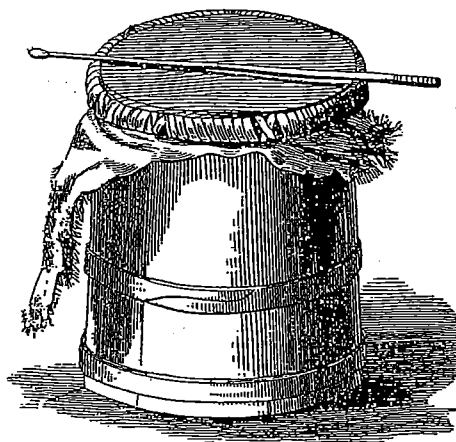


DRUMS ACROSS ONEIDA

SENIOR CENTER
134 Riverdale Dr.

P.O. Box 365



ELDERLY SERVICES
2907 S. Overland Rd.

Oneida, WI 54155

Elderly Services: 1-920-869-2448

Senior Center: 1-920-869-1551

Toll Free: 1-800-867-1551

Great Light Moon

December 2002



Announcing:

The 2002 Elderly Services Christmas Party

When: Friday, December 20, 2002

*Where: Radisson Hotel & Conference Ctr
Wolf Room*

Time: 10:00 a.m. – 1:00 p.m.

Cost: 70 and older are free

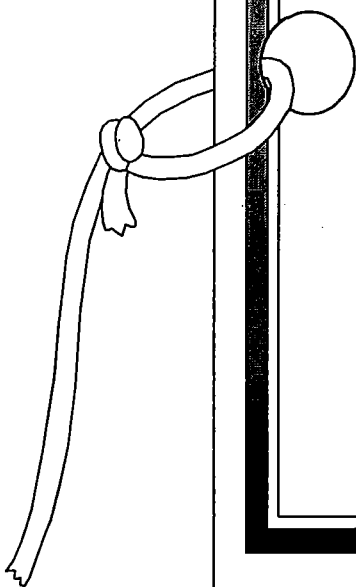
All others will be \$8.00

Space is limited

Please r.s.v.p by calling:

1-920-869-2448 or

Toll Free: 1-800-867-1551



ELDERLY SERVICES COMPLEX:

Program Director
Interim Program Director
Benefits Specialist Supervisor
Benefits Specialist
Elder Abuse Coordinator
Elderly Services Coordinator
Administrative Assistant
Office Manager
Transportation Coordinator
Transportation Driver
Transportation Aide
Activity Coordinator
Outreach Worker
Outreach Worker
In-Home Chore Worker
In-Home Chore Worker
Respite Care Worker
Respite Care Worker
Administrative Assistant
Title V
Title V

2907 S. Overland Rd. (P.O. Box 365)
Oneida WI 54155 1-920-869-2448

Vacant
Florence Petri
Lori Metoxen
Julia Hill
C.J. Doxtater
Cheryl Ault
Noreen Powless
Vacant
Lorna Christjohn
Vacant
Vacant
Margaret King-Francour
Cindy Brabbs
Amy Sumner
Joanne Close
Lorleen John
Regina Vande Hei
Debbie Ninham
Marty Braeger
Arleen Elm
Rita Summers

ONEIDA SENIOR CENTER:

Head Cook Supervisor
Assistant Cook
Relief Cook
Relief Cook
Home-Delivered Meals Driver
Maintenance Supervisor
Home Repairs Coordinator
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Home-Chore Worker
Outreach Worker
Title V
Title V
Title V
Title V
Title V

134 Riverdale Drive (P.O. Box 365)
Oneida WI 54155 1-920-869-1551

Brenda Jorgenson
Loretta Mencheski
Betty Jorgenson
Althea Schuyler
Catherine Granquist
Robert LaGest
Richard Summers
Lee Domencich
Lloyd Davis
Lisa Huff
Denise Johnson
Jared Skenadore
Harold Dostalek
Warren House
Winona Mencheski
Vacant
Vacant
Vacant
Grover Smith

IN **THIS** *Issue*

For 39 ½ years I worked on the railroad and retired a year ago. Once we were making a slow trip to Winona, Minnesota. There were three of us in the cab of the engine, Larry (a full blood Winnebago), me and the conductor George. It was in the fall of the year. Things were quiet in the cab until George asked Larry "Can you tell what kind of winter it's going to be?" Larry said, Sure it's going to be a bad winter! Oh, George said, then he asked after a moment, "Would you mind telling me how you know this?" Larry said, "Sure look over there (he was pointing at a house near the tracks) see, White man has big wood pile!" I never laughed so hard. George never asked many questions after that!

Submitted 11/20/02 by:
Jim O'Loughlin
Oneida Tribal Member
Adams, Wisconsin

Wanted:

The Drums Across Oneida welcomes short contributions for true unpublished stories of personal experiences, experiences in the armed services or humor on the job. Original contributions – which become our property should be typed. Previously published material must include the source's name. Original poetry is not solicited. Please address your submission to, Oneida Elderly Services, P.O. Box 365, Oneida, WI 54155 or fax to 1-920-869-1824. Include your name, address, phone number and date. For e-mail, put feature name under Subject, and include your address and phone number in your message. Send to: NPOWLES1@oneidanation.org Contributions cannot be returned.

Shovel Snow Safely

Shoveling snow for 15 minutes will burn 150 calories, and counts as moderate physical activity. But remember to follow these important safety tips before you start.

*If you have a history of heart trouble, get your doctor's permission.

*Be especially careful if your over 40 and inactive.

*Avoid caffeine and nicotine before and

during shoveling. These stimulants can increase your heart rate and place extra stress on the heart.

*Stretch to warm up the muscles in your legs and arms before you start.

*Lift with your legs bent. Keep your back straight, tighten your stomach muscles, and avoid twisting as you lift the snow.

Chocolate Mathematics

This is pretty neat how it works out – it's cool chocolate math!! Give it a try.

-First of all, pick the number of times a week that you would like to have chocolate (try for more than once but less than 10).

-Multiply this number by 2 (Just be bold!).

-Add 5

-Multiply it by 50 (get your calendar).

-If you already had your birthday this year, add 1752...if you haven't, add 1751.

-Now subtract the four-digit year that you were born.

-You should have a three digit number.

The first digit of this was your original number (how many times you want to have chocolate each week).

The next two numbers are....your age (ho, ho, ho!!).

This is the only year (2002) that this will work so pass it along while it lasts!!



"The ornaments of our house are the friends that frequent it." Ralph Waldo Emerson

(Who said that?)

I've noticed...

...when you blow in a dog's face he gets mad at you? But when you put him in a car, he sticks his head out the window!

HAPPY BIRTHDAY TO THESE DECEMBER BABIES!

We wish them many happy returns on their special day

Gertie Armstrong

12/17

Mamie Benson

12/15

Daisy Christjohn

12/19

Ed Collar

Joy Colleir

Nadine Dallas

12/24

Malinda Doxtator

12/12

Celicia Faust

12/31

Geraldine Gierczak

12/10

Pearl House

12/14

Eunice Malone

12/16

Lyndahl Metoxen

12/30

Annabeth Ness

12/07

Joy Ninham

12/05

Blanche Powless

12/23

Floyd Powless

12/28

Marcella Powless

12/08

Purcell Powless

12/22

Theresa Reed

12/13

Kathrine Skenandore

12/31

Walter Skenandore

12/31

James Smith

12/12

Melissa Sorensen

12/29

Ann Spigell

12/29

Anna Summers

12/13

Joseph Summers

12/17

Margaret Summers

12/14

Cynthis Thompson

Faye Thorton

Helema Watters

12/15

Donald Webster

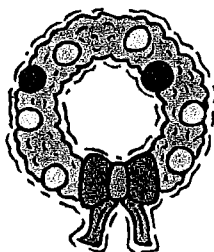
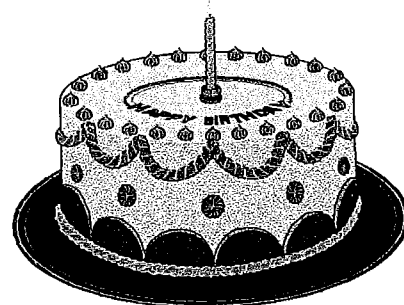
12/20

Houston Wheelock

12/16

Mabel White

12/27



***MERRY CHRISTMAS TO ALL
FROM ALL THE STAFF AT
ELDERLY SERVICES***

**ONEIDA AREA FAITH IN ACTION
FUNDRAISER**

**HOMEMADE CHRISTMAS CHANDY, FUDGE AND
BAKE SALE**

**ONEIDA ASSEMBLY OF GOD CHURCH
N7321 OLSON RD
HWY 54
ONEIDA WISCONSIN**

**SATURDAY DECEMBER 14
9:00AM TO 11:00AM**

**PLEASE BRING YOUR DONATIONS TO
ASSEMBLY OF GOD
BY 8:00AM ON DECEMBER 14TH.**

**ANY QUESTIONS, PLEASE CALL
JOYCE JOHNSON AT 437-2317**

Important Meeting Reminder

Oneida Area Faith In Action Coalition

Please accept our invitation to attend:
We look forward to joining with you to work together
in an effort to better serve the community we are
asking for your help and your insight.
With many interesting challenges involved in building
a community volunteer network, we know that there
are many original ideas to be offered. We are
convinced that we can make this project successful.

*Date: December 19, 2002
Time: 9:30 a.m.
Location: 2907 S. Overland Rd.
Elderly Services Complex
Conference Room*

Rituals of Respect: Medicine for the Spirit

by J. Neil Henderson, PhD
University of Oklahoma

Never before have so many Indian people lived for so long. Accordingly, the need for long-term care has never been so important for Indian Country. Yet, the experience of long-term care is often dreadful. At the same time, the people of Indian Country have great respect for elders and want them to be happy with their long life. Can the two mesh? Can the delivery of care be done in a way that gives elders the respect they deserve?

There is a way to give long-term care and give honor by using "Rituals of Respect." Rituals are behaviors that are symbolic of cultural values, designed for a purpose, are patterned, and repeated. There are types of rituals that include "passage" (a transition from one stage of life to another), "renewal" (reminders that a person is *still* valued), "intensification" (reinforcement of one's status as an elder), and "revitalization" (recapturing old roles and breathing new life into them).

The ritual of passage is a "Ritual of Respect" appropriate when one's status changes. For example, when elders complete intake forms to become users of long-term care (LTC), they change from an independent person to one dependent on long-term caregivers. The "intake" process for LTC services is actually a rite of passage. However, it typically is just a session of completing forms, devoid of anything but scripted pleasantries. This gets information for the LTC system, but in a way that is experienced as barren of human empathy for the huge impact that LTC has on a person's self image, life and spirit.

On the other hand, the intake process can become a "Ritual of Respect" in the following way. LTC service providers can develop an appropriate *celebration of inclusion* into their services. For example, in an elder's home, the providers have preplanned the required intake process with a "Ritual of Respect" of the rite of passage type. They

come to the house with an appropriate person considered worthy of offering a blessing to the elder. This person may be a spiritual leader of the tribe or someone else agreeable to the elder. These people greet the elder explaining that they are there to get to know the elder and the family as well as for the elder to get to know the people of the service agency. The providers and the spiritual leader will welcome and honor the elder as a person they will provide special care for. The spiritual leader may offer a prayer, smudge the elder by using a feather fan or eagle feather to move the smoke of sage and/or cedar over the elder, or sing a prayer song. After this blessing, an appropriate gift can be given to the elder. Gifts may be of a kind important to tribal culture, such as valued foods, art, or books that are considered appropriate. It may include tobacco, corn, or other items of cultural importance. This "Ritual of Respect" should convey a strong sense of caring and honor for the elder. It should convey a future in which the elder thrives in the emotional and spiritual sense in the midst of caring others. The intake forms can be done and a short leave-taking blessing should occur.

This is just one example. Cultural practices are highly variable, so the rituals developed should be appropriate for the elder's tribe. Also, an entire program of "Rituals of Respect" can be crafted. "Rituals of Respect" is a way to provide elders with the medicine of long-term care and the "medicine" to sustain their spirit for themselves, their families, and their tribe.

For more information, please contact: J. Neil Henderson, PhD, Associate Professor and Vice Chair, Department of Health Promotion Sciences, College of Public Health, University of Oklahoma Health Sciences Center, 801 NE 13th Street, PO Box 26901, Oklahoma City, OK 73190, Tel: (405) 271-2017, ext. 46756, Email: neil-henderson@ouhsc.edu

**The Oneida Nation Arts Program &
Community Members Present**

“Coming Home”

Holiday Variety Show

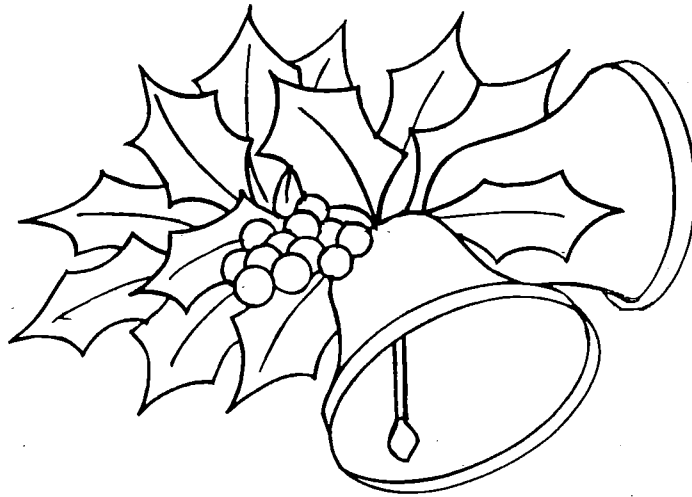
The Holiday season is right around the corner and a lot of our loved ones will be coming home...

With this in mind, what better way to bring the community together but for an evening of fun and entertainment!

Do you have a talent that you have been dying to share with your community? Now is your chance!

If your talent ranges from acting, singing, dancing, playing an instrument, and/or telling a couple jokes...what ever it may be you can be a part of the show!

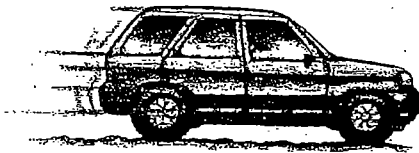
For further information contact Jennifer M. Stevens at: Work: 869-4403 or home : 437-1493.



From

GEICO DIRECT MAGAZINE

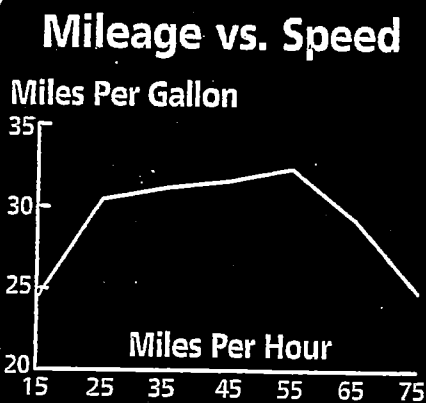
Fall 2002



For Better Fuel Economy

The U.S. Department of Energy (DOE) offers these suggestions to help improve fuel economy for all vehicles:

- Keep tires inflated to the manufacturer's recommended maximum pressure and the wheels properly aligned.
- Avoid aggressive driving. Speeding, rapid acceleration and braking can lower your gas mileage by 33 percent at highway speeds; 5 percent around town.



Obey posted speed limits. Gas mileage decreases rapidly at speeds above 60 mph.

- Anticipate traffic situations. Avoid jack-rabbit starts and unnecessary braking.

- Turn off your engine rather than letting it idle for more than a minute.

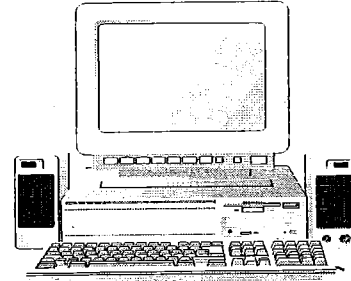
- Avoid carrying excess weight.
- Keep your engine tuned and your air filter clean. Use low-friction, fuel-saver engine oils.

- Maintain adequate fluid levels.

The DOE has established a Web site — www.fueleconomy.gov — to help consumers select the most fuel-efficient vehicles in any category.

Oneida Elderly Services is Proud to Announce the Opening of a new Computer Lab!

Located at Oneida Elderly Services,
2907 South Overland,
4 computers are open for elder use
age 55 and older only.



Inside the Elderly Services Complex, next to the Elder Library,
elders may use the computers at no cost.

The computers offer complete printing capability,
and software capabilities in Presentations,
WordPerfect, QuattroPro and the Internet.

Open Lab hours are
Monday through Friday 9:00 a.m. to 3:00 p.m.

If you need assistance,
please ask Margaret or Noreen. (920) 869-2448 .

Basic computer knowledge is required to use computers.

Watch for beginning computer classes
in November or December.

New Store Opening at Elderly Complex NOW OPEN!

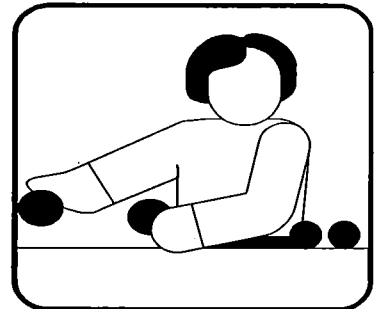
Residents and everyone check out the new store at
Elderly Services Complex at 2907 Overland Rd.

**Crafters display your craft items with other
crafters**

Fresh Popcorn for sale and greeting cards.

Volunteers needed to operate store

Operating hours: Mon: 9-12noon
Wed: 1-3pm
Thurs: 1-3pm



If you have a hour or two to spare, call us to sign
up

to volunteer at THE STORE.
We can expand with your help.

Contact: Margaret Francour at Elderly Services
for more information 869-2448

Monday

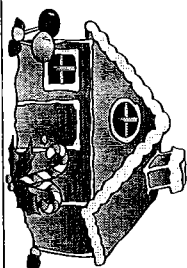
Tuesday

Wednesday

Thursday

Friday

Menu DECEMBER 2002



2 CHOP SUEY
RICE
WW BREAD
RASPBERRIES

3 BEEF VEGETABLE
FRESH BREAD
JUICE
PEACHES

4 LASAGNA
LETTUCE SALAD
GARLIC BREAD
SHERBERT

5 PORK ROAST
POTATOES
CALIF BLEND
VEGGIES
WW BREAD
BLACKBERRIES

6 BACON
EGGS
TOAST
GRITS
JUICE
APPLE SAUCE

9 CUBE STEAK
NOODLES &
TOMATOES
WW BREAD
PEARS

10 CORN SOUP
FRESH BREAD
JUICE
MANDARIN ORANGES

11 LIVER &
ONIONS
POTATOES
BEETS
WW BREAD
WHIP & CHILL

12 HAMBURGERS
MAC SALAD
BEANS
BUNS
DIET JELLO

13 POACHED
EGGS
HAM
COLD CEREAL
JUICE
TOAST

16 BRATS
SAUERKRAUT
RED
POTATOES
WW BREAD
APPLESAUCE

17 BEAN SOUP
FRESH BREAD
JUICE
PEARS

18 BBQ RIBS
SCALLOPED
POTATOES
MIXED VEGETABLES
WW BREAD
ICE CREAM

19 BEEF ROAST
POTATOES
CORN
WW BREAD
BLUEBERRIES

20 SOS
EGGS
TOAST
JUICE
BANANAS

23 CHILI
CUCUMBER
SALAD
BREAD
PUDDING

24 EGGS
HAM &
CHEESE
MUFFINS
FRESH FRUIT

25 CLOSED
CHRISTMAS
DAY

26 BIRTHDAYS
CHICKEN
WILD RICE
BROCCOLI
WW BREAD
SHORT CAKE

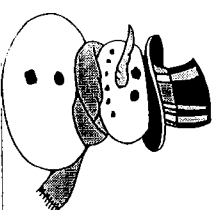
27 PANCAKES
SAUSAGE
JUICE
MIXED BERRIES

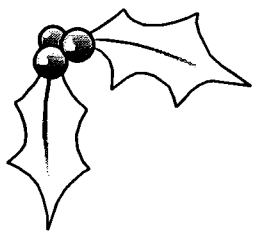
30 TUNA SALAD
COTTAGE
CHEESE
TOMATOES
CROISSANTS
PEACHES

31 PEA SOUP
FRESH BREAD
JUICE
JELLO

MEALS ARE SUBJECT
TO CHANGE.

ALL MEALS ARE
SERVED WITH COFFEE,
TEA, AND MILK.





HONEY CRYSTAL ALMONDS

2 cups whole natural almonds

1/4 cup honey

2 tablespoons butter

1 cup turbinado sugar (sugar in the raw)

Spread almonds in a shallow pan. Place in cold oven; turn oven to 350 F and roast 12 to 20 minutes, stirring occasionally, until well roasted. Over medium heat in medium saucepan, heat honey and butter to boiling. Reduce heat to medium - low, simmer 2 minutes stirring occasionally. Add almonds; simmer and stir 2 minutes. Using slotted spoon, transfer almonds to baking sheet sprayed with non-stick cooking spray; spread in single layer and cool slightly. Toss almonds with sugar to coat.



Rural Development at the Elderly Mealsite

Thursday December 5th, 2002.

504 Home Repair Loans and Loan/Grant Combinations.
502 Home Purchase to build or buy.

Programs available to low and very-low income households.

Stop in for details or call the mealsite at 1-920-869-1551.
Shawano Rural Development Office 1-715-524-2148.



ACTIVITIES

DECEMBER

2002

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
2 Fitness 9:30am-10:30am Bingo @Site 2 1pm	3 Crafts @ Epworth Hall 9:30-11:30am	4 Fitness 9:30am-10:30am Tower Foods 10am Bingo Hwy H 1:30- 3pm	5 1pm Thrift Store WIEA mtg @ Lac du Flam. Holiday Crafts 1:30p HwyH	6 Shopping Banks Lunch Out 10-3 pm
9 Fitness 9:30am-10:30am Baking Day for Fundraiser 9am-3pm @ Hwy H	10 Crafts @ Epworth Hall 9:30-11:30am	11 Fitness 9:30am-10:30am Tower Foods 10am Bingo Hwy H 1:30- 3pm	12 Trip to YWCA Festival of Trees Nat'l Railroad Museum 10am	13 Shopping Banks Lunch Out 10-3 pm
16 Fitness 9:30am-10:30am Bingo @Site 2 1pm	17 Crafts @ Epworth Hall 9:30- 11:30am	18 Fitness 9:30am-10:30am Tower Foods 10am Bingo Hwy H 1:30- 3pm	19 Shopping Banks Lunch Out 10-3 pm	20 Elderly Christmas Party Radisson Inn 10am - 1pm
23 Fitness 9:30am-10:30am Christmas Fun 1:30pm Hwy H	24 CHRISTMAS EVE Tribal Offices Open ½ day	25 CHRISTMAS DAY Tribal Offices Closed	26 AJNH visit 10-11am Birthdays Gifts @ Sr. Ctr 12:15pm -12:30pm	27 Shopping Banks Lunch Out 10-3 pm
30 Fitness 9:30am-10:30am Bingo @Site 2 1pm	31 Bingo @ Epworth Hall 9:30- 11:30am		All trips leave from Sr. Ctr All activities subject to change.	

Ship A Package For Me



ACCEPT
ADDRESS
BOX
CARE
CARRY
CARTON
CASH
CHARGE
CITY
CONTAINER

COURTESY
DELIVER
DRIVERS
EXPRESS
FEE
FRAGILE
GIFT
HANDLE
HURRY
LABEL

MAIL
ORDER
PACKAGE
PARCEL
POSTAGE
POSTAL
PRESENT
PRIORITY
RECEIPT
ROPE

RUSH
SEAL
SERVICE
SHIP
SIGN
STATE
STORE
TAPE
TRUCKS
UPS

ONEIDA NATION COMMISSION ON AGING
SPECIAL MEETING - OCTOBER 29, 2002
11:00 A.M.
ELDERLY SERVICES COMPLEX
CONFERENCE ROOM

MINUTES

I. CALL TO ORDER: Chairwoman, Dellora Cornelius, called the meeting to order at 11:15 a.m.

II. WELCOME AND PRAYER: Arlie Doxtator delivered the opening prayer.

III. ROLL CALL: Dellora Cornelius, Clifford Doxtator, Arlie Doxtator, Lois Powless, Nadine Escamea, Dorothy J. Skenandore, Mary Edna Greendeer. Unexcused: Hugh Danforth. Late: Lois Strong. Others in attendance: don White, Brian Doxtator, Janice Hirth, Florence Petri, Erv Thompson, Sue Daniels, Fred Muscavitch.

IV. APPROVAL OF AGENDA: Motion by Dorothy J. Skenandore to approve the agenda, 2nd by Lois Powless, motion carried.

V. OFFICE MANAGER'S POSITION OF ELDERLY SERVICES. This position is on hold until the new director is hired. FRED: The Director's position had interviews on October 18, 2002. There were four final candidates. Those interviewing ranked the positions. It is now waiting for a background check. There was discussion around Linn Cornelius' report and recommendations. Using the Hochunk as a comparative is inequitable. DON WHITE: wants new director and then wants an assessment of need conducted. History: this position was filled once by Rita Lara. Lara resigned. It was not reposted. Then the position was given to Noreen Powless on an interim basis. Noreen was currently an Administrative Assistant III. Noreen is up to Office Manager, Marty is up to AAIII and the receptionist is manned by a volunteer. FRED: Due to vacancy, everyone is doubling up on duties. Don White commissioned Linn to determine if there is a need. It was her recommendation to post and fill the Office

Manager's position. Don wants to determine if there is a greater need for field people or office. The new director will determine what those needs are and how best to use the money in the budget. SUE: Is this much scrutiny given to every vacated position within the tribe? If there was an assessment conducted both by Linn Cornelius, and it was determined by administration in Elderly Services there is a need, why then, must another assessment be conducted by the new director? If there is a need both in the field and in the office, shouldn't energy be put into trying to get both those positions funded? There is a demonstrated, documented need? JANICE: Yes, all positions are assessed this way. There used to be 4,200 employees working for the tribe, now we are down to 3,000. Although she agrees and wants to fill the position, she needs to know if end services are being affected by not having this position. If not, then there is no urgent need. MARY EDNA: Doesn't know what positions do within elderly services. This is a day-to-day issue and something that ONCOA should not be involved in. DON: Wants to know if grass cutting, snow plowing are handled in a timely manner? To what extent do we want to advocate resources? Asking ONCOA's support to allow the director to make this decision. FRED: While we have a chain-of-command that Florence goes to Fred and Fred goes to Don and Don goes to Janice, ONCOA does not have to follow that chain-of-command. They can take their concerns directly to the OBC. DON: HR has offered clerical support to Elderly Services to help with this situation. FLORENCE: Never heard that offer before. Linn's report is inconclusive. We also need a Nutrition Director in order to be in compliance. OCHC nutritionist provides menus, but cannot attend meetings required for compliance issues. DON: I'm sure we can get the nutritionist to help you in any way you need. BRIAN: What he sees is a conflict between the business/economic side of this issue and the cultural values. At one time, when the old people would say something, it was due respect to listen to them. Now, we no longer give attention to this, or respect their position. LOIS P: This is not a personnel issue, this is a

position issue. A personnel issue deals with a specific person, this does not, it deals with a position need. This issue was brought to our attention, we did not go looking for it, therefore, ONCOA is not involved in day-to-day issues of Elderly Services. DON: The interest and concern is legitimate. Economics is Don's job, but from a humanistic position he wants to know if the elderly are serviced in a timely manner. MARY EDNA: What is the policy behind grants? Can't we write grants to get some of these positions funded? DON: There is a lot of money out there. We could be researching fund raising efforts. BRIAN: At one time, there was a directive to directors to NOT apply for grants for personnel. The tribe would then end up picking up these positions when the grants ran out. LOIS P: As long as we have an interim office manager currently doing the necessary duties of this position, we might as well wait until the new director comes on board. The interviews are done and it should be soon that one is hired. TITLE V: These positions involve older people to be trained. When the position is done, it's done. Someone needs to pick them up. FLORENCE: we are developing eight positions. DON: Social Services will help with elderly employment. JANICE: Apologized for not coming here before. Thank you to Brian for being here. The last term of OBC was very hard for administration. FLORENCE: If we apply for grants, we will need someone to manage the grants. CLIFFORD: We need a director who will continue to support all of the work that has been done here, not to tear it down or take it apart. FRED: ONCOA can sit in on interviews providing they receive EEO training. SUE: ONCOA has discussed having a second meeting of the month in order to bring information to the elderly population of Oneida. We will be addressing that issue in this afternoon's meeting. Program directors or supervisors from Elderly Services can come to each regular meeting and explain what they do. Commissioners in turn can distribute that information to their constituents. ONCOA thanked all who came to the meeting and invited them back and to come more often.

VI. LUNCH

Lois Strong present for afternoon session.

VII. COMMUNITY MEETING REPORT FROM SEPTEMBER 24, 2002.

Announcement: Nadine Escamea has been working with Vince Delarosa to get transit shelters around Oneida for those who wait for the bus. There will be seven constructed. ONCOA reviewed each item in the Community Meeting report and took the following action:

1. PER CAPITA/SSI: Request a meeting between ONCOA and OBC regarding the SSI issue. Lori Metoxen requested that ONCOA meet with OBC regarding elderly per capita concerns. Also, some payments were late, why? Issues to be discussed: 1. SSI; 2. 62+ per capita payments; 3. Late payments/no payments. Also, ask Brian Doxtator the question: What is the status of the proposal submitted by Carol Smith regarding a change in the policy and the age requirement? Currently a tribal member must be 62 by January 1 of the year per capita is to be paid. There is an amendment being proposed that if your birthday is anytime during the year per capita is to be distributed, and you will be 62 on that birthday, you will get payment for that year. There is supposed to be a public hearing soon to comment on the proposed amendments to the Per Capita Ordinance.

II. OTHER CONCERNS:

- A. What kind of money are we getting from WalMart and S&L. We need to get this information from Janice Hirth.
- B. What was our investment in Airadigm? Is there a return? We need to get this information from Brian Doxtator.
- C. What is up with Airadigm, Howard Johnson. Would like info on all our investments. There was a \$10 million investment (in Airadigm) and to date there has been a total of \$50-\$60 million. We are to get this information from Brian Doxtator.

D. Would like information meetings once a month to find out what is going on in the tribe. ONCOA will host and identify resource people to present information.

E. Would like to see secret ballot voting system at GTC meetings. We need to get feedback on this concern from the election committee.

F. Quorum: The OBC doesn't sign in if they don't want a quorum. We need a resolution that EVERYONE must sign in or leave the meeting. We need to get information regarding sign in requirements from the Enrollment Department.

G. Budget: Did you know that the OBC is prepared to take out a \$9 million loan to invest in more ventures. We need to get information from Brian Doxtator and Mercie Danforth about this issue.

That we have lost over \$100 million already in investments such as ORTEK, Howard Johnson, Woodland Construction, ONE, Aradigm? We need information from Mercie and Brian on this issue.

Community Support program is cut out of the 2003 budget. Get information from Fred Muscavitch and Mercie Danforth.

H. Pay the 20 or 30% matching to get buses for our community. Get information from either Cliff Webster or Brian Doxtator on action taken. Need OBC to approve eight (8) elderly workers to work 20 hours. This is to pick up the Title V workers that we will be losing. The cost would be around \$65,000 per year. Get information from Florence Petri or Brian Doxtator.

I. Parish Hall: They don't open the back door for wheelchair people. Contact Barb Miller and ask her to put something right in the usage agreement that whoever is using the building needs to be

responsible to open up the back door.

J. Gas Card. Why does it take so long from the time you apply to the time you get your card? Get information from Cheryl Skolaski and land office.

L. Contract Health: Not paying for bills, names going to collections. Elders not going to doctor because they do not want their name in collection. Volunteers are doing billing in contract health. Contact Debbie Danforth/Barb Schofield for an update on payment of these bills, why it takes so long.

M. The manager at Oneida Housing Authority is rude to elders. This was referred to Lois Powless who sits on the Oneida Housing Board.

N. Rides for dialysis. Again, the issue about the buses. The state pays 70 or 80%, the tribe pays 30 or 20%. What is the status of this agreement? Contact Brian Doxtator.

O. There is a problem with HRD and their hiring policies. ONCOA to host a community meeting with HRD to make a presentation and answer questions regarding these concerns.

IV. VOLUNTEERS: Faith-In-Action is still looking for more volunteers in order to get training. There will be a prayer luncheon on November 12 from 9:00 - 1:00 for volunteers. This will be held at the Radisson. The information will go in the DRUMS and KaliWisaks.

P. Other casinos have special parking for tribal elderly, why doesn't Oneida? Why don't elders get match plays anymore? Contact Ron Summers, Eric McLester and Gaming Commission to ask these questions.

R. Can elders have a place to display

their crafts? Florence is working on a policy for the store at the center for such things.

S. Garbage Pickup: A truckload of garbage is \$3.00, it is more for bigger items like refrigerators or stoves, etc. The dump is up by Scray's Hill. Take Highway 172 to Lime Kiln Road exit. Turn right on Lime Kiln to dead end. Go left about 1.2 mile to the Brown County Land Fill. Refrigerators and Air Conditioners are \$15.00 to dump.

T. DRUMS? Why does it come out so late? ONCOA will refer this concern to Noreen Powless and Florence Petri.

Sue Daniels will follow up on these suggestions, recommendations, actions and report back to ONCOA. Informational meetings will be scheduled, answers will be printed in the DRUMS and KaliWisaks.

Motion to adjourn at 2:30 p.m. by Arlie, 2nd by Clifford, motion carried.

ONEIDA NATION COMMISSION ON AGING

MISSION: We support and "speak out" for all services, including legislation, that places priority on our Elders. We work with national, tribal, state, county and local agencies focusing on all services that address the physical, mental, spiritual and emotional well-being of our elders. (Approved 9/12/00)

Dellora Cornelius, Chairwoman
Hugh Danforth, Vice-Chairman
Arlie Doxtator, Secretary
Clifford Doxtator, Commissioner
Lois J. Powless, Commissioner

Dorothy J. Skenandore, Commissioner
Nadine Escamea, Commissioner
Mary Edna Greendeer, Commissioner
Lois Strong, Commissioner

On September 24, 2002, ONCOA sponsored a "Community Meeting for Our Elderly Tribal Members" for the purpose of hearing what elderly members of our community need/want in terms of services or information. (Notes from that meeting were published in the KaliWisaks and DRUMS).

On October 29, 2002, ONCOA met to review those comments and concerns and to identify resource people who could provide factual information. (Minutes from that meeting, once they are approved, will be published in DRUMS). Those comments and questions were referred to resource people including staff and elected officials within the tribal system. As that information is returned to ONCOA, it will also be published in the KaliWisaks and DRUMS.

Taken from September 24, 2002 Community Meeting notes:

"Community Support program is cut out of the 2003 budget."

RESPONSE:

"What we did was incorporate 2 line items into one. No money was cut out. It used to be Catastrophic Fund and Community Support, both run by the same people. Now it's just Catastrophic."

SOURCE: Fred Muscavitch, Director - Oneida Social Services Department

Taken from September 24, 2002 Community Meeting notes:

"Garbage Pickup - why do we have to pay extra to have some things picked up, like chairs, refrigerators, stoves, etc. There is an extra \$50.00 charge. SUGGESTION: Take recyclables to the building on 54, there is a landfill in Depere, a truckload is only \$3.00 to dump. They take freezers and refrigerators, or call the Environmental Department for help with this."

RESPONSE:

A truckload of garbage is \$3.00. Bigger items like refrigerators or air conditioners are \$15.00 to dump. The dump is up by Scray's Hill. Take Highway 172 to Lime Kiln Road exist. Turn right on Lime Kiln to dead end. Go left about 1.2 miles to the Brown County Land Fill.

SOURCE: Elderly Services Program

RESPONSE:

Because our contract with Superior is a volume-based system, it is part of our agreement that we pay a set fee for any trash item that goes inside the green bin. All large items have an additional charge of \$15 for the first item, \$5 for each additional item. Any item containing Freon is \$15 each (refrigerators, freezers) at Brown County Landfill. While it is not \$50, it can get expensive. Yes, if the residents have a pick up truck (or relatives with a pick up truck) they can haul an entire truckload to the Brown County landfill and get charged by the ton, which could be as little as \$3/load. Reliable Recycling only accepts aluminum cans and other metals—no plastics, or glass containers. As far as I know there are no more drop off sights in either Brown or Outagamie County. Recycling is included in our Volume-based Fee Program. Also, check with Wisconsin Focus on Energy 1-800-762-7077, who has a program to collect refrigerators/freezers (if the motor runs when it is plugged in.) They pay money to each household who has these types of appliances. If there are complains, we need to know as soon as possible the same day in order to re-direct the Superior trucks back to the residence. If they cannot reach me at 497-5812 for some reason, they can call Bridget John, Utilities at 497-5806. I hope this information helps and I hope ORCOA (sic) wouldn't mind having me back at any future meetings. If you would be agreeable, I would love to come out to the next meeting even to talk more about this subject. I have missed attending these meetings.

SOURCE: Diane Jourdan, Recycling Coordinator - Environmental Department

For more information, contact any of the ONCOA Commissioners or the source of the information. The intention of ONCOA is to provide factual information regarding these issues.

ONEIDA NATION COMMISSION ON AGING
November 2002

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Taken from September 24, 2002 Community Meeting notes:

"Would like to see secret ballot voting system at GTC meetings."

RESPONSE:

"Secret ballot voting only happens when it is requested. It's not up to the election board. The election board is ready at every meeting to conduct a secret ballot voting just in case."

SOURCE:

Dorothy Skenandore, Chairwoman - Oneida Election Committee

Taken from September 24, 2002 Community Meeting notes:

“...Why don't elders get match plays anymore?”

RESPONSE:

“In the past, elders may have been given match plays for their events. The only time we have been unable to fill a request is if it was not submitted in a timely manner. Gaming Purchasing policies require us (the Marketing Department) to give them 10 days advance notice. To that, we need at least 4 additional days for processing, hence the 2 week advance notice the Marketing Department requires. We must abide by the enforcement of Gaming policies at all times. We have a stringent policy that is currently in “working draft” form awaiting approval from the Gaming Commission. This approval will be provided shortly. Please ask Ron Sommers for a copy if needed. The Marketing Department's distribution of match play focuses on promotions. Other requests for match play have been shifted to Gaming Administration for consideration.”

SOURCE:

Heather Cornelius, Assistant Director of Marketing/Promotions - Oneida Bingo and Casino.

Mary Wasurick, Assistant Director of Marketing/Advertising - Oneida Bingo and Casino.

Taken from September 24, 2002 Community Meeting notes:

“Contract Health: Not paying for bills, names going to collections. Elders not going to doctor because they do not want their name in collection. Volunteers are doing billing in contract health.”

RESPONSE:

“The Contract Health Services Department has been working hard at processing the backlog of vouchers for patients referred outside our Health Center for specialty care. The latest report regarding paid claims for the department shows that \$2,131,970.69 was paid for patients whose service dates were 10/1/2001 through 9/30/2002. In addition, the department by being the payer of last resort by federal rule, had to wait until \$1,127,928.97 was paid by our CHS patients' insurance companies (both primary and secondary payers). The total value of the claims processed for FY 2002 therefore was \$3,259,899.66.

Whereas these figures are impressive, they do little when speaking to the issue of collection agencies going after our patients. We are attempting to streamline our processes in the department to allow us to pay claims before the insurance carriers pay however, by doing so, we relieve the insurance companies of their need to pay those claims in a timely manner and thereby forces to carry that liability until they do. Part of the streamlining has to do with our new software system (the Health Information System or HIS). We have incorporated a module in this system to specifically handle the Contract Health process. This should allow us to process the claims much more efficiently. Training for this module will be held in December 2002.

Further, due to our process changes with the added module, the Contract Health

Supervisor and myself will be visiting the offices of the providers we are referring our patients to. The intent is to establish and improve our working relationships with their billing personnel. The thought is that if they can put a name to a face they will call us before any collection agency becomes involved.

In the meantime, should anyone receive notice that they are being sent to collection, they should call me directly at 920-869-4805. I will intervene and assist both the patient and the vendor/provider with the barriers that prevent payment.

Regarding the volunteers working in the department...we thought that this would be a good solution however, we ran into a barrier with the background checks.

Regarding our elders who hesitate to follow through with their referrals due to a fear of collection...I would urge them to transfer their fear of collection to me and follow through with their referral visit.

Further, I urge any person who has concerns about this process or any other Health Center process to contact me, (or Debbie Danforth, Judi Skenandore or Deanna Bauman). If I cannot impact the improvement of the process, I will see that the issue is turned over to the person who can. I will also assure that the Health Center's Executive Management Committee is alerted to the issue and kept informed regarding the process improvement until it is resolved. Thank you for your comments and questions
~ Jeff Carlson.

SOURCE: Jeff Carlson, MPA - Business Operations Director - Oneida Community Health Center - 525 Airport Drive, Hwy 172 - Oneida, WI 54155 - 920-869-4805, Land Line; 920-869-1780, Fax.

Taken from September 24, 2002 Community Meeting notes:

"Gas Card: Why does it take so long from the time you apply to the time you get your card?"

RESPONSE:

Every year we must complete a gas tax exemption application around the time of our birthday. If individuals come in to enrollments or one of the gas outlets a week or two before their birthday and complete the application, we should be able to send them the renewal sticker to put on their tribal ID before their old card expires. If their card does expire, if they demonstrate that their address hasn't changed, we can issue a temporary gas card until we get official verification from Land Management. In both cases, there should not be a delay in getting their gas cards, however, the process is new and hasn't even been in place for a year yet, so we are still working out the bugs as they come up. Maybe we need to do a presentation on this process so everyone understands what to expect. Let me know what you thing.

SOURCE: Cheryl Skolaski, Director - Oneida Enrollments Department.

Taken from September 24, 2002 Community Meeting notes:

"The OBC doesn't sign in if they don't want a quorum. We need a resolution that EVERYONE must sing in or leave the meeting."

RESPONSE:

I have developed a draft SOP which is being reviewed by the Trust/enrollment Committee for submission to the LOC and GTC for final approval regarding the Sign-In Process for GTC. Attached is the draft I submitted to the Trust Committee. If you have any suggestions or changes, please let me know.

DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

Purpose: The purpose of this procedure is to establish the requirements for documenting the attendance by enrolled General Tribal Council Members at meetings where a quorum and eligible voters are necessary.

Procedures:

**At least two persons from Enrollment Department will be assigned to monitor the Membership Roll and present themselves at the noticed meeting location one hour prior to the scheduled start of the General Tribal Council Meeting.

**Security personnel will be present to assist Enrollment personnel and insure that members have registered before entering the meeting.

**A numbered Sign-In sheet will be placed on the table for enrolled Tribal members to sign in on which shall include the date of the meeting and the purpose.

**Each member will print their name, roll number, county of residence or state, and give a signature. (A pictured ID card may be requested by the Enrollment Department Staff.)

**Enrollment Department staff will register the individual's name into the computer system, if available, and stand the hand of each member after they register.

**The Sign-In sheet will be maintained at the sign-in table until the meeting adjourns.

**If a tribal member leaves the meeting prior to adjournment, the Enrollment personnel will verify with the individual that they are leaving and note the time they left next to the individual's name on the sign in sheet along with their initials.

**In the event of a secret ballot vote, all persons present must provide a pictured ID and re-register to vote.

**A member of the Enrollment Department staff will indicate the total number present on the sign-in sheets and will sign and date the sheets when meeting adjourns and make a photocopy of the sheets for Enrollment Department records.

**Enrollment Department staff will give verified sign-in sheets to the Tribal Secretary or their administrative staff after completion of the meeting.

DRAFT DRAFT DRAFT DRAFT DRAFT DRAFT

SOURCE: Cheryl Skolaski, Director - Oneida Enrollments Department.

For more information, contact any of the ONCOA Commissioners or the source of the information. The intention of ONCOA is to provide factual information regarding these issues.

FOR AGENDA PLANNING, PLEASE SUBMIT THIS FORM TO: **ONCOA Chairperson and ONCOA Secretary at the Elder Services Complex Ten (10) Days before the ONCOA Regular Meeting - Second Tuesday of the Month**

ONCOA AGENDA REQUEST FORM

_____ REGULAR MONTHLY ONCOA AGENDA

_____ (SCHEDULED DATE)

_____ SPECIAL MEETING AGENDA

(By Request and Notice - ONLY)

_____ (SCHEDULED DATE)

EXECUTIVE SESSION REQUIRED FOR DISCUSSION?

☐ YES

☐ NO

(Must comply with State Statutes 19.85 and Open Meetings Law)

PURPOSE OR ITEM FOR DISCUSSION: ☐ Information Only ☐ Action Requested

APPROX. TIME REQUESTED TO DISCUSS ITEM: _____ MINUTES

***NOTE:** There is a fifteen (15) minute time limit for presentations, unless otherwise approved. Please be prompt, prepared and respect the time limits.

LIST ATTACHMENTS AND PROVIDE ONCOA WITH COPIES:

1) _____

2) _____

REQUESTED BY: _____ DATE: _____

Name

Title

Phone

This box is for ONCOA Officers to complete. Please do not write in this box.

APPROVED FOR:

☐ Next Regular ONCOA Meeting

☐ Special ONCOA Meeting

☐ Executive Session

☐ Not ONCOA Business

☐ Referred to: _____

RECEIVED BY: _____ DATE: _____

DATE: / /

Name			Phone Number ()		
Address			Social Security Number / /		
City	State	Zip Code	County	DOB	/ /

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