report, seconded by Trish King. Motion carried:

6. *Accept the Intergovernmental Affairs, Communications, and Self-Governance October 2019 report*

Sponsor: Melinda J. Danforth, Director/Intergovernmental Affairs

Motion by Jennifer Webster to accept the Intergovernmental Affairs, Communications, and Self-Governance October 2019 report and to approve the four (4) additional actions listed in the report, seconded by David P. Jordan. Motion carried:

B. STANDING ITEMS

1. ONEIDA GOLF ENTERPRISE CORPORATION - LADIES PROFESSIONAL GOLF ASSOCIATION

a. *Defer the Thornberry Creek LPGA Classic September/October 2019 report to the November 13, 2019, regular Business Committee meeting*

Motion by Ernie Stevens III to defer the Thornberry Creek LPGA Classic September/October 2019 report to the November 13, 2019, regular Business Committee meeting [agenda], seconded by David P. Jordan. Motion carried:

C. AUDIT COMMITTEE

1. *Accept the September 19, 2019, regular Audit Committee meeting minutes*

Sponsor: David P. Jordan, Councilman
Motion by Trish King to accept the September 19, 2019, regular Audit Committee meeting minutes, seconded by Jennifer Webster. Motion carried:

2. *Accept the Slots compliance audit and lift the confidentiality requirement*

Sponsor: David P. Jordan, Councilman
Motion by Ernie Stevens III to accept the Slots compliance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

3. *Accept the Central Accounting performance assurance audit and lift the confidentiality requirement*

Sponsor: David P. Jordan, Councilman
Motion by David P. Jordan to accept the Central Accounting performance assurance audit and lift the confidentiality require-

ment, seconded by Jennifer Webster. Motion carried:

4. *Accept the Emergency Management performance assurance audit and lift the confidentiality requirement*

Sponsor: David P. Jordan, Councilman
Motion by David P. Jordan to accept the Emergency Management performance assurance audit and lift the confidentiality requirement, seconded by Ernie Stevens III. Motion carried:

5. *Accept the Gaming Valet performance assurance audit and lift the confidentiality requirement*

Sponsor: David P. Jordan, Councilman
Motion by Jennifer Webster to accept the Gaming Valet performance assurance audit and lift the confidentiality requirement, seconded by Trish King. Motion carried:

6. *Accept the Oneida Experiential Adventures performance assurance audit and lift the confidentiality requirement*

Sponsor: David P. Jordan, Councilman
Motion by David P. Jordan to accept the Oneida Experiential Adventures performance assurance audit and lift the confidentiality requirement, seconded by Jennifer Webster. Motion carried:

D. UNFINISHED BUSINESS

1. *Consider resolution entitled Approval of Use of Economic Development, Diversification and Community Development Fund for ED19-020 Retail – Business & Marketing Plan*

Sponsor: Michele Doxtator, Area Manager/Retail Profits

Motion by Jennifer Webster to deny the use of the Economic Development, Diversification and Community Development Fund for ED19-020 Retail – Business & Marketing Plan, seconded by Ernie Stevens III. Motion carried:

2. *Determine next steps regarding long-term recommendations for Oneida Golf Enterprise financial needs and loans*

Sponsor: Oneida Business Committee
Motion by David P. Jordan to defer the report regarding the long-term recommendations for Oneida Golf Enterprise's (OGE) financial needs and loans to the November 13, 2019, regular Business Committee meeting agenda and to request the Treasurer, as liaison to OGE, to follow up with the OGE agent, seconded by Ernie Stevens III. Motion carried:

E. NEW BUSINESS

1. *Determine next steps regarding Per Capita Plan proposal and sub-team*

Sponsor: Trish King, Treasurer
Motion by David P. Jordan to assign Treasurer Trish King, Councilman Kirby Metoxen, Councilwoman Jennifer Webster, Councilman David P. Jordan, Councilman Daniel Guzman King, Chief Financial Officer Larry Barton, Assistant Chief Financial Ralinda Ninham-Lamberies, General Manager Debbie Thundercloud, and Intergovernmental Affairs Director Melinda J. Danforth to the Revenue Allocation Plan/General Welfare Exclusion sub-team, seconded by Jennifer Webster. Motion carried:

2. *File # 2015-1037 - Determine next steps*

Sponsor: Larry Barton, Chief Financial Officer
Motion by Jennifer Webster to adopt resolution 10-23-19-C Authorization to Write-off Oneida Golf Enterprise Loan regarding the LPGA Thornberry Creek at Oneida Tournament and move the resolution to open session, seconded by Ernie Stevens III. Motion carried:

3. *Deliberations regarding pardon application - Crystal M. Flores*

Sponsor: Lisa Summers, Secretary
Motion by David P. Jordan to accept the Pardon and Forgiveness Screening Committee's recommendation regarding a pardon application submitted by Crystal M. Flores, to move the resolution entitled Regarding Pardon of Crystal M. Flores to open session, and to adopt resolution 10-23-19-D Regarding Pardon of Crystal M. Flores, seconded by Jennifer Webster. Motion carried:

4. *Review applications for one (1) vacancy - Oneida Police Commission*

Sponsor: Lisa Summers, Secretary
Motion by Jennifer Webster to accept the discussion regarding the application for the Oneida Police Commission vacancy [as information], seconded by Trish King. Motion carried:

XIII. ADJOURN

Motion by Ernie Stevens III to adjourn at 3:45 p.m., seconded by David P. Jordan. Motion carried:

*Minutes prepared by Lisa Liggins, Information Management Specialist
Minutes approved as presented on November 13, 2019.*

Lisa Summers, Secretary
ONEIDA BUSINESS COMMITTEE

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FEB 18, 2020
Spring Primary

APR 7, 2020
Spring Election
• Presidential Primary
• WI Supreme Court
• Local Elections

AUG 11, 2020
Fall Primary

NOV 3, 2020
General Election
• President
• Congress
• State



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Clerk of Family Courts	Law, 12/03/2019
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Training & Organizational Dev.	Training and Development
(Post Graduate Program)	

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- * D.O.B.
- * Weight (lbs/oz) & Length (inches)
- * Parents names
- * Grandparents (both sides)
- * Siblings (first names only)
- * Indian Name of baby (if given and correct spelling)
- * Indian Name meaning
- * Person who gave Name

Owi-láse?



2019 FALL/WINTER HOLIDAY SCHEDULE

NOVEMBER

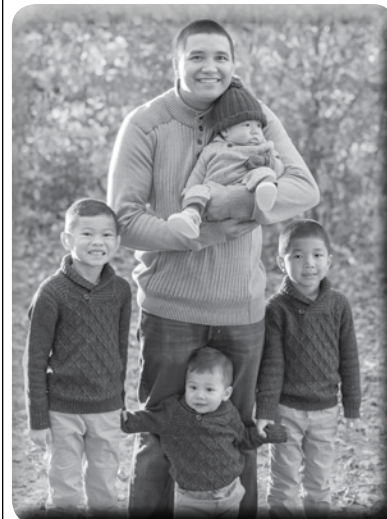
Thanksgiving

Thurs, Nov 28, 2019

Indian Day

Fri, Nov 29, 2019

28th
Happy Birthday
Trevor Moses Sr.
on November 30th
Happy '28th' to my 'baby son' on his special day, November 30th!
Many Blessings and Best Wishes to you for a life filled with Peace of mind and with many more trips around the sun! (Does the Sr. title make you feel old?)

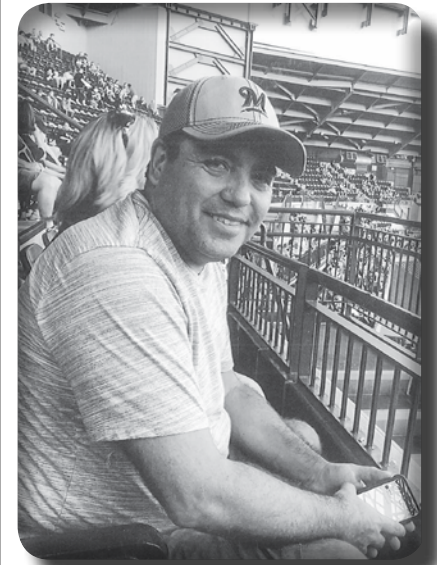


*So very Proud of you Son! Love, ((Hugs)), Peace & Happiness is my wish for you!
Love YOU, Mom*



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Happy 50th Birthday Karl!!



Love, Mom

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Wednesday, Nov. 27th, 2019
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issue of the Kalihwisaks*

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Trump honors Native Americans, US founders in same month

By Felicia Fonseca
Associated Press

FLAGSTAFF, Ariz. (AP) – President Donald Trump has declared November as a time to celebrate both Native American heritage and the country's founders, a move that upset Native Americans who have historically had the month to themselves to mark their contributions to the nation.

Trump unveiled his National American History and Founders Month proclamation to coincide with a National Native American Heritage Month declaration that every U.S. president has made since 1990.

Native Americans believe the founders proclamation diminishes the importance of the time set aside to honor them. They say their ancestors were oppressed and killed by soldiers and settlers at the time the country was being founded, and that the nation regularly celebrates the founding fathers with holidays such as Presidents' Day and the Fourth of July.

"I felt like it was undercutting Native American heritage month," said Joshua Wabindato, whose family is from the Grand Traverse Band of Ottawa Indians and the Little River Band of Ottawa Indians in Michigan. "This is stifling the indigenous voice."

The White House did not respond to a request for comment.

The proclamation is part of a push by Jennifer and Jack London, Republican donors who run the National American History and Founders Month Organization in Virginia. Jennifer London said more than 15 states have issued similar proclamations, and she praised Trump for doing the same on the federal level.

She said she chose November because it encompasses the celebration of Native American heritage, Veterans Day, Thanksgiving and the traditional school year.

"There are two ways of looking at our relationship with Native Americans, they actually were allies at times in our history, and that's something, again, that Americans should be educated about,"

she said.

London said donations by the couple were not tied to Trump's decision to issue the proclamation. Jennifer London has given more than \$70,000 to Trump and the Republican National Committee since 2016. Jack London has given \$313,000 to Republicans since 2015, most of it to Trump and the RNC, according to disclosures filed with the Federal Election Commission.

She said the couple also has donated to groups for veterans and those that support American history.

The proclamation follows three years of tense relations between Native Americans and Trump.

Native Americans say Trump has hurt the federal government's relationship with tribes by approving oil pipeline projects near tribal lands, downsizing Bears Ears National Monument in Utah, expediting environmental reviews and referring to U.S. Sen. Elizabeth Warren as Pocahontas.

In his proclamation, Trump pointed to public safety listening sessions in Indian Country and efforts to reduce drugs and violence in tribal communities as progress. He also highlighted the administration's efforts to secure Native Americans' remains and artifacts that had been in a collection in Finland and return them to tribes near Mesa Verde National Park in the Southwest.

Nathan Wright, who is Sioux, said he's hopeful more Americans will seek to understand treaties with tribes and the Native American worldview as caretakers of the land and water with a responsibility to pray for everyone.

"It's something we inherit, and some of our teachings go way back," said Wright, who is among Native Americans who have served in the military at a higher rate per capita than other minority groups. Native American code talkers also were credited with helping the U.S. win World War II.

Both proclamations were published in the Federal Register on Tuesday. The National Native American Heritage month proclamation wasn't immediate-

ly posted on the White House website after it was issued last week, leading some Native Americans to believe that tradition had changed.

Trump has signed proclamations honoring Native Americans in November since he took office, and it's become an expectation.

"It speaks to a level of diplomacy, a diplomatic sort of relationship, that special relationship we have with the federal government," said Jacqueline Keeler, a Navajo and Dakota writer.

In the proclamation for National American History and Founders Month, Trump called on Americans to "develop

a deeper understanding of our American story" by studying founding documents and exploring history.

Robert Stockdale, of Knoxville, Tennessee, said the focus in November should be on honoring Native American heritage. A better fit to celebrate the founders and the signing of the Declaration of Independence would be July, when a day already is set aside, he said.

"It would seem to me if you want to make an educational opportunity, that's the perfect time," he said.

Associated Press writers Kevin Freking and Brian Slodysko in Washington contributed to this story

ONEIDA LICENSING

NOTICE OF TITLING

FEE INCREASE

Starting October 1st, 2019

The new Title Transfer fee will be: \$149.50

Wisconsin's 2019-2021 biennial budget includes an increase in motor vehicle title transfer & registration fees, however members that register with Oneida will only see an increase in the titling fee.

Oneida is not increasing its plate registration fees but must collect the total amount for the state's title transfer fee to register new vehicles.

For Questions please contact: Oneida Licensing:

Tonya Webster - (920) 496- 5311 TWebster@Oneidanation.org

Trista Cornelius-Henrickson - (920) 496-5326 TCorneli@oneidanation.org

Oklahoma governor digs in on gambling showdown with tribes

By Sean Murphy
Associated Press

OKLAHOMA CITY (AP) – Oklahoma's new Republican governor doubled down Thursday on his position that the state's gambling compacts with Indian tribes expire at the end of the year, setting up a potential legal showdown with some of the state's most powerful entities.

Gov. Kevin Stitt said at a press conference that communications with the tribes broke down late last month and he wanted to present his case to the Oklahoma people.

"The fact of the matter is they have refused to communicate with me," Stitt said. "This is going to cause extreme un-

certainty if we don't have a new compact before Jan. 1, 2020."

The two sides disagree over the key issue of whether the compacts automatically renew for another 15-year term on Jan. 1 if the two sides can't reach an agreement.

Stitt suggested the state's current rate of between 4% and 10% of tribal gambling revenue should be larger.

Tribal leaders have said they're willing to renegotiate the rates, but not until Stitt acknowledges the compacts automatically renew if a deal can't be reached.

"The tribes are unified in their position that the compacts renew and they're going to continue to operate," said Stephen Greetham, senior attorney for the

Chickasaw Nation, one of the most powerful in the state. "If Gov. Stitt wants to force the issue ... he would have to go to court and try to get some kind of order to shut the casinos down. Barring that, we're just going to continue to operate and we're going to continue remitting our revenue-share payments to the state and we're going to continue to grow, as we have for the last 15 years."

Casino gambling is a booming industry in Oklahoma, with more than 130 casinos now dotting the state since voters approved a gambling expansion in 2004.

Under the compacts, tribes pay the state "exclusivity fees" in exchange for the exclusive right to operate casinos. Those fees generated nearly \$139 million for the state last year, most of it ear-

marked for education, on roughly \$2.3 billion in revenue from games covered under the compacts.

Follow Sean Murphy at www.twitter.com/apseanmurphy

From page 25/ Traveling exhibit

"There could not be a more appropriate location for us to unveil and have this exhibit on display than at the Wisconsin State Capitol," Gov. Evers said. "With a motto of, 'Forward,' Wisconsin has a continuous drive to be a national leader, and partnering to create this exhibit is yet another way we stay true to that."

The interactive exhibit was on display inside the Capitol's rotunda through Nov. 15, at which point it joined the Wisconsin Veterans Museum's collection of traveling exhibits. The wide range of traveling exhibits are available upon request from the museum.

About the Wisconsin Veterans Museum

The Wisconsin Veterans Museum dates to 1901 when it was established as the Grand Army of the Republic Memorial Hall in the Wisconsin Capitol. It is an educational activity of the Wisconsin Department of Veterans Affairs and a Smithsonian Institution Affiliate since 2014, one of only three in Wisconsin, which gives it access to the Smithsonian's unparalleled collections and scholarship. For more on the museum's exhibits, collections, and events, log on to www.WisVetsMuseum.com.

To listen to an interview with Oneida potter and Army veteran Rose Kerstetter visit: http://media.dva.wisconsin.gov/ohms-viewer/viewer.php?cachefile=OH_2146.xml



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EXAMPLE OF HANGING WEIGHT BREAK DOWN

Yield From ¼ Black Angus

Approx. 180 lbs. take-home meat (60%)
X \$3.10/lb. = \$558 total

Fat and bone (waste – 40%)

Beef Cut	Quantity	Description
Hamburger	30-40 lbs.	90/10 blend bulk pkgs. of 1 lb., 1½ lbs., or 2 lbs.
Soup Bones or Short Ribs	2 packs/ 2 per pack	or add to hamburger blend
Round Steak	4-5 steaks	¾" cuts on steak
Sirloin	3-4 steaks	¾" cuts on steak
T-Bone	4-5 steaks	¾" cuts on steak
Porterhouse	2-3 steaks	¾" cuts on steak
Rib Steak (bone-in or boneless) or Roast	4-5 steaks or roasts	¾" cuts on steak
Rolled Rump Roast	1 roast	
Chuck Roast or Steak	4-5 steaks or roasts	¾" cuts on steak
Arm Roast or Iron Skillet Steak	3-4 roasts or steaks	¾" cuts on steak

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BLACK ANGUS MEAT SALES

\$3.10/lb. Hanging Weight

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Call for more information.**

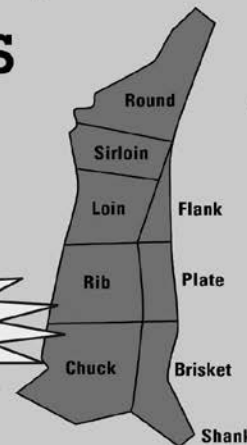
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Census counting of prisoners becomes partisan battleground

By Ivan Moreno
Associated Press

MADISON, Wis. (AP) – When the U.S. Census Bureau counts residents of Milwaukee's poorest neighborhoods next year, a significant portion of their population will be missing: prisoners.

For these predominantly black areas, with incarceration rates among the highest in the nation, the government's longstanding policy to count inmates as residents of the prison where they are held diminishes their political power back home.

"When you undercount people for the census, they end up losing in that community dollars that could go toward services that can help remediate poverty," said state Rep. David Bowen, a Milwaukee Democrat co-sponsoring legislation to end what critics call prison gerrymandering.

Democrats argue the system shifts resources from traditionally liberal urban centers _ home to many inmates who are disproportionately black and Hispanic – to rural, white, Republican-leaning areas where prisons are usually located.

"It's really artificially shifting money ... based on something that isn't reality," said U.S. Rep. Mark Pocan, a Wisconsin Democrat who is co-sponsoring legislation in Congress to change the census policy.

Republicans, however, argue that towns with prisons need federal money for the additional costs they bring, such as medical care, law enforcement and road maintenance.

"There are a lot of costs. It's not all peaches and cream having a prison in your community," said Arizona state Rep. T.J. Shope, a Republican who represents the town of Florence, where prisoners represent about two-thirds of the population of 30,000.

Although the Census Bureau has counted inmates as prison residents since 1850, states control redistricting and can move those populations to their home counties for that purpose or not include inmates at all when maps are

drawn. Some states controlled by Democrats are passing laws to prohibit using prison populations to draw legislative maps. Washington and Nevada this year became the fifth and sixth states to pass laws since 2010 banning using prisoners for redistricting, joining New York, Maryland, California and Delaware.

Nine other states, including Wisconsin, Pennsylvania, and New Jersey, have similar proposals pending. Connecticut, which has the fifth-highest incarceration rate for black men, argues in a federal lawsuit that using prisoners for redistricting purposes _ and putting them in districts where they didn't live before incarceration _ violates the one-person, one-vote requirement of the 14th Amendment. A federal appeals court in September allowed the lawsuit to proceed.

The Census Bureau's policy pertaining to prisoners didn't get much attention until recent decades because the population wasn't large enough to alter representation, but now the U.S. imprisons more people than any other nation.

The way inmates are counted impacts the distribution of dollars and heightens political jostling over representation in legislative districts and local offices – even though prisoners can't even vote in most states.

"The rural counties benefit tremendously off of the back of individuals who are incarcerated in those regions," said Jerome Dillard, the state director of Ex-incarcerated People Organizing, a Milwaukee-based advocacy group that, among other things, wants to restore voting rights to former prisoners.

Dillard, 65, said he was in prison in Wisconsin from 1992 to 1996 for using a fake Social Security number to open a bank account. He said prisoners often know nothing of the community where they're counted and never benefit from services available to permanent residents.

Meanwhile, the districts that inmates call home diminish in size and political representation.

An April study from two Villanova

University professors illustrates this.

Professors Briana Remster and Rory Kramer counted more than 100,000 black inmates as residents of Philadelphia, where they were from, rather than in Pennsylvania prisons. Their finding: The city would have gained at least one majority-minority state legislative district.

Wisconsin's prison population is smaller than Pennsylvania's but the effects of using prisoners in redistricting are still apparent.

Wisconsin state prisons confined about 23,500 black men as of August, including

7,800 from Milwaukee – a Democratic stronghold.

State legislative District 53, about 90 minutes northwest of Milwaukee, has a large black population – larger than 74 other state districts, at least on paper. But of the 2,784 African-Americans in the district in the last census, almost 80 percent were incarcerated, according to the Prison Policy Initiative, a nonprofit that wants to end using prisoners for redistricting.

"What we see is that you're kind of padding the numbers, you're allowing

• See 42, Census

Winter Gathering

Pow Wow

Saturday, December 28th 2019

Radisson Hotel & Conference Center

Three Clans Ballroom

2040 Airport Dr, Green Bay, WI 54313

Grand Entry at 1:00 PM & 7:00 PM

Registration closes at 4:30 PM sharp

Public is Welcome

Dancing, Singing, Vendors & Raffle Items!

Head Dancers: Connie Danforth & Lance Kelley

MC: John "JT" Teller

AD: Ron Goodeagle Jr.

All Drums Welcome - Drum Split

Specials

Luck of the Draw - Women's

Luck of the Draw - Men's

New Year New Snag 2-Step Contest

All sponsored by the Oneida Pow-wow Committee

All Vendors Welcome

All vendors will be assigned a spot once payment is received. First come first assigned. For payment please call Tonya (920) 496-5311 or Trista (920) 496-5326

Please call (920) 494-7300 to reserve a room at the Radisson.

Ask for the Oneida Vendor rate.

For more information please contact:

Tonya (920) 496-5311 or Trista (920) 496-5326

Or follow Oneida Pow wow Committee on Facebook

From page 41/Census

certain districts to have a particular voting power when they don't actually have that population," said Rep. David Crowley, a Milwaukee Democrat co-sponsoring the bill to count prisoners where they last lived.

Crowley said most prisoners aren't serving long sentences; nearly 65 percent are expected to return home within five years, meaning the effect of the census count _ undertaken every 10 years _ will persist even after they're back home, he said.

But Shope, the Arizona lawmaker, compared counting inmates as part of legislative districts to counting people

in the country illegally.

"I don't consider it a problem," Shope said. "The census is a snapshot, a snapshot in time on one day, and we count inmates where they are currently housed the same way we count undocumented residents where they're currently residing."

The Census Bureau is not changing its current policy to count prisoners as prison residents, though it has opened the matter up for discussion. In a response to public comments on the issue, the bureau said the practice is consistent with how the agency has long defined what a person's "usual

residence," is, meaning "where a person lives and sleeps most of the time, which is not always the same as their legal residence." The decision came despite nearly 78,000 public comments in 2016 favoring counting inmates at their pre-prison address. Four commenters favored keeping the current policy.

But the Census Bureau said that since some states are considering whether to change where they count prisoners, states in 2021 can request a special dataset that will list prisoners at their pre-prison address for redistricting purposes.

Democrats hope Wisconsin seeks that data, but they face long odds in the state Legislature, where majority Republicans withstood years of litigation over accusations that they gerrymandered

legislative districts in their favor in 2011.

Assembly Speaker Robin Vos, a Republican, said he opposes the bill to change how prisoners are counted.

"I think the system has worked well as it is," Vos said.

Bowen disagrees. He said Wisconsin needs to come to terms with its history.

"When you are growing up in areas that have been, you know, that have been on the receiving end of oppression and plunder, of decades of resources being taken from those communities," he said, "it really means that we should be advocating to right that wrong."

Associated Press writer Scott Bauer contributed to this report.

ONEIDA NATION PUBLIC MEETING NOTICE

Friday, November 22, 2019, 12:00 pm

Norbert Hill Center-Business Committee Conference Room
N7210 Seminary Rd., Oneida, Wisconsin

CITATIONS LAW

The purpose of this law is to provide a consistent process that governs all citations that fall under the jurisdiction of the Oneida Nation in order to ensure equal and fair treatment to all persons who come before the Judiciary to have their citations resolved.

The Citations law will:

1. Provide what information must be included on a citation;
2. Describe how a citation shall be served on an individual;
3. Provide a process for an individual to enter into a stipulation agreement with an authorized attorney of the Nation to settle citations;
4. Provide a process for how an individual may contest his or her citation in court; and
5. Provide the various timelines and procedures for citation hearings.

PUBLIC COMMENTS PERIOD CLOSSES TUESDAY, DECEMBER 3, 2019

During the Public Comment Period, anyone may submit written comments. Comments may be submitted to the Oneida Nation Secretary's Office or the Legislative Reference Office in person, by U.S. mail, interoffice mail, or e-mail.

PROVIDING EFFECTIVE PUBLIC COMMENTS

Providing public comment is an important way to make your voice heard in decision making. Public comments can strengthen a decision or provide different perspectives. The Legislative Operating Committee wants to hear from you!



✓ READ THE PUBLIC MEETING MATERIALS: Before you provide comments familiarize yourself with the legislation. A public meeting packet is made for every public meeting and it includes 1) a notice with the date, time, location, 2) a draft of the proposed legislation, and 3) a plain language review of the legislation and its impact on the Oneida Nation.

✓ PREPARE YOUR COMMENTS: When you are familiar with the legislation, start to prepare comments. The LOC is responsible for reviewing every comment received. To get your message across effectively, frame your comment clearly and concisely. Here is an example of how to create an effective comment:

Least Effective Comment	More Effective Comment	Most Effective Comment
We shouldn't use citations.	We need to make sure the citation process is fair to all individuals.	Section 807.4-4(c) which allows service by publication may not be fair to those individuals who do not receive the newspaper.

Find Public Meeting Materials at
Oneida-nsn.gov/government/register/public-meetings
Send Public Comments to
LOC@oneidanation.org
Ask Questions here
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920-869-4312

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farm@oneidanation.org

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EXAMPLE OF HANGING WEIGHT BREAK DOWN

Excepted Yield for Bison Bull Carcass Live weight, 1000 lbs. Bison, % yield 56 Carcass weight, 560lbs. All cuts (except the ribs) are deboned		
Cut	Wt. in lbs.	Description
Waste Fat	31.4	
Waste Bone	105.8	
Strip-Loin	21.3	steak
Tenderloin	9.0	steak
Prime Rib	23.5	steak or roast
Top Butt	18.5	steak or roast
Strip-Loin Tip	21.8	roast
Inside Round	36.4	roast
Outside Round	22.4	roast
Eye Round	9.5	roast
Chuck / Cross Rib	64.4	roast (boneless)
Trim	160.7	burger / sausage
Stew Meat	20.2	
Ribs	14.6	
TOTAL	559.4	

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560 lbs. x \$3.20 cost = \$1792.00 or

1/2 = 280 lbs. x \$3.20 = \$896.00

** Cost does not include processing - You pay the processor.
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Thursday, November 28 for
Thanksgiving and
Friday, November 29 for Indian Day**

Denny to play in USA Rugby College D1AA National Tournament

Josh Denny and the Iowa Central Community College Tritons from Fort Dodge, Iowa have received an at-large bid to compete as the #6 seed in the 2019 USA Rugby College Fifteens D1AA National Tournament.

Josh is a 6'1" 215lb college freshman rugby player with the Iowa Central Community College in Fort Dodge, Iowa. Josh was born and raised in Green Bay, Wisconsin and is a proud citizen of the Oneida Nation. Josh played both football and rugby his freshman year in high school. Unfortunately, his high school football coaches in Green Bay did not support rugby, so Josh was forced to choose. Thankfully Josh chose rugby.

Josh played 3 years of rugby with the Green Bay Leprechauns high school rugby team governed by USA Rugby. In the spring, he would play fifteens (15 players on the field) and during the fall he played sevens. During his junior year in high school, Josh tried out for and earned a spot on the Badger Selects Rugby team. The Badger Selects were comprised of the best high school rugby players in the state of Wisconsin. Josh played both his junior and senior years with the Badger Selects.

Last winter, Josh signed his student-athlete college letter of intent to play rugby at the Iowa Central Community College in Fort Dodge, Iowa and study Athletic Training. At that time, Iowa Central was a DII rugby powerhouse ranked #2 in country.

Josh has excelled during his freshman year, getting bumped up to the A side for the playoffs. He's enjoying the challenging speed of college level rugby.

"It's way, way faster, a much higher pace for a longer amount of time," he said.

When Iowa Central's rugby season began this fall, they were still ranked #2 in the country at the DII level. Josh scored his first college rugby try (like a touchdown in football) in a match against the Iowa State Cyclones in their second game of the season. While Iowa



Josh Denny
Tritons Rugby Flanker

Central had their sights set on a DII National Championship, the USA Rugby Collegiate Committee voted 7-1 to move them up to D1AA after the season had begun. Now their goal is to win the D1AA National Championship.

"Practices got a little bit harder, the standards went up a little bit, it's not going to be quite as easy," said Josh.

This fall Iowa Central outscored their opponents 369-185. They defeated the Wisconsin Badgers 79-5, Iowa State Cyclones 56-0, Belleville Lynx 72-7, Notre Dame College Falcons 22-20 and the Minnesota Gophers 35-10. The Arkansas Razorbacks and a banged-up University of Northern Iowa team were forced to forfeit. Iowa Central's only losses came from D1A #4 ranked Lindenwood Lions, #8 ranked Davenport Panthers and Belleville won in the second match.

The Iowa Central Tritons now face the Virginia Tech Hokies in the first game of the D1AA College Rugby Playoffs November 23, 2019 at 1pm EST in Greenville, North Carolina.

HAPPY Holidays 2019

Thanksgiving

THURSDAY, NOV. 28		FRIDAY, NOV. 29	
Main-Airport:	Open 24 hrs, Poker Closed	Main-Airport:	Open 24 hrs
W. Mason:	Open 24 hrs	W. Mason:	Open 24 hrs
IMAC:	Closed	IMAC:	Open 8am-2am
Packerland:	Open 24 hrs	Packerland:	Open 24 hrs
Travel Center:	Open 8am-Midnight	Travel Center:	Open 8am-2am

Christmas

TUESDAY, DEC. 24		WEDNESDAY, DEC. 25		THURSDAY, DEC. 26	
Main-Airport:	Closes 3pm	Main-Airport:	Slots Open 3pm	Main-Airport:	Open 24 hrs
Table Games & Poker:	Closed	Table Games & Poker:	Open 6pm	W. Mason:	Open 24 hrs
W. Mason:	Closes 3pm	W. Mason:	Opens 3pm	IMAC:	Opens 8am
IMAC:	Closed	IMAC:	Closed	Packerland:	Opens 8am
Packerland:	Closes 3pm	Packerland:	Closed	Travel Center:	Opens 8am
Travel Center:	Closes 3pm	Travel Center:	Closed		

New Year's Eve

TUESDAY, DEC. 31			
Main-Airport:	Open 24 hrs	Packerland:	Open 24 hrs
W. Mason:	Open 24 hrs	Travel Center:	Open 8am-2am
IMAC:	Open 8am-4am		

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ONEIDA GET READY TO VOTE!

RESOURCES

- MyVote.WI.gov
 - Register to Vote
 - Find Your Polling Place
 - What's on Your Ballot
 - Request Absentee Ballot
- [Proof of Address](#)
 - Utility Bill
 - Government Document
 - Bank/Credit Card Statement
- [Valid Photo ID](#)

FEB 18, 2020
Spring Primary

APR 7, 2020
Spring Election

- Presidential Primary
- WI Supreme Court
- Local Elections

AUG 11, 2020
Fall Primary

NOV 3, 2020
General Election

- President
- Congress
- State

2020 OCHD CULTURAL PRESENTATIONS

January 7, 2019 - 5-7 PM at CEC
Yukwalihwa'shúha - Cycle of the Ceremonies
In this class you will learn about the origin and what ceremonies are held in our Oneida Community.

February 4, 2020 - 5-7 PM at CEC
Atal'swa'shúha - Medicine Societies/Herbal medicines
In this class you will learn about the origins of our Medicine Society's and knowledge of the herbal medicinal world.

March 3, 2020 - 5-7 PM at CEC
Kayantla'kó - The Great Law of the Lotinuhshu'ni
In class you will learn about this epic story

and how the Confederacy is still in existence today.

April 7, 2020 - 5-7 PM at CEC
Kalihwi'yó - The Good Message (Handsome Lake)

In this class you will learn about the cultural differences, the social changes and the revitalization of Tsi' Niyukwalihó'ta.

May 5, 2020 - 5-7 PM at CEC
Káhe'yú - Traditional Perspective on Death
Lati'nikuhkáhte' - Condolence ceremony
In this class you will learn about our ancestor's perspective on death and the ceremonies associated with death.

Oneida Cultural
Heritage
(920) 496-5380
oneida-nsn.gov/our-ways



Treaty of Canandaigua

By Josh Gerzetch
Historical Researcher

On November 11, 1794 the United States and the Six Nations signed an historic document known as the Treaty of Canandaigua. This landmark document is important to both the Six Nations and the United States because of the precedent that it sets and the change in policy towards Native Americans at the time. It is for these reasons that the Treaty of Canandaigua is still relevant today to both the Oneida Nation and the Haudenosaunee.

The 1794 Treaty of Canandaigua has seven articles that compose the main body of the treaty. Each one of these articles is a negotiated point that makes up the document. In summary the seven articles are the main points of the treaty and are talked about below. Article 1 establishes and reaffirms “peace and friendship” between the United States and the Six Nations. Article 2 acknowledges that the lands reserved for the Oneida, Onondaga, and the Cayuga are theirs and will remain theirs until they choose to sell to the United States. Article 3 defined boundaries for Seneca lands and returned to them over a million acres taken in previous treaties. Article 4 states that the Six Nations will never claim land that is outside of the boundaries established in this treaty. Article 5 secured the rights for the United States to have a road from Ft. Schlosser to Lake Erie. It also secured them access to other roads and rivers in Six Nations territory. Article 6 dealt with financial compensation it gave the Six Nations a

one-time payment of \$10,000 and added \$1,500 to the \$3,000 already issued in the 1792 treaty, this brought the total yearly payment to the Six Nations up to \$4,500 to be used to buy supplies. Article 7 both sides promise not to take matters into their own hands if a serious crime is committed. There will be no acts of revenge or retaliation but instead each side will write a formal letter of complaint to the other stating the issue and then that side will take appropriate actions to punish those responsible.

The Treaty of Canandaigua accomplished three main items for the United States and the Six Nations. First in Article 1 it established a firm “peace and friendship” between the two nations. Second in articles 3 it restored much of the lands lost in the Ft. Stanwix treaty back to the Seneca Nation. Finally, in Article 7 it recognizes the sovereignty of the Six Nations as being an independent country separate from the United States. For the United States the treaty also provided them with a measure of security and secured the U.S. claim to the Ohio Valley.

Bibliography

Francis Paul Prucha, American Indian Treaties: *The History of a Political Anomaly*, Berkeley: University of California Press, 1994, 96.

Smithsonian, “Nation to Nation: Treaties Between the United States and American Indian Nations,” Accessed March 12, 2019, <https://americanindian.si.edu/nationtonation/treaty-of-canandaigua.html>

OCHD Monthly Presentations

Jan 9, 2020, 3:30-5 PM
at CEC

Rites of Passage Info Meeting

Feb 13, 2020, 2:30-4PM
at 1250 Packerland Dr., Cottage II
Allotments - Reggie

Mar 19, 2020, 5-6PM
at Oneida Community Library
PHOTOS - Eliza

Apr. 22, 2020, 5-6PM
at CEC
Food & Diet – Vickie & Kristy

May 14th 2:30-4:00PM
at CEC
The Great Law – Bob Brown

PHOTOS - Pictures & History of the Oneida Scene

PHOTOS is a series that the Oneida History Department have been working on with the Oneida Community Library. The first two presentations were on Sports and Music. This upcoming March we will be working on a presentation featuring Oneida artists. We are looking for the community's help. If you know any artists that have won awards, have had art featured in exhibits, and any other great accomplishments please email Eliza Skenandore at eskenan1@oneidanation.org. Anyone photos of the Oneida artist or their work is appreciated. Thank you! The presentation will be held March 19th, 2020 at the Oneida Community Library from 5-6PM. Hope to see you there!

Oneida Nation Museum: *Specialist's Objects of the Month*



By **Katelyn Garza**
Museum Specialist

To celebrate Native American Heritage Month the Museum would like to focus on their recent updates to the entrance of the Museum building, which encourage a welcoming experience for all who come to visit, but also solidify the Oneida Nation Museum vision statement in providing education about the Oneida culture, history, and nationhood.

For the last few years, guests could enjoy the traditional growing of the Three Sisters garden, but more recent additions include the large informational decal lining the entire Museum front window, as well as a large plaque with a brief history of the name “People of the Standing Stone”. The stone that the plaque is attached to itself, was chosen because of it’s natural shape, which is similar to the state of Wisconsin. Wherever the Museum Collection moves, the stone will follow.

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www.kalihwisaks.com

46 Kayé Niwása Yá·yahk • November 21, 2019

POOL & LOCKER ROOM CLOSURE NOTICE AT ONEIDA FAMILY FITNESS

Oneida Family Fitness Center **Pool and Locker Rooms** will be **CLOSED** due to construction. All other areas of the fitness center will remain open with normal business hours, classes, and appointments.

This current phase of the construction project will include:

- Complete renovation of locker rooms
- Demolition of stairwell

During our construction & renovation period, **the FOLLOWING Oneida Family Fitness Members ONLY** are authorized to utilize the CP (Cerebral Palsy Center) & Bellin Health Fitness (Commanche location):

- Oneida Nation Employee COVERED under the UMR Health Care Plan (employee spouses and children ONLY if they are covered under the UMR insurance)
- Oneida Enrolled Tribal Members & their families listed on the O.F.F. Membership Plan
- Oneida Descendants and their families listed on the O.F.F. Membership Plan.

We highly recommend all members to visit our FACEBOOK page, WEBSITE and facility postings for continued updates throughout this construction process.

If you have any questions or concerns, please stop at our front desk or call us at (920) 490-3730.

ONEIDA FAMILY FITNESS HOLIDAY HOURS

- **Thursday, November 28 (Thanksgiving)**
CLOSED
- **Friday, November 29 (Indian Day)**
CLOSED
- **Saturday, November 30**
CLOSED

**We will reopen on Monday,
December 2**

Happy Holidays!



FREE **GUEST FRIDAYS!** Oneida Family Fitness

Oneida Family Fitness Members can bring **1 Guest for FREE on Fridays**

- **Guests MUST be 18 years or older**
- **Photo I.D. Required**
- **1 Guest Visitor per member**
(Member must be 18 years or older)

EVERY FRIDAY
Nov. 15
until
Dec. 27

N. Scott Momaday remembers 1969 Pulitzer, promises memoir

By **RUSSELL CONTRERAS**
Associated Press

SANTA FE, N.M. (AP) ~ Kiowa writer N. Scott Momaday, who won a Pulitzer Prize in 1969 for his groundbreaking novel "House Made of Dawn," said he's not done writing and vows to finish his long-anticipated memoir.

In a rare interview at his Santa Fe home, the 85-year-old author told The Associated Press he's excited about a new PBS documentary about his work, and it's allowing him to reflect on his life growing up in Oklahoma and New Mexico.

The former University of California-Berkeley professor also has two other books in the works.

"I'm staying active, and I still have a lot to accomplish," Momaday said during a break from writing. "The memoir has been shelved for now, but I will get to it."

Momaday said the memoir will delve into his childhood with his teacher parents and explain why he sees himself as a reincarnation of a bear. He also plans to write about the surprise he felt becoming the first Native American writer to win the Pulitzer, and about studying American poet Emily Dickinson's manuscripts, getting followed by Soviet Union agents while teaching in Moscow, and meeting artist Georgia O'Keeffe late in her life.

"That story appeared in Reader's Digest," Momaday said. As he tells it, O'Keeffe disappeared for a long time during one of their meetings, and dismantled a locked door to a pantry that held the alcohol.

"Her maid had took the key," he said.

The American Masters documentary series is set to air "N. Scott Momaday: Words from a Bear" on most PBS stations Monday. Director Jeffrey Palmer dove into Momaday's career but also talked to Muscogee Nation member and poet Joy Harjo about Momaday's impact on American Literature. Palmer

also interviewed actors including Jeff Bridges and James Earl Jones, who said Momaday's work touched them.

"I thought his voice was one of a storyteller. But because he had this poet ring to it, it took on a whole different tone," actor Robert Redford said in the film. "I think that's why I got hooked on Scott."

Momaday's "House Made of Dawn" has been credited with starting the modern Native American literary movement and influencing the likes of Chickasaw novelist Linda Hogan, Spokane and Coeur d'Alene writer Sherman Alexie and Laguna Pueblo novelist Leslie Marmon Silko.

"House Made of Dawn" follows Abel, a Jemez Pueblo man who is struggling with post-traumatic stress disorder after returning from his service in World War II. Abel seeks to find himself, first on his reservation and later in the city. Momaday said the novel is based on his knowledge of growing up on Jemez Pueblo in New Mexico, where his parents taught school.

After more than a half-century, Momaday said he is humbled by the fact that writers continue to say his work has influenced them. "I'm greatly appreciative of that, but it comes a little bit of a surprise every time I hear it," Momaday said. "I think I have been an influence. It's not something I take a lot of credit for."

As a tribute to Momaday's influence, the American Masters produced a special podcast with Harjo, the first Native American U.S. poet laureate, who talked about how Momaday inspired her.

"Momaday was the one we all looked up to," Harjo said. "His works were transcendent. There was always a point where despite the challenges and losses ... there was some moment that imparted beauty."

NEW YEAR'S EVE
Bingo Party

TUESDAY, DECEMBER 31

SPECIALS PAY \$1,199

BLACKOUT PAYS \$5,000

**DINNER SERVED
3:30PM-7PM**

**PARTY FAVORS &
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Handheld Unit Reserves \$50
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Keystone pipeline restarts 2 weeks after North Dakota leak

By **JAMES MacPHERSON**
Associated Press

BISMARCK, N.D. (AP) — Canadian crude oil is once again moving through a pipeline nearly two weeks after the line leaked an estimated 383,000 gallons (1.4 million liters) of oil in North Dakota.

Calgary, Alberta-based TC Energy, formerly known as TransCanada, said in a statement that the Keystone pipeline "returned to service" Sunday after approval of a repair and restart plan by the U.S. Pipeline and Hazardous Materials Safety Administration.

The company said it is still investigating the cause of the leak it reported Oct. 29 that affected about 22,500 square feet (2,090 square meters) of land near

Edinburg, in northeastern North Dakota.

"We will operate the pipeline at a reduced pressure with a gradual increase in the volume of crude oil moving through the system," the company's statement said.

The pipeline is designed to carry about 23 million gallons (87 million liters) daily.

The agency ordered the company last week to keep the pipeline shut down until corrective action was taken, including sending an affected portion of the pipe to an independent laboratory for testing.

The agency has not responded to an emailed request for comment on Monday, a federal holiday.

North Dakota environmental scientist Bill Suess said Monday that an affected portion of the 30-inch (76-centimeter) underground steel pipeline was dug up and replaced "over the weekend."

Suess said cleanup crews remained at the site on Monday. Some wetlands were affected, but not any sources of drinking water, he said.

TC Energy has said about 200 people were at the site working around the clock to clean up the spill. The company said about 285,600 gallons (1 million liters) of crude oil has been recovered.

Crude oil began flowing through the \$5.2 billion pipeline in 2010. It is part of a system that also is to include the proposed \$8 billion Keystone XL pipeline designed to transport the oil from western Canada to terminals on the Gulf

Coast.

The proposed Keystone XL pipeline has drawn opposition from people who fear it will cause environmental damage.

The recent North Dakota spill also comes as the owner of the Dakota Access pipeline seeks to double the capacity of the line to as much as 1.1 million barrels daily. Texas-based Energy Transfer's pipeline has been moving North Dakota oil to a shipping point in Illinois since 2017.

The pipeline sparked massive protests near the Standing Rock Indian Reservation before it was completed.

A hearing on the Dakota Access expansion is scheduled for Wednesday in North Dakota.

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