

You can find this and many other issues at: www.lrboi-nsn.gov

Ziisabaakdoke-Giizis (Sucker Moon)
March 2012 vol.9 Issue 3

ALSO IN THIS PUBLICATION

-  P.2- FROM THE OFFICE OF OGEMA ROMANELLI
-  P.3-8-TRIBAL COUNCIL REPORT
-  P.14- LRBOI BOMB DOG
-  P.16- MIEA INCENTIVE PROGRAM
-  P.19- TAX OFFICE
-  P.26- MEMBERS SUBMISSIONS
-  P. 27- COMMUNITY KITCHEN

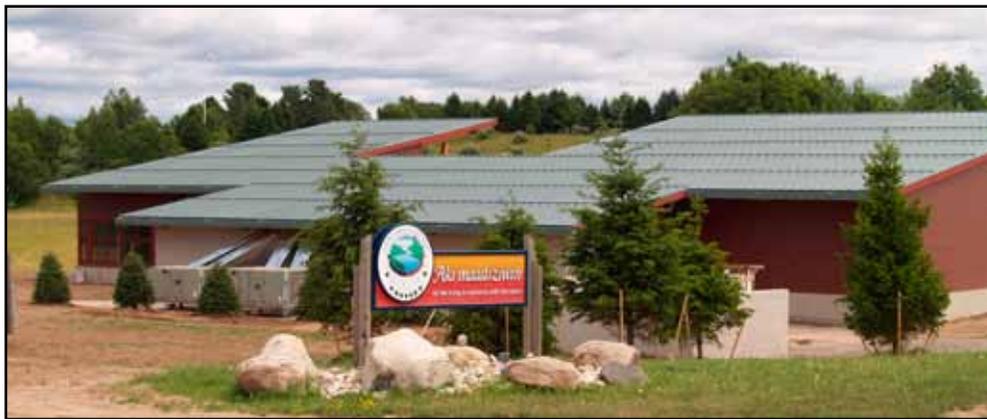
Office of Public Affairs
Contact Information
1-888-723-8288
1-231-398-6840

Members report on Tribal Services

Members Legal Services and the Positive Indian Parenting program are featured this month with interviews of tribal citizens who have used the programs. See what they have to say on pages 15 and 23.



Ogema/Council Q&A with citizens



On February 4th, following the monthly Elders Meeting, Ogema Larry Romanelli held a 2+ hour informational meeting for Tribal Citizens where 60 questions from members were addressed. At the meeting, Tribal Council (represented by Recording Secretary Janine M. Sam, Former Ogema and current Council member Lee Sprague and Council member Mike Ceplina) presented attendees with 23 pages of written responses to the same questions. A portion of the questions are printed following the monthly Tribal Council report beginning on page 3.

Details are also included directing members to the tribal web site so that they may view the actual meeting which was recorded by Tribal Historical Preservation.

New Workforce Rules

Revised Workforce Development Internship rules and Adult Work Experience employment rules have been released. Go to page 8 to see the new rules and to see if you can use them yourself!

2012 Indian Village Camp



“The excellent LRBOI Indian Village Camp is going to be held again this year through the office of Peacemaking. See page 12 for photos and details for camp this year.



have more of a threat of being eliminated. I am asking that all Tribal members call their legislators and voice your opinion against removing the Michigan Indian Tuition Waiver.

I recently attended a meeting of Michigan Tribal leaders held in Petoskey to address concerns common to all tribes. The meeting was well attended and the Michigan Indian Tuition Waiver was the prime topics. On February 4th, directly following the Elder's Meeting, the Ogema held an informal gathering/meeting put together on short notice to address some questions and concerns. The meeting was either a success or a failure depending on who you talk to. By the time you receive this, the video should be on the LRBOI website for all to view. I believe, it will be under the Member's Only Ogema's page. I believe I will have the meeting transcribed, it may take a while but should be completed within the next couple weeks.

Remember the Spring Meeting is scheduled for April 14th. The Ogema's Meet and Greet on April 13th 7PM. As you know, we have tried to keep our Membership Meetings the same Saturday's in April and October so that it falls shortly after per cap checks are distributed, however we are running into problems with the first Saturdays of the months. Elder's Meetings fall on the first Saturdays of the month and , for example, Easter Sunday fell on the first Sunday. Also, the Michigan/Michigan State Game has been an issue. SO, we are planning for the second Saturday of April and October going forward; there will be other future announcements as well.

Hope everyone is enjoying the weather.
Until next time...

Aanii:
This has to be the mildest winter I can recall and I am enjoying it. It's like going through Spring waiting for Spring, OK with me.
As we all know, Michigan Indian Tuition Waiver is constantly being threatened by State legislators. This year is no different other than it appears to

Per the Constitution of the Little River Band of Ottawa Indians, citizens have the ability to present motions and ordinances to be adopted by the membership provided that thirty (30%) percent of registered voters of the Tribe are present at such Membership meeting.

In an effort to streamline this process, Ogema Romanelli is giving the citizens the opportunity to submit potential motions and ordinances prior to the membership meetings. This will allow the membership to view the potential motions and ordinances prior to the day of the meeting.

Please review the following sections of the constitution that address the issue of motions and ordinances being adopted by the membership.

Per Article VII, section 1(a) 3 of the Constitution of the Little River Band of Ottawa "General Membership Powers"; Subject to express limitations contained in this Constitution, motions and ordinances adopted by the General Membership shall have the status of law and be binding on the Tribal Council, Tribal Ogema and Judiciary; provided at least thirty (30%) percent of the registered voters of the Tribe are present at such Membership Meeting, as verified by the Election Board.

Per Section 3; "Limitations on Membership Powers"; The General Membership shall not have the power to take any of the following action under this Article:

- (a) Purpose, adopt or amend the Tribal Budget;
- (b) Appropriate or expend Tribal revenues or funds;
- (c) Reverse, overturn or otherwise influence and judicial action of the Tribal Court;
- (d) Take any action which is otherwise in violation of this Constitution or a usurpation of individual rights as defined herein.

Potential Motions/Ordinances

Please fill out the attached form, submit it to the Office of the Ogema no later than March 5th. Please include your full name, address, tribal ID number and phone number. You must be in attendance at the meeting to sponsor the motion/ordinance. You must clearly state the motion/ordinance to be acted upon.

- * Potential motions/ordinances can only be brought forward by Members of the Little River Band of Ottawa Indians.
- * Motions/Ordinances submitted for these meetings will only move forward if a quorum is present at such meeting.
- * Submissions of potential motions/ordinances does not guarantee that they will be presented and acted upon.

Submission form for Potential Motions and Ordinances to be brought forth at annual Membership Meetings

Title of Motion/Ordinance (please be specific) _____

The documents may be directly accessed on the Tribal Website through the following link:
https://www.lrboi-nsn.gov/images/docs/docs/Submission_Form_for_Potential_Motions_and_Ordinances.pdf

Recorder's Report to the Membership February 2012



LEGISLATIVE PRIORITIES FOR 2012

Among the many items discussed, the Tribal Council determined by consensus three major legislative priorities for FY 2012, including upcoming new legislation and amendments to existing legislation. The agreed upon priorities include a Government Structure Ordinance, Reformation of the Legal Staff/Legal Services, and modifications to enhance Budget/Funding Allocations. The Council identified three areas of Legislation that, in addition to all the other ongoing matters, it would like to adopt final legislation to direct the course of these areas. That is not to say that other priorities, such as amending the Constitution, are put on a back burner, but that these initiatives will be worked on in addition to other issues.

Government Structure entails adopting Legislation that clearly identifies the components of the Tribal Government. Currently, departments such as the Commerce Department, the Members Assistance Department and the Tribal Prosecutor are created by Legislation. Within the legislation for each area, there are identified purposes and specific subject matter which each department has assigned responsibilities by Law. Reviewing the entire Little River Band Government Operation, the Tribal Council recognizes the necessity of adopting legislation that clearly set forth the same types of parameters for each area. A primary benefit is that during the public comment process, Tribal Members will be able to voice their opinions to help shape the government operations to better serve their needs.

Reformation of the Legal Staff/Legal Services has been brought to the forefront recently due to litigations matters, both internally within the Tribal Court, as well as externally in other court venues. Cost of litigation has increased during a time when revenues available to the Tribe are on a downward trend. The Tribal Council recognizes that clear lines of responsibility must be reinforced to ensure that the needs of Little River Band are being met, while effectively maximizing use of the Tribe's Resources.

Budget/Funding allocations was also brought forward in light of recent changes to government programs that were included in the FY 2012 Budget that resulted in a reduction of direct benefit to tribal members. The Tribal Council is considering amending current laws to mandate that any program changes are announced to Membership, with a full review of program modifications to be provided to the Membership,

prior to submission to the Tribal Council for consideration. This amendment may also include ceilings on certain expenditures, and changes in allocations within the Revenue Allocation Plan. This does not mean that Tribal Council is going to change per cap. What this means is that dollars dedicated to government operations may be further defined, providing by Law specific minimum levels of funding to be allocated between the three branches of the Court, the Council and the Ogema. Currently, the distribution of gaming revenues is heavily dedicated to one Branch, and the Tribal Council is considering further defining how those allocations are arrived at, including the levels of funds consumed by each area of operation.

TRIBAL COUNCIL PUBLISHES ANSWERS TO MEMBER QUESTIONS

The Tribal Council submitted 23 pages in answer to several questions that were handed in by a Tribal Citizen on behalf of interested persons. The Answers are coded with member ID numbers, to correlate to the person that submitted their question. The answers have been released to the Currents for inclusion in this month's publication, however, the Recorder was notified that the document may not appear in its entirety, due to space costs/concerns. Therefore, if the publication is split, please be aware that the Recorder did not specify or request that certain portions be published first (or last), and that the submission was submitted all at one time. Concerns expressed that the document may contain sensitive (confidential) information. Although the information was submitted in its entirety without redactions, it is important to note that *The Currents* is delivered to non-members and other government entities alike, therefore the submission printed in this edition was altered to protect the financial interests of the Tribe.

COUNCIL MEMBERS ON TRAVEL

Councilor Mike Ceplina and Councilor Kimberly Alexander were off to Washington DC during the first week of February, to attend the NIGA (National Indian Gaming Association) mid-winter legislative summit. During the April Legislative Recess, Councilor Chapman will be attending the National Indian Child Welfare (ICWA) Conference Councilor Ceplina is slated to attend the NIGA Annual meeting in April, and another member of Tribal Council may be attending as well, but those plans were not finalized prior to the deadline for publication.

Respectfully submitted, Janine M. Sam-Recorder

Weekly reports from Council

Tribal Council Recording Secretary Janine Sam has reported that weekly voting reports from Council will be posted to their website found at www.lrboi-nsn.gov. Monthly summaries will be printed in the Currents.

Editor Note: A number of questions were submitted to the Ogema and Tribal Council prior to the Ogema's February 4th meeting at Aki Maadiziwin. The following Q&A was submitted by Tribal Council for the membership. Due to concerns raised by Members regarding sensitive Financial information, the Office of Public Affairs has redacted (removed) financial and competitive information from this Question & Answer report just for the purpose of this Currents report. The newspaper distribution is far beyond just our tribal citizens. Tribal members may still see the full report on the Tribal Council section of the tribal website. In addition, members may view the actual meeting which includes the Ogema's answers to these same questions and member comments by following the link to the Ogemas page on the website at www.lrboi-nsn.gov

TRIBAL MEMBER QUESTIONS – LEGISLATIVE RESPONSES

Tribal Member I.D. #0748

12. Q: Tom Davis; Casino Manager, showed no accountability coming to the Fall Membership Meeting without concise information regarding the number of Tribal Members who are employed at the Casino. He "skirted" around the issue with percentiles and appeased membership with "saying" they held "key" positions without again the accountability of where or how. IF Tribal Members indeed held such positions, he would know the information first hand. When are we as Tribal Members going to demand full accountability?

A: Portions of this question were subjective observations. The Tribal Council will refrain from engaging in negative commentary with its Membership however would like to respond to the question posed regarding Preference employees at the Casino.

The Tribal Council receives a preference report from the Casino monthly. Those reports are public record, and available to any member to review during normal business hours, in accordance with Article III, Section 2 of the Tribal Constitution. The Tribal Council will arrange for this report to be made available on the Tribe's website, so that Members can see the exact numbers of preference employees, for the Casino, the tribal government and other enterprises as well.

13. Q: Our Per Capita depends on the money, so why are we being complacent about the Finances involved with the operation and the running of our own Tribal Owned Business?

A: In actuality, the Tribal Council is anything but complacent. We have monthly meetings with Casino staff to review the current Casino financial statement. The Casino is held accountable when it comes to making their revenue projections and distributions back to the Tribe, and need to provide an explanation when these projections are not met.

14. Q: Why is Tribal Council satisfied with not getting the Financial Information?

A: As was explained in the previous question, Tribal Council is getting the financial information on a monthly basis. It is also important to note that the Casino has not had a management company since 2004. The Tribe currently manages the Casino through its Board of Directors.

15. Q: Shouldn't the Government not only know but also understand all aspects of our Tribal Owned Business?

A: Yes.

16. Q: When will Tribal Members get the training to hold key positions, so we can run our own Facilities/Business? An Apprenticeship Program could be set up to pay those Tribal Members chosen for the positions, Not Full Pay until they complete the Program. Consider this, so if the Management Company were to walk out, we'd be prepared to step-in. OR Are you satisfied on continuing things as they are? Burying your head in the sand?

A: As was explained earlier, the Casino has not had a management company since 2004. And Tribal Members are currently serving as directors in most of the KEY positions at the Casino. Further, the Tribe's other two businesses; the Little River Trading Post and Muschigon Construction are both managed by Tribal Members. Additionally, the Board of Directors for the Little River Casino and Resort have developed and are finalizing a new "Succession Plan" that will provide career pathways for the employees of the enterprise. For more information on this and other plans for enhancing opportunities for members through our own enterprise, please contact the Board of Directors.

17. Q: After 18 years as a Sovereign Nation, what have we accomplished for our Tribal Membership and our Descendants?

A: This question is a substantial question, and to answer it is by no means a small thing. The answer to this question encompasses so much more than money. The Little River Band has accomplished a great deal in a very short period of time. The adoption of the Tribe's Constitution and adopting of its form of governance sets the foundation for the remainder of everything else that has been accomplished. The LRBOI Tribal Government and Gaming Operation, in addition to the Gas Station and Muschigon Construction, make the Little River Band the largest employer within Manistee County.

In addition to offering more employment opportunities than any other entity in this area, the Tribe has established multiple cooperative agreements with Federal, State and Local agencies, to assist the Band and its members in multiple areas. For example, the Tribe has entered into two consent decrees, which are 20 year agreements to govern treaty rights for fishing, hunting and gathering. The Tribe has the ability to set its own bag limits, regulate its own hunting activities, not just on Reservation lands, but within the entire Ceded Territory within the State of Michigan. Our hunting and fishing is governed by the Tribe, not state laws. This major accomplishment will impact generations of our members and their descendants.

The Tribe has entered into a cross deputization agreements with the City of Manistee, the Manistee County Sheriff, and has a cooperative law agreement already negotiated with the agencies in Muskegon County, in the event we have a Casino in that area. The Tribe has successfully negotiated grant agreements with Federal Agencies, as well as numerous foundations and state agencies. The Tribe has become a powerful resource not only to its own Membership, but to the surrounding communities as well.

The Tribe has successfully negotiated new gaming compact terms, which have resulted in protecting the Tribe's gaming revenue from excessive "taxation" by the State or local governments. It is important to note that during the worst economy since the Great Depression, the Tribe is completely debt free on its gaming facility in Manistee.

The Tribe has enacted laws that protect the rights of citizens to employment. The Tribal government has established a tribal court system, and the orders of our Courts are given full faith and credit in the State of Michigan. Domestic violence victim are able to obtain Personal Protection Orders (PPO's) through the Tribal Court, that PPO can be entered into the statewide Law Enforcement System making County Officers aware of the situation in turn providing additional protection to our Members who live outside our housing community.

The Tribe manages Child Welfare issues through Tribal Courts, and it's Binojeeuk Commission. In doing so, we continue a child's connection with their Tribe, regardless of their individual circumstance or placement which could include non-tribal homes. This clear demonstration of Tribal Sovereignty not only protects the Tribe, it preserves our most precious resource; our Children.

The Tribe has grown and expanded its language and culture programs. The Language Program has extended itself into public school systems, to teach the surrounding community about who we are, and influencing new generations to end stereotypes. Our language is accredited in Higher Education facilities throughout the State of Michigan. The Tribe has sponsored a Traditional Pow Wow and Language Camp, that is open to everyone, reaching thousands of people each year.

The Tribe has established a number of General Welfare programs to improve the lives of its people. The Education department provides scholarships and assistance to cover the costs of college education and books. The Education department supports high school students by providing laptops to high school seniors as well as financial support for senior expenses such as senior pictures. The Tribal Council believes that Little River Band is the ONLY government entity that is supporting the education of its members through providing laptops and costs for college textbooks.

The Tribe's Commerce Department is able to promote Tribal Member work force development through Internship Services, Development and Training, Career Assistance, Employment Daycare Assistance,

Vocational Rehabilitation, Adult Work Experience/ Employment Program, Job Readiness Training, a Summer Youth Work Experience Employment Program. We are also able to promote Tribally owned Economic development through our Small Business Loan Program. We have established a Tribal Cemetery for those wishing to return to the reservation at their time of passing.

Little River Band has been providing healthcare assistance by a number of innovative ways. First, through a traditional health clinic operation, the Tribe provides medical care directly to its members. In addition, the Little River Band provides funds to an extended health care program, which dedicates tribal dollars to healthcare costs for persons that reside outside of the Service Area. Tribal Council believes that Little River Band is the only Tribe in the State of Michigan providing healthcare assistance to "off reservation" citizens. Most other Tribes limit payment for healthcare to those that reside within designated service areas. Little River Band is the only tribe that provides program dollars based on citizenship, rather than residence, for healthcare.

The Tribal Council has enacted the Indian Preference in Employment act that protects interests of the Tribe's members in the employment opportunities offered by the Tribe, in its government as well as enterprises. In addition, the Law adopts both Descendants and Spouses as protected classes, to ensure that Tribal Families may have employment within the Tribe or its enterprises.

The Tribe has established its own housing on the Reservation, called Aki Maadiziwin. The Tribe has built homes designated for Elders only, to provide housing that is safe and up to all building codes. The Tribe has provided down payment assistance to members to buy homes, when living at the Housing development is not feasible for members. The Little River Band is one of the only tribes in the Nation that will allow members to qualify for down payment assistance to buy housing that is not "on or near" the Reservation. The Tribal Council is not aware of any other tribal nation that has granted its member's access to tribal funds for housing that is not located on or near the reservation it serves. This is another innovative way that Little River Band has reached beyond the "limitations" imposed by other tribes, to provide assistance to its member no matter where they live.

The Tribe has created its own infrastructure through the construction of Water and Sewer facilities. In doing so, the Tribe has provided for its own growth within the area, by controlling its own utility systems. The Tribe is independent of City influence by maintaining its independence on area infrastructure support. Additionally, the Tribe has other lands surrounding the water and sewer facilities that enable continued expansion for future generations.

This question is very complex, and truly cannot be fully answered in just a few paragraphs. This answer is not intended to be all inclusive of what the Tribe has done or accomplished for its members, but provides some information about what we believe are obvious strides for our People and their descendants, accomplished in a very short period of time, when considering the development of like services by other governments.

18. Q: We are decades behind the Chippewa's of Sault Ste. Marie, and years behind the Odawa's of Petoskey. Why?

A: This is true in the sense that Sault St. Marie was federally recognized decades before Little River. However, Little River provides more money, per patient, than the SS Marie Tribe does for its members. So as far as Health, we are 40 years ahead in some ways in taking care of our Tribal Health.

The Odawa's located in Petoskey, have a 40 year bank note that they still owe on their Casino. Little River Band of Ottawa Indians have completely paid off our Casino. It appears that LTBB is 40 years behind Little River Band of Ottawa Indians. The fact that we paid of our casino 40 years ahead of LTBB means that we can make decisions today regarding the welfare of our people that LTBB will have to wait 40 years to do.

The question was not specific, so it was decided that the question was to be answered regarding the Health and Welfare of our peoples, which is a part of our oath of office as Tribal Councilors.

Tribal Member I.D. # 3921

23. Q: What is the actual breakdown of Tribal members, Preference employees, Other Tribal members employed in both Casino and government by employee position?

A: As previously indicated in the answer of Question #12, the Casino files a preference report monthly, which is open to the Membership. In addition, the Tribal Council has a total employee listing for each position within the Tribal Government that includes the preference status of each employee. This question asks for a breakdown of over 1000 positions, so the information available to Tribal Council is open to any Member once reports are received. This information changes monthly based on new hires, turn over, etc., and varies. For specific breakdowns by department or location, the Tribal Council encourages Members to Contact the Ogema or Board of Directors to obtain the specifics.

Tribal Member I.D. # 2659

24. Q: Describe the next three actions of the tribe (purchases, legislation, changes, initiatives, etc.)

A: The Tribal Council has met to discuss legislative priorities. Of the many issues talked about, we decided to pursue the following:

Litigation Oversight Ordinance – Legislation to manage the legal resources of the Tribe.

Budget and Appropriations Ordinance – Updates to existing legislation necessary to meet the needs of the Tribe. Government Structures Ordinance – Legislation to address governmental authorities.

25. Q: What is our strategy for the Muskegon property? Both short term and long term.

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

26. Q: What is your vision for where you want to take the Tribe during your time in office? Specific goals and how you plan to achieve them?

A: While each individual councilor has his/her own individual thoughts and aspirations regarding how we go forward as a Tribe, it is important to remember that the Council can only act as a body through a majority vote. With this in mind, the Council is continually assessing legislative priorities and collectively determining Tribal goals and objectives.

27. Q: Why does the web site say that Council hasn't accepted the OSIYO report?

A: The Tribal Council has not accepted the report, and please refer to Question #49.

28. Q: How much did we spend on getting it (OSIYO Report) done?

A: Please refer to Question #48

Tribal Member I.D. # 5029

29. Q: Why can't council chairman and council answer these questions on the spot?? They should have this knowledge between all of them, right?? WITHOUT a Zhaganash Lawyer telling them what they can and can't answer!!! AGAIN, makes Members think there is something hidden that needs to be done away with, BECAUSE it is Not Betterment for All

A: The Tribal Council appreciates the time and effort used by our Membership to create inquires and encourages a positive dialogue however we will refrain from engaging in negative commentary. Thank you in advance for your understanding.

Tribal Member I.D. # 4656

30. Q: Why isn't the entire 2012 Budget with details not posted on LRBOI Website?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

31. Q: Why are Tribal Members that have been fired, also been banned from returning to work for the Tribe ever?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office

32. Q: Why are some employees given extensions past FMLA and Personal Leaves when others are not?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office

Tribal Member I.D. # 4485

33. Q: Why is some kind of time clock system still not been implemented for all departments including everyone that works for our Tribe?

A: The Tribal Council does not manage or interfere with Executive Branch administration. The Council has a total of 5 employees at this point of time, and does manage its hourly and salaried personnel within its employment according to policy and Tribal Law.

34. Q: Why do we not have an online viewing of a live Council meeting with possible it being interactive so Members could ask questions from afar?

A: The Tribal Council has allocated enough money to provide for streaming and archiving all public meetings for our Tribe however we do have to watch out for the cost. Other governments have broadcast meetings for their public. Original estimates from the Ogema's Office were very expensive, since then the estimates have come down. Other local and state governments are able to broadcast public meetings cost efficiently, so we should be able to so as well.

35. Q: Why was the groundbreaking such big secret, and not heavily advertised to have the Media, Governor, Muskegon Officials, all in attendance including all Tribal Members?

A: This question was asked during a public meeting of the Tribal Council, but the answer will be repeated here. The groundbreaking was not a 'big secret' as the question characterizes. The Government Center Task Force arranged for a traditional ground opening, in order for the trees to be removed and the earth to be prepared. This was done as our people have always done, in the traditions of our Ancestors, to perform a ceremony any time the Earth is being asked to move, or give way for us. This ceremony was done to ensure that we were observing those practices that have always been with the utmost respect.

The ceremonial "Ground Breaking" to commemorate the new Government Center is going to take place in the Spring, and the event will be handled in the manner described by the question. The Tribe will invite its members, dignitaries, and media coverage. Although people may believe that this commemoration should have happened at the same time as the original ground opening ceremony, the Task Force believes that by observing our traditional practices while at the same time planning for the best possible event, the publicity and positive image of the Tribe will be managed in the best way. More importantly, by running them at two different times and reserving media coverage for a planned and orchestrated event, we have eliminated the risk of photographing or recording our sacred ceremony. Thus, the sanctity of the sacred ceremony remains intact, while the orchestrated media event will bolster the Tribe and its image in the community, as desired. It is a "win-win".

36. Q: What is the total cost of the [Governmental Center] building, including furnishings, whether that be tables, chairs, TV's surveillance?

A: Resolution # 11-0223-68 earmarked the amount of \$7.1 million for the completion of the Government Center project. \$2.9 million dollars of the Tribal Health Clinic Stock Reserve was also dedicated toward this project bringing the total budget amount to \$10 million dollars, of which, \$477,275 is recovered through Department of Housing and Urban Development, ICDBG

Public Facility the Indian Community Development Block Grant (resolution #11-0601-192).

Although criteria for grant applications are increasingly competitive and have become more comprehensive in nature, the Grants Department continues to work diligently in seeking additional funding opportunities and the Task Force will continue efforts to secure additional grant sources to help offset the cost of the project.

37. Q: Where is the main amount of money coming from for the new office [Governmental Center]?

A: Please refer to Question #36.

38. Q: What types of alternative energy aspects are going to be used in the new building [Government Center]?

A: Here are some preliminary highlights for types of alternative energy considered for the new Governmental Center:

Rain and Grey Water Re-use: Collection of water from all roof drains and from interior sinks into a 20,000 gallon water collection tank (buried under ground) to be recycled for lawn irrigation.

Geothermal Heating and Cooling:

High efficiency heating and cooling. Simply stated as it applies to this project geothermal energy is utilizing the earth as a large storage device for the energy required to heat and cool the new facility. It works by removing the stored earth's energy to provide heat during the winter and then reverses the process during the summer. It then removes the heat from the building and stores it back in the earth. The transfer of the earth's energy is always from the higher temperature to the lower temperature. This is accomplished by utilizing a vertical or horizontal well field to transfer the earth's energy to heat pumps in the facility that will provide the required heating and cooling. This system is capable of providing 2 to 5 units of energy for every 1 unit of energy purchased. The one unit of energy purchased is required to move the earth's energy around the facility.

Solar Thermal Hot Water:

Flat plate collectors located on the roof will use the sun's rays to heat the water for the building. This reduces the load on the internal water heating system, in turn reducing energy use.

Photovoltaic Energy:

Uses the sun's rays to generate energy. It is a clean and quiet production of energy that is able to be scaled in size to provide as much or as little energy as necessary. There is very little maintenance required for operation and it reduces energy use from the grid.

Low Energy Elevators:

Uses less than half the energy of a conventional hydraulic elevator and uses no hydraulic fluid to lift the elevator saving potential future issues of recycling. (Hydraulic fluid is stored in a casing underground in a conventional elevator.)

LED Lighting:

Uses noticeably less energy to light the spaces. Daylight and Occupancy sensors are also used to monitor offices and work spaces automatically turning off lighting when occupants are not in the space or the daylight is adequate to not require lighting.

Green Roof:

Potentially reduces the amount of heating and cooling required in the building, and serves as additional building insulation. It also absorbs excessive rainfall reducing the amount of water run-off that needs to be managed.

Skylights:

Maximizing daylight helps to reduce interior lighting requirements during daylight hours.

Wind Turbines:

Wind turbines utilize a device that transfers the winds available energy to turn a generator that produces electrical current. This electrical current is then used in the building systems and lighting. Although it is a clean and relatively quiet production of energy, the cost to create and install the system can be greater than the benefit of the energy produced during the initial lifetime of the system compared conventional electrical systems. Aside from the potential for harm to wildlife (birds), this is a variable energy source that is dependent on the available wind, which was not favorable at the Governmental Center site. Therefore upon further research and discussion were not considered effective for this project.

Underfloor Air Distribution:

An underfloor air distribution system utilizes a raised floor system to distribute conditioned air throughout the facility. A conventional system would supply and return ductwork in the ceiling to distribute conditioned air throughout the facility however a raised floor system utilizes minimal ductwork and maximizes plenum space (an enclosure or chamber containing gas that is at a higher pressure than the surrounding atmosphere) for supply and return ductwork.

Key elements to raised flooring are:

- Less static pressure which means lower fan energy to move air.
- Warmer cooling supply air temperatures (63°F) means that many times of the year energy is saved due to a warmer refrigeration system.
- Warmer cooling supply air temperature means we can use the economizer many more hours per year. This is any time outside air is less than 63°F rather than 55°F.
- ASHRAE requires less cfm of ventilation air for all UFAD systems because the ventilation effectiveness is better. Meaning: the occupants get the first beneficial use of outside air, since it is delivered at the floor level. Less outside air means less heating and cooling loads which equates to energy savings.
- Because it is a variable air volume system (some UFAD systems are constant volume) you save fan energy most of the year.

39. Q: Why are the documents sealed regarding the sale of the Muskegon Great Lakes Downs and can we have them posted to our LRB web site or have access to them?

A: The documents are not sealed. The documents that are available to the Tribe for the purchase of Great Lakes Down are not "sealed" in the sense that they are not closed documents. The Tribal Council voted to open Records on April 6, 2011. The documents are not currently posted to the Tribe's website,

however in accordance with the Constitution, Tribal Members may view the records at any time during normal business hours. These records are available at the Tribal Council Office; simply contact the Recorder for further information. It is noted that at the time of purchase, there was a condition at the time of sale that the details of the sale are not disclosed by any party. The Tribal Council has no control or influence over the local government offices located in Muskegon, which have also been attributed as "sealing" the documents. At this time, the closing statement is available for review by the Members. The Ogema's office also has the same information, and can allow membership to review during normal business hours as well.

Tribal Member I.D. # 4689

40. A: The Tribal Council appreciates the time and effort used by our Membership to create inquires and encourages a positive dialogue however we will refrain from engaging in negative commentary. Thank you in advance for your understanding.

41. Q: What happened to all of the Tribal Property forests?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

42. Q: Who harvested the timber?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

43. Q: What money was made from the select cutting?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

44. Q: Has anyone verified that the plan was followed and the properties are being restored?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

45. Q: Who drafted the management plan?

A: This question pertains to Executive Branch operations and therefore has been referred to the Ogema's Office.

46. Q: Who signed off on the management plan?

A: The Tribal Council accepted the plan, however we cannot attest to the Executive Branch process used in its preparation prior to its submission. This question was also referred to the Executive Branch to provide an opportunity to respond.

47. Q: Can the management plan be posted for the Members to review?

A: Yes it can.

48. Q: Why can't the I.T. department get the Council Meetings live streamed so the members can be informed?

A: IT can live stream the meetings, they have done it before. The Tribal Council has allocated the dollars to pay for live streaming of all public meetings. The money was allocated to the administration during the Tribal Council meeting of January 25, 2012, and at the recommendation of the Ogema and IT Department so there should be no financial reasons not to live stream. We are encouraging the administration to find low cost methods of broadcasting meetings similar in costs to other local and state governments in the area. There is no reason why we can't stream the meetings in a cost effective manner.

49. Q: How much money was spent on the OSIYO audit and what was the reason behind spending money on it?

A: The economic collapse in the Fall of 2008 had a dramatic impact on Casino revenues and thus resulted in a severe decrease in distribution from the Casino. In response to this, in the FY 2009 budget, the Ogema's office cut all full-time staff hours to 32 hours per week as a cost-cutting measure. The Tribal Council and Ogema both voluntarily made similar reductions to their weekly salary.

In March 2009, the Ogema's office requested a supplemental appropriation from Tribal reserves in order to have enough money in the budget to restore all Tribal Government Employees and Elected Officials back to full-time status (40-hours per week). The Tribal Council agreed to the request on the condition that we appropriate additional monies to complete a comprehensive salary survey and an independent review of Tribal Government to determine areas of potential reductions for use during the formulation of the FY 2010 budget. This is outlined in Resolution #09-0304-50.

So, OSIYO was hired, in accordance with Resolution #09-0304-50, to perform a comprehensive, independent review of Tribal Government operations with the goal of downsizing or making reductions to accommodate anticipated future budget shortfalls. It is Tribal Council's opinion that the final work product from OSIYO did not accomplish that objective.

The original contract with OSIYO had a "not to exceed" price of \$106,100.00 and contained an additional travel expense line capped at \$12,000.00 for a total contract price of \$118,100.00. OSIYO exceeded their travel expense line by \$8,235.00. So, the total amount of money paid to OSIYO was \$126,334.59.

Tribal Member I.D. # 4750

50. Q: Why has the OSIYO report not been utilized, voted in the recommendations and is in place in order to save our Tribe for the very reason the study was done in the first place?

A: The question presumes that the study accomplished the goal of saving money for the Tribe. Savings were not identified and the report lacked sufficient detail to support its recommendations. Some of the suggestions for savings actually resulted in reductions of direct services to membership through reduction of such programs as EHAP (Extended Healthcare Assistance Program). Diminishing services to membership was not the original intent of the study.

Tribal Member I.D. # 1239

51. Q: What weekly reports do Tribal Council members submit to account for their work activities?

A: The Tribal Recorder keeps track of all weekly meetings and reports of the Council and publishes the weekly records, schedule and attendance on the LRBOI governmental website. Under the Constitution, the Council Recorder informs the membership of the Activities of Tribal Council. In addition, the weekly meetings are summarized in a monthly table published online and monthly in the Little River Currents. All open records of the Tribal Council are public. The weekly schedules of work sessions are posted on the Little River Government Web site in summary form. In addition, Members can always request additional detailed information from the Tribal Council.

52. Q: How do Tribal Council members submit expense reports when they travel?

A: The Tribal Council follows the same procedure as everyone else does, by following the Little River Band of Ottawa Indians Accounting Policy & Procedures Manual, Policy/Procedure # 9.4.1 Travel Reconciliation – Travel Closeout.

53. Q: When will Council develop an online, searchable database for Tribal Council records?

A: Currently, the Tribal Council does not have sufficient IT support to create a searchable database for Council Records. The Tribal Council Recorder has notified the IT Director, Mr. George LeVasseur, of the Membership's desire to have 'search enabled' resolutions and minutes available on the website. The Tribal Council Recorder has also conveyed that 'Keyword' search enabled documents will serve not only membership, but also government employees that use the Tribe's website for research and official publication materials.

Currently, all IT resources of the Tribe are directed by and within the control of the Ogema. The Council cannot set the priorities of the department, or direct their work flow or production. The Membership is encouraged to contact the Ogema, to make your requests known for improvements to the information currently available on the Tribal Government's website.

54. Q: When will Council meetings be televised on the Public Access channels in a similar fashion to that of other local government offices?

A: Please refer to Question #34. Additionally, public access channels are only broadcast in their local areas. Using public access channel may not be the best form or medium to reach members that reside outside the local broadcast area. However, if the Membership desires this forum, Tribal Council encourages the membership to contact the Ogema

to facilitate the use of Public Access Channels.

55. Q: What is the process for tribal citizens who wish to view all the documents pertaining to an issue, say Kern Valley, the Reservation Restoration Project, etc?

A: In accordance with Article III, Section 2 of the Tribal Constitution; Tribal Members may view open records at any time during normal business hours. Members that wish to review records are encouraged to contact the Tribal Council Office, so that the Recorder may schedule staff time accordingly.

56. Q: When will all tribal citizens be able to vote for all tribal council members?

A: The membership would have to amend the Constitution and vote on the amendment reflecting that change, before all Tribal Members would be able to vote for all Tribal Council Members in an election. The Membership can amend the Constitution through the following method: ARTICLE XIV – AMENDMENTS "It shall be the duty or the Secretary of Interior to call an election on any proposed amendment at the request of Tribal Council or upon receipt of petition, which has been verified by at least thirty percent (30%) of those eligible voters of the Little River Band."

57. Q: When will Saturday meetings be planned to accommodate working people or those who need to travel a distance to attend?

A: The Tribal Council made accommodations for working people and those who needed to travel a distance to attend Tribal Council meetings. Saturday meetings were held for time however they were very poorly attended. Although this could prove problematic for executive staff to attend, the Tribal Council is certainly willing to work with the Ogema to revisit the possibility of hosting Saturday meetings once again.

58. Q: How do Tribal Council members report the activity of the Commissions or Committees they are the liaisons for?

A: The Tribal Council Liaisons are not responsible for reporting the activities of the Commissions or committees that they are assigned to. This question appears to be originating from a basic misunderstanding of the Tribal Laws and Constitution. For example, the Constitution vests the Speaker with receiving reports, however, that clause in the Constitution does not make the Speaker "liable" to ensure that the reports are filed [Art.IV, Sect. 5(3)]. The Tribal Council has enacted laws that create the Commissions, delegate the subject matter they are to regulate, and created the obligations by statute for the reporting of their activities. Within the Commissions Ordinance [#04-150-01] the Tribal Council created a designation titled "liaison" to facilitate communication between the Council and the commissions. [Commissions Ordinance- See Art V, 2(b)]. The Council has no accountability for reporting the activity of any Commission of the Tribe. Those obligations are spelled out within the Commissions Ordinance, as well as their respective enabling legislation. All Commission reports, once accepted for filing, are available to members on the Tribe's website, as well as through the process

of reviewing records during normal business hours as outlined in the Constitution. Commissions are responsible for reporting their activity under their governing documents (i.e. Commission's Ordinance, Children's Code etc.); the Tribal Council does not report their activity.

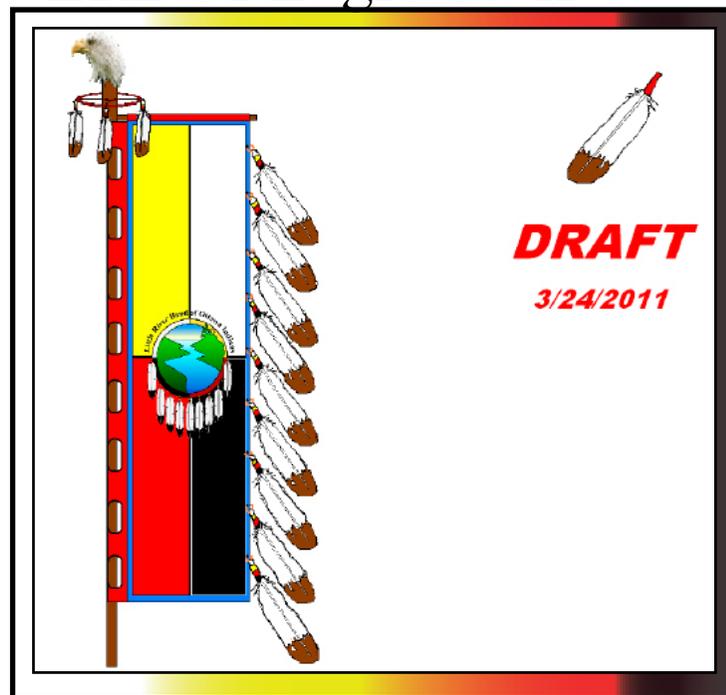
59. Q: When will Tribal Council minutes, at least noted in draft form, be available within a week of the original meeting?

A: The Tribal Council makes every effort to have open session meeting minutes approved in a timely manner. Currently, minutes are approved within two weeks of the original date of the meeting, barring any unforeseen circumstances. These minutes are posted on the LRBOI website within 48 hours of approval. It is our practice not to release or post copies of the minutes in draft form to avoid any confusion that members may think they are reviewing minutes that have received final approval.

60. Q: What plans does Tribal Council have to report detailed legislative activities of Council individuals and the group as a whole?

A: The Tribal Council Recorder issues a report that is printed in the Little River Currents Newsletter on a monthly basis. The report details Tribal Council activity, attendance at Tribal Council work sessions. The Recorder has also added a new chart to provide the voting record of each member of Tribal Council for the previous month.

“LRBOI Eagle Staff”



The Little River Band of Ottawa Indians is contemplating creating a new LRBOI Tribal Eagle Staff. An Eagle head and wings have been donated to the tribe and the government is now looking for interested members to help with ideas and handiwork.

If you are interested in this important project, please contact the Tribal Historical Preservation Department. Contact them by mail or phone at extension 231-723-3814.

Work Session Attendance											
Date	Work Session Title	Steve Parsons	Janine Sam	Kimberly Alexander	Candace Chapman	Virgil Johnson	Sandy Mezeske	Pat Ruiter	Lee Sprague	Michael Ceplina	Total Attending
1/3/12	Budget & Appropriations Ordinance	X		X	X	X	X	X	X	X	8
1/3/12	Red Bird Productions	X	X		X	X	X	X	X	X	8
1/3/12	Round Table	X	X	X	X	X	X	X	X	X	9
1/3/12	Agenda Review	X	X	X	X	X	X	X	X	X	9
1/9/12	Parks and Recreation Master Plan	X	X		X	X	X	X		X	7
1/9/12	Native American Assistance Program	X			X	X	X	X		X	6
1/9/12	Agenda Review	X		X	X	X	X	X		X	7
1/10/12	Little River Casino Resort Financial	X	X	X	X	X	X	X		X	7
1/10/12	Round Table Discussion	X	X	X	X	X	X	X		X	8
1/16/12	Freedom of Information Act	X			X		X		X	X	5
1/16/12	Facebook Access	X	X		X		X		X	X	6
1/16/12	Agenda Review	X	X		X		X		X	X	6
1/16/12	Government Financial Report	X			X		X		X	X	5
1/17/12	Tribal Court Ordinance	X			X	X	X	X	X	X	7
1/17/12	Gaming Enterprise Ordinance	X			X	X	X	X	X	X	7
1/17/12	Round Table	X			X	X	X		X	X	6
1/23/12	Utilities Department		X	X		X	X			X	5
1/23/12	Agenda Review		X			X	X		X	X	5
1/23/12	CORA		X			X	X			X	5
1/27/12	Membership Assistance Regulations	X	X	X	X	*		X	X		6
1/27/12	Preference Policy	X	X	X	X	X	X	X	X	X	9
1/30/12	Capital Projects	X		X		X	X	X	X	X	7
1/30/12	Government Center Funding	X				X	X	X	X	X	6
1/30/12	Agenda Review	X				X	X	X		X	5
1/30/12	MRG	X				X			X	X	4
1/31/12	Chief Legislative Counsel Job Description	X	X	X	X	X		X	X	X	8
1/31/12	Round Table	X	X	X	X	X		X	X	X	8
	Total - 27 Work Sessions	24	15	12	20	22	23	18	19	26	

Little River Band of Ottawa Indians Department of Commerce -Workforce Development Program *Revised*

1.01: Internship Program Policy/Procedure: Policy:

To recruit, assist, and offer LRBOI Tribal Citizens and Tribal Preference Students the work experience in an assortment of positions that are needed Tribal wide. LRBOI via its' government, enterprises, and business entities has the ability to offer the Tribal Citizen/Preference College student(s) an educational internship in almost any field of study.

Examples: law enforcement, accounting, legal, marketing, social work, medical, administration, construction, etc. Commerce Department will budget ten (10) Internship positions per fiscal year. Applications are accepted January 1st and positions are filled on a first come first served basis.

Description:

The internship experience is designed to provide LRBOI Tribal Citizen and Preference Students with the opportunity to gain supervised experience in a work setting for which academic credit is earned. Internships are valuable to LRBOI Tribal Citizen and Preference Students because the internship can be included on their resume and in interviews as work experience.

LRBOI gains an opportunity to help LRBOI Tribal Citizen and Preference Students by participating in the educational process and the opportunity to identify potential applicants for the future.

LRBOI gains the following benefits by offering internships:

- Interns perform functions that will assist more experienced employees
- Interns can complete special projects that would otherwise go undone
- Interns can assist on short-term assignments
- LRBOI gains access to a motivated and skilled labor pool
- Interns can be used to carry out functions during periods of peak load

Definition of Internship:

The Internship Educational Grant Program (applications available through the LRBOI Commerce Department) is only open to LRBOI Tribal Citizen and Preference Students that meet the following requirements:

1. Applicant must be an enrolled LRBOI Tribal Citizen or Tribal Preference (Descendant) and at least 18 years of age.
2. Applicant must have a 2.75 Cumulative Grade Point Average (G.P.A.).
3. Applicant must be in a degreed program at an accredited College or University.
4. Length of Internship paid by the Work

Force Development Program is 240 paid hours at \$10.00 per hour.

Applicant shall only receive educational grant payment or wage being paid for Internship Program (If any wage is available). Applicant shall not receive wage in addition to educational release time. Tribal citizen employees of the Tribe and or its enterprises shall not be paid the hourly internship wage in addition to their educational release time.

Students on academic or disciplinary probation will not be permitted to enroll in an internship.

Priority of Internships:

1. LRBOI Tribal Citizens that need to complete an internship as part of their degree
2. LRBOI Tribal Citizens enrolled in an accredited college or university
3. LRBOI Descendants that need to complete an internship as part of their degree
4. LRBOI Descendants enrolled in an accredited college or university
5. LRBOI Tribal Citizens High School Graduates enrolled in an accredited college or university (GPA requirement waived since no GPA has been established)
6. First time applicants are given priority except for Tribal Citizen and Descendant that meet #1 and #3 above.

Assignments for Interns:

Internship tasks should be planned ahead of time, and short- and medium-term projects are better than the same assignment day after day.

It is recommended a mix of projects requiring team collaboration involving other

employees and projects assigned to the intern alone, to be handled from start to finish and

not too much administrative work.

Look for projects that employees may never get around to because they lack the time.

Learning objectives need to be structured so that they are result and competency based.

LRBOI will continually guide the student toward increased responsibility and learning

opportunities will increase with each additional work assignment.

Pay for Interns:

Pay for internships will be \$10 per hour. As stated above, an applicant shall only receive educational grant payment or wage being paid for Internship Program (If a wage is available). Applicant shall not receive wage in addition to educational grant.

Length of Internships:

All internships must be based on a minimum number of hours per week.

Director and Intern will develop a work schedule.

Full time internships are approximately 6-10 weeks.

An individual is only allowed (1) one internship per fiscal year.

Appropriate use of Interns:

The Federal Fair Labor Standards Act (FLSA) offers several examples of acceptable training such as:

- A student shadowing a hospital nurse but provides no patient care
- A retailing student practicing ringing up purchases and making change at a simulated checkout station
- A trainee enters "worthless" data on a computer that the business will not use

Please see the Department of Commerce for other programs that may assist you during your internship such as: Internship Hosting, Career Assistance Vouchers, Employment Daycare Assistance Voucher, Vocational Rehabilitation, Employer Incentive Rebate Program, and Development & Training.

To Directors:

Engaging Interns:

Internships are for the benefit of the student. Interns are not to be used in place of employees. Interns will be placed in entry-level pre-professional experiences that are designed to enhance and build their skills. Generally, interns will observe the workplace, discuss with the supervisor such matters as why work is done in a certain way and suggest improvements based on their course work.

Internships are not designed to be an advantage to LRBOI and Interns are not entitled to a job at the conclusion of the internship. The purpose of the internship is to provide a learning experience. It is expected that the supervisory time required will outweigh any work performed by an intern.

Interns usually perform tasks under the watchful eye of a supervisor/employee. If an intern deals with clients or customers without a supervisor present—as a practice teacher will handle a class alone—they review proposed activities or decisions either beforehand or afterward with an employee/supervisor.

Interns will be required to acknowledge in writing that they are not an LRBOI employee, are not entitled to employee benefits, are not entitled to workers compensation, and will comply with all applicable company policies (e.g., confidentiality, illegal drugs, intoxication, safety, etc.). Any forms required by a government agency will be completed at the beginning of the internship. The Intern will be provided with a current detailed job description of work tasks to be performed prior to any student placement.

Work hours for Interns:

Departmental functions and needs are likely to dictate whether interns will work a few hours each week during the academic year or join you for several days a week during school breaks.

1.02: Internship Hosting:

To assist LRBOI Tribal Citizens who are in the Internship Program by providing them with a low or no-cost lodging opportunity so that they may fulfill their internship requirements in a safe and friendly environment. It is encouraged that LRBOI families assist the College and University students by volunteering for this program.

1. Sponsoring Host must be an enrolled LRBOI Tribal Citizen and at least 18 years of age.
2. Must provide Internship Applicant with separate room.
3. Little River Band of Ottawa Indians will pay Internship Host Families an Honorarium. It will be paid at the end of the applicants internship in the amount of \$25 per week for a maximum total of \$150.00

2.01: Development & Training:

Various training and services as needed for LRBOI Citizens not limited to the following: pre-employment drug testing, pre-employment physicals, purchase of bus passes, procurement of drivers record, job interviewing skills, unmet college/university course fees and miscellaneous fees. The Commerce Department will coordinate and work with Michigan Indian Employment & Training Services, Michigan Works, and any other local, state, tribal, or federal agency. The maximum amount per applicant that will be paid on their behalf to third party vendors is \$300.00 per calendar year.

Coordinate LRBOI program services with outside agency services to allow for the maximum benefit to the Tribal Citizen.

1. Applicant must be an enrolled LRBOI Tribal Citizen and at least 18 years of age.
2. Applicant must be enrolled in the LRBOI Workforce Development Program
3. Funds will be paid directly to third party vendors on behalf of the Tribal Citizen
4. Funds will only be released with proper documentation: invoices, bill, estimate, etc.

3.01 Career Assistance Voucher:

Career Assistance Vouchers can be used for supplies, tools, clothes, bus passes, and daycare but are not limited to those uses. Career Assistance Vouchers are anything that reasonable assists the applicant in advancing their career via the LRBOI Workforce Development Program. The Career Assistance Voucher amount is \$200.00 per calendar year and the applicant must meet all of the following guidelines.

1. Applicant must be an enrolled LRBOI Tribal Citizen and at least 18 years of age.
2. Applicant must be enrolled in the LRBOI Workforce Development.
3. Applicant is only available for Career Vouchers once per calendar year.
4. Applicant must be a new hire and notify LRBOI Workforce Development within 30 days of hire date.
5. Employment & Enrollment verification is required prior to any disbursement of funds.

4.01 Employment Daycare Assistance Voucher:

Employment Daycare Vouchers can be used to assist in removing one of the biggest barriers to sustainable employment. The Employment Daycare Voucher amount is \$250.00 per calendar year and the applicant must meet all of the following guidelines.

1. Applicant must be an enrolled LRBOI Tribal Citizen and at least 18 years of age.
2. Applicant must be enrolled in the LRBOI Workforce Development.
3. Applicant is only available for Employment Daycare Vouchers once per calendar year.
4. Applicant must be a new hire placed for employment via the partnering organizations.
5. Employment verification is required prior to any disbursement of funds.
6. Funds can only be paid to a licensed daycare provider.
7. Payment shall be made directly to the licensed daycare provider

5.01 Vocational Rehabilitation:

To assist LRBOI Tribal Citizens and family members who have disabilities gain or retain suitable employment. This is one of two cooperative resource-sharing agreements between a tribe and a state-federal vocational rehabilitation program in the country.

1. Eligible individuals must have disabilities that present substantial impediments to employment.
2. Eligible individuals must be LRBOI Tribal Citizens, family members or those economically dependent on LRBOI Tribal Citizens.
3. All services are individualized and are based on assessments of vocational potential and rehabilitation needs.

4. Services are provided pursuant to The Rehabilitation Act of 1973, as amended, and are coordinated by a Michigan Rehabilitation Services rehabilitation specialist and Family Services Department.

6.01: Adult Work Experience/Employment Program

Policy:

To recruit, assist, and offer LRBOI Tribal Citizens a work experience in an assortment of positions that are needed Tribal wide. LRBOI via its' government, enterprises, and business entities has the ability to offer the Tribal Citizen a work experience in many areas.

Examples: law enforcement, accounting, legal, marketing, social work, medical, administration, construction, etc.

Description:

The Adult Work Experience/Employment Program is designed to provide the LRBOI Tribal Citizen the opportunity to gain supervised experience in a work setting. Work experience is valuable to the LRBOI Tribal Citizen because the experience can be included on their resume and in interviews. All applicants selected to participate in the Adult Work Experience / Employment Program will be required to complete up to 32 hours of Job Readiness Training.

LRBOI gains an opportunity to help LRBOI Tribal Citizens by participating in the employment process and the opportunity to identify potential applicants for the future.

LRBOI gains the following benefits by offering work experience:

- Work experience employees perform functions that will assist more experienced employees
- Employee can complete special projects that would otherwise go undone
- Employee can assist on short-term assignments
- LRBOI gains access to a motivated and skilled labor pool
- Employee can be used to carry out functions during periods of peak load

Definition of Adult Employment Program/Work Experience:

The Adult Employment Program (applications available through the LRBOI

Commerce Department) is only open to LRBOI Tribal Citizen that meet the following requirements:

1. Applicant must be an enrolled LRBOI Tribal Citizen at least 18 years of age.
2. Applicant must complete a standard LRBOI Employment Application at LRBOI Human Resources and a Workforce Development Application for Programs at Commerce (both Applications available online). The deadline for

submitting both Applications is May 1st during the program year. Fifteen (15) positions are budgeted for the fiscal year and will be filled on a first come first served basis.

3. Applicant must complete up to 32 hours of paid Job Readiness Training during employment.

4. Length of Work Experience paid by the Workforce Development Program is 320 hours at \$10.00 per hour.

5. A Work Experience employee is allowed one Work Experience per fiscal year.

Applicant shall only receive wage being paid for work experience through the Program. Applicant shall not receive wage in addition to educational release time. Tribal Citizen employees of the Tribe and or its enterprises shall not be paid the hourly work experience wage in addition to their educational release time.

Fifteen (15) Adult Work Experience positions are available during the fiscal year. Employees selected for a work experience understand that their selection is based on the strength of their application and interview and all positions are considered competitive. Applications are accepted January 1st with position placements made on a first come first served basis.

Job Readiness Training:

Adult Work Experience employees are required to complete up to 32 hours of Job Readiness Training during the program. Job Readiness Training will consist of resume and cover letter preparation, preparing for the interview, how to correctly fill out a job application, job searching strategy, and other training applications designed to prepare the individual for work and job retention. Job Readiness Training will take place during the Adult Work Experience Program. Job Training Readiness hours may be waived if the program participant shows proficiency in all aspects of the Job Readiness Training Curriculum. See Job Readiness Training Curriculum.

Assignments for Work Experience Employees:

Employee tasks should be planned ahead of time, and short- and medium-term projects are better than the same assignment day after day.

It is recommended a mix of projects requiring team collaboration involving other employees and projects assigned to the work experience employee alone, to be handled from start to finish.

Look for projects that regular employees may never get around to because they lack the time.

Project objectives need to be structured so that they are result and competency based.

LRBOI will continually guide the work experience employee toward increased responsibility and learning opportunities that will increase with each additional work assignment.

Pay for Employees:

Pay for Adult Work Experience will be \$10 per hour. As stated above, an applicant shall only receive wage being paid for Work Experience Program.

Length of Work Experience:

All Work Experience employees must be based on a minimum number of hours per week.

Full time work experience is approximately 8-10 weeks not to exceed 320 hours.

An individual is only allowed (1) one work experience per fiscal year.

Other Programs:

Please see the Department of Commerce for other programs that may assist you during your work experience such as: Career Assistance Vouchers, Employment Daycare Assistance Voucher, Vocational Rehabilitation, Employer Incentive Rebate Program, and Development & Training

To Directors:

Engaging Work Experience Employees:

Adult Work Experience is for the benefit of the employee. Employees in the Program are not to be used in place of regular employees. Employees will be placed in entry-level pre-professional work experiences that are designed to enhance and build their skills.

The Adult Work Experience is not designed to be an advantage to LRBOI and employees are not entitled to a job at the conclusion of the work experience. The purpose of the program is to provide experience and enhance individual skills.

Employees usually perform tasks under the watchful eye of a supervisor/employee. If an employee deals with clients or customers without a supervisor present they review proposed activities or decisions either beforehand or afterward with an employee/supervisor. The employee shall be evaluated by the supervisor at least once during the program.

Adult Work Experience employees will be required to acknowledge in writing that they are not a regular LRBOI employee, are not entitled to employee benefits, are not entitled to workers compensation, and will comply with all applicable company policies and employment requirements (e.g., drug test, confidentiality, illegal drugs, intoxication, safety, etc.).

Any forms required by a government agency will be completed at the beginning of the work experience including a standard LRBOI Employment Application and Workforce Development Application for Programs.

Work hours for Employees:

Departmental functions and needs are likely to dictate whether employees will work a few hours each week during the work experience or on a full-time basis. Total hours for the work experience employee shall not exceed 320 hours. Employee will be responsible for submitting to the Commerce Department a weekly Time Sheet each Monday at 9:00a.m. Failure to do so may result in late payment of hours worked.

6.02: Summer Youth Work Experience/ Employment Program

Policy:

To recruit, assist, and offer LRBOI Tribal Citizens a work experience in an assortment of positions that are needed Tribal wide. LRBOI via its' government, enterprises, and business entities has the ability to offer the Tribal Citizen a work experience in many areas. All positions are limited to the Manistee, Michigan area.

Description:

The Summer Youth Work Experience/Employment Program is designed to provide the LRBOI Tribal Citizen the opportunity to gain supervised experience in a work setting. Work experience is valuable to the LRBOI Tribal Citizen because the experience can be included on their resume and in interviews. All applicants selected to participate in the Summer Youth Work Experience / Employment Program will be required to complete up to 32 hours of Job Readiness Training.

LRBOI gains an opportunity to help LRBOI Tribal Citizens by participating in the employment process and the opportunity to identify potential applicants for the future.

LRBOI gains the following benefits by offering work experience:

- Work experience employees perform functions that will assist more experienced employees
- Employee can complete special projects that would otherwise go undone
- Employee can assist on short-term assignments
- LRBOI gains access to a motivated and skilled labor pool
- Employee can be used to carry out functions during periods of peak load

Definition of Summer Youth Employment Program/Work Experience:

The Summer Youth Employment Program (applications available through the LRBOI Commerce Department) is only open to LRBOI Tribal Citizen(s) that meet the following requirements:

1. Applicant must be an enrolled LRBOI Tribal Citizen at least 16 - 17 years of age.

2. Applicant must submit a State of Michigan Form CA-7 Combined Offer of Employment and Work Permit/Age Certificate for minors 16 and 17 years of age at LRBOI Human Resources as well as a standard LRBOI Employment Application, and a Workforce Development Application for Programs at Commerce. The deadline for submitting both Applications is June 1st during the program year. Ten (10) positions are budgeted for the fiscal year. After June 1st deadline, if any positions remain, placements will be made on a first come first served basis.

3. Applicant must complete up to 32 hours of paid Job Readiness Training during employment.

4. Length of Youth Work Experience paid by the Workforce Development Program is 320 hours at minimum wage (\$7.65 per hour for 2012)

5. A Work Experience employee is allowed one Work Experience per fiscal year.

As stated above, an applicant shall only receive wage being paid for Work Experience Program.

Length of Work Experience:

All Work Experience employees must be based on a minimum number of hours per week. Full time work experience is approximately 8-10 weeks not to exceed 320 hours. An individual is only allowed (1) one work experience per fiscal year.

To Directors:

Engaging Work Experience Employees:

Summer Youth Work Experience is for the benefit of the employee. Employees in the Program are not to be used in place of regular employees. Employees will be placed in entry-level pre-professional work experiences that are designed to enhance and build their skills.

The Summer Youth Work Experience is not designed to be an advantage to LRBOI and employees are not entitled to a job at the conclusion of the work experience. The purpose of the program is to provide experience and enhance individual skills.

Employees usually perform tasks under the watchful eye of a supervisor/employee. If an employee deals with clients or customers without a supervisor present they review proposed activities or decisions either beforehand or afterward with an employee/supervisor. The employee will be evaluated by the supervisor at least once during the program.

Summer Youth Work Experience employees will be required to acknowledge in writing that they are not a regular LRBOI employee, are not entitled to employee benefits, are not entitled to workers compensation, and will comply with all applicable company policies and employment requirements (e.g., drug test, confidentiality, illegal drugs, intoxication, safety, etc.).

Any forms required by a government agency will be completed at the beginning of the work experience including a Workforce Development Application for Programs and submission of a Form CA-7 for minors 16 and 17 years of age.

Work hours for Employees:

Departmental functions and needs are likely to dictate whether employees will work a few hours each week during the work experience or on a full-time basis. Total hours for the work experience employee shall not exceed 320 hours. Employee will be responsible for submitting to the Commerce Department a weekly Time Sheet each Monday at 9:00a.m. Failure to do so may result in late payment of hours worked.

‘All Things Considered’

How to Provide Excellent Customer Service Using Emotional Intelligence Perspectives from Human Resources-



Allen C. Stone- HR Director

As promised in the last article in the Currents referring to “Internal Customer Service”, it is now time to look externally to those people who require your time and undivided attention called “External Customers.”

You may be smart, but if you have an outstanding reputation as a customer service professional or a key part of your job is providing customer service on behalf of the Tribe, it’s probably your “emotional IQ” (EIQ) that deserves a lot of credit.

Emotional intelligence is the ability to recognize, describe, understand, and work effectively with emotion. You’re what is known as a “people person.” If you don’t see yourself as a “people person,” here’s how to boost your EIQ:

- 1) Practice Analyzing customer emotions. When you witness undesirable emotions, respond with a voice tone or statements that communicate assurance that they will experience satisfaction;
- 2) Validate your customer’s feelings by using empathetic language like, “ I can certainly understand your concern about this matter”;
- 3) Practice “upstream thinking” by anticipating and acting on your customer’s needs even before they recognize them;
- 4) Be aware of your body language. The way you stand, use your hands, or nod your head can send powerful messages of enthusiasm or indifference to customers, which they’ll feel- and remember.

Next Article: A series on Teamwork..

Applicant shall only receive wage being paid for work experience through the Program. Applicant shall not receive wage in addition to educational release time. Tribal Citizen employees of the Tribe and or its enterprises shall not be paid the hourly work experience wage in addition to their educational release time.

Ten (10) Work Experience positions are available during any given program year. Employees selected for a work experience understand that their selection is based on availability of positions and interview and submission of required applications and forms. The Summer Youth Work Experience Program will take place from the end of the Public School Year until Labor Day.

Job Readiness Training:

Summer Youth Work Experience employees are required to complete up to 32 hours of Job Readiness Training during their employment. Job Readiness Training will consist of resume and cover letter preparation, preparing for the interview, how to correctly fill out a job application, job searching strategy, and other training applications designed to prepare the individual for work and job retention. Job Readiness Training will take place during the Summer Youth Work Experience Program. See Job Readiness Curriculum.

Assignments for Youth Work Experience Employees:

Employee tasks should be planned ahead of time, and short- and medium-term projects are better than the same assignment day after day.

It is recommended a mix of projects requiring team collaboration involving other employees and projects assigned to the work experience employee alone, to be handled from start to finish.

Look for projects that regular employees may never get around to because they lack the time.

Project objectives need to be structured so that they are result and competency based.

LRBOI will continually guide the work experience employee toward increased responsibility and learning opportunities that will increase with each additional work assignment.

Pay for Employees:

Pay for Summer Youth Work Experience will be minimum wage (\$7.65 per hour).

2012 CAMP SEASON



It is a new year and we are beginning our search for community involvement with the Indian Village Camp program. The biggest question we have had about Indian Village Camp is: "Who can attend the camp?"

The answer is: Anyone (12-17, male or female) who might be considered "at-risk" which is a very open guideline for admissions. We ask that parents or service providers make that determination on their own, though final approval for admission is ultimately up to the Indian Village Camp program. (A history of certain types of violence, abuse or health problems may bar someone from being admitted.) The camp is designed for tribal members, descendants and those from households where parents or siblings are Native American.



At the Indian Village property, sapling wigwams are covered with canvas tarps and used for the sleeping quarters. Each camper gets their own wigwam, their own cot and an emergency whistle. Equipment is numbered and issued out to campers upon arrival. They are issued flashlights, canteens, compasses, eating gear and other basic camping items. They only need to bring their personal items such as appropriate clothing, hygiene items, and approved personal equipment, such as extra bug spray. Campers are not allowed to bring electronic equipment, knives or non-prescribed drugs (including alcohol). Approved medications are given to camp staff by parents and kept locked up until they need to be issued. A long house is used for cooking. Food is provided. A large round house is used for talking circles and more formal types of gatherings.

All equipment is kept in locked trailers and food is stored in ice coolers. Water is brought in from the flowing spring in Onekama or pumped from the hand pump well on the property. Private shower areas utilize gravity fed solar heated showers. Two porta-johns are rented for depositing personal biological waste.

The 2011 Indian Village Camp program was a huge success and we are calling out to Tribal Members to become involved as adult leaders. We need people to fill various openings during the upcoming camp season.

ELDERS: Elders who would like to share their stories and experiences are welcome to be a part of our talking circles. No camp experience is required, just sharing your wisdom, whatever beneficial teachings you have picked up along your life path. During a talking circle, people are allowed to share as much or as little as they want, so there is no pressure. A talking piece makes its way around the circle and each person can speak for as long as they choose, or pass the talking piece if they have nothing to say at that moment. It is an opportunity for you to share your personal life lessons with the youth and help them with your experience. (NOTE: You do not necessarily have to be fifty five years old to be considered for this honor, as traditionally becoming an elder was not related to a person's chronological age, but to their knowledge, wisdom and personal service to the community.)



PRESENTERS: Another need we have is for presenters who have skills in certain areas related to Native culture, basic knowledge of nature or wilderness living. Some of the programs we currently offer are fire making, tracking, plant and tree identification, making cedar and birch bark baskets, making pit fired pottery, making medicinal salve, making wooden spoons, learning sacred medicines and the medicine wheel, the seven grandfather teachings, talking about ceremonial activities and etiquette, drumming, learning some Anishinaabemowin words, building survival shelters, basic wilderness first aid, simple navigation techniques, night time constellations, storytelling, and barred owl calling (always an exciting activity). Several departments participate in these educational presentations including Historic Preservation, Natural Resources, Education Department and Jim Miller of Willow Winds.



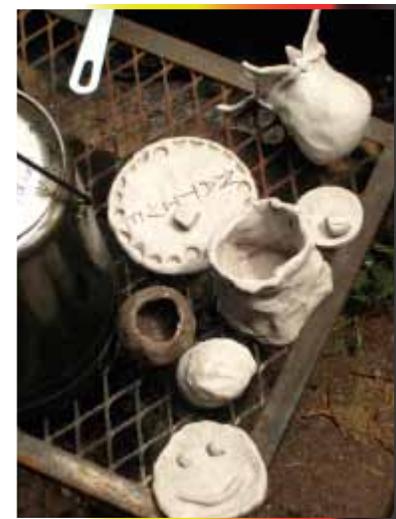
NIGHT WATCH:

In order to maintain safety, the night staff adults are scheduled to stay awake in the long house with the side tarps lifted to allow them a direct view of every wigwam. This ensures that campers are safe and staying in their sleeping areas at night. We have had several volunteers from our tribal police and courts involved as night watch, including Director of Public Safety Mike Martin and Chief Judge Daniel Bailey.



All elders, presenters and night watch must undergo a background check and have fingerprints on file with tribal police before being allowed to be present during the camp program. If you are interested in participating as an adult leader for Indian Village Camp, please contact the Peacemaking/Probation Department.

Austen Brauker
abrauker@lrboi.com
231-398-2240





The LRBOI Tribal Public Safety Department has added another highly skilled new unit to its overall service capability. TPD Officer David Rodriguez has headed up the second tribal Canine Unit with the addition of his new partner, Tribal Canine Officer 'Edo', a 15 month old German Shepherd.

Edo is a beautiful black & tan Shepherd that is officially designated a Bomb Dog. He also is trained in Tracking and Handler Protection. Later this year, Rodriguez and Edo are being sent to New Mexico for a special IED Detection school at New Mexico Tech.

Edo and Rodriguez originally went through an intense 5 week training session at Mid-Michigan Kennels in Eaton Rapids, Michigan. His class of 7 Canine teams included 4 Michigan Native Sovereign Nations teams.



According to Officer Rodriguez, Edo has a wonderful personality, is very social and loves public events. That changes when he starts working either detecting explosives, tracking or protecting his partner. Then he is all business.

Rodriguez talked about how he and Officer Mayo and 'Britt' train together every week to keep their skills sharp. Britt is the older of our two Canine Officers and Rodriguez said he is definitely helping with the training of Edo.

Working with Edo, Rodriguez has realized a personal goal of his to work with a canine partner. When the opportunity came up last year, he interviewed for the position and received the okay. The dog was funded by a grant from the Regional Homeland Security Office that covers Region 7 in Michigan. The region is comprised of 17 counties and three tribal sovereign nations, Little River, GTB and LTBB.

Director Martin commented upon the value of having Canine units with the Tribal Public Safety Department. "As a Tribal police agency, we have been given the responsibility for bomb detection in our area of the State. We are excited about taking on the challenge, and our professional K-9 Teams will do an excellent job with representing our Tribe while carrying out their tasks."

DHS supplies Generator for Justice

Persistence and patience does pay off sometimes! On February 1, 2012, contractors brought in a crane and delivered an emergency power Diesel Generator for the LRBOI *Dabaakwanige Gamig* (Justice Center) out on M22.

This project actually started with an application for funds from a 2008 Department of Homeland Security Grant for \$66,100. The project overview said, "The purchase of a generator for the Little River Band of Ottawa Indians Emergency Operations Center." Another part of the application added that this was an 'Investment Project' to, "#5 Enhance and Maintain Michigan's Incident Response Capabilities and #6 Enhance Statewide Interoperable Capabilities and Communications Resources."

The project involved participation by a number of tribal members, employees and departments over the years including TPD Sergeant Vance Bates; NRO Janelle Lyrenmann (when she was working on Emergency Management issues); Former TPD Director Joseph LaPorte; Rochelle Rollenhagen and Frank Beaver from Natural Resources (working on the Environmental Impact Statement required by the Feds); IT department Director George LeVasseur and employees Chris Varenhorst and Russel Manning; Maintenance Director Brian Gibson (and his crew who prepped the site and poured the pad) and Glenn Zaring, Director of Public Affairs while serving as Chair of the *Tribal Emergency Response Team* (TERT).

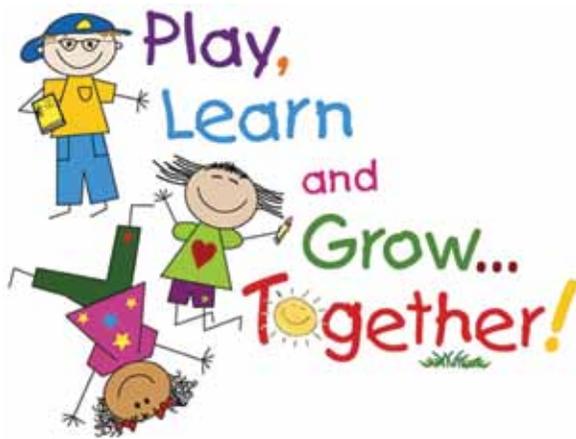
It was truly a team effort to support the tribal operations based at the Justice Center which is where the tribes' Emergency Operations Center is located. After all, without power to run the computers and equipment, the tribe would be hard-pressed to handle their sovereign duties protecting their people, lands and employees and would have to depend upon the County or State of Michigan.

Another interesting fact involved with this project is that through the continued efforts of Bates and



Zaring for tribal representation and consultation, the three tribal nations in Region 7, LTBB, GTB and LRBOI were given a voting seat on the Regional Planning Committee to help the tribes to have a say in how Homeland Security funds were used in our region. Lt. Ken Falk, the Emergency Management Coordinator for Manistee County was instrumental in helping to bring forth both the tribal representation issue and in pushing for the tribes' generator.





(This is the second of a series of articles on tribal programs and the tribal members who take advantage of them.) The LRBOI Family Services Department has been recently been offering an eight-session Parenting program. The program is titled “Positive Indian Parenting –Honoring Our Children by Honoring Our Tradition.” Shelley Kequam and Kathy Lagerquist are co-facilitators of this successful program and the *Currents* wanted to showcase the program by describing it and talking to some tribal members who have gone through the program.

Goals: The Positive Indian Parenting curriculum is designed to provide a brief, practical, and culturally specific training program for Native American parents and grandparents.

It is our goal to help:

1. Native American parents explore the values and attitudes customarily practiced throughout Indian communities and to integrate those values with modern parenting skills.

2. Native American parents develop positive and satisfying attitudes, values and skills that have roots in their cultural teachings.

3. To stress that the family, kinships, friends, elders and the general tribal community play a part in the growth and wellbeing of Indian Children.

The class consists of eight weeks for one and half hour per session that covers the eight topics and will include lecture, spiritual, physical and emotional aspect of raising Native American Children.

Grace Hendler (Tribal Council Administrative Assistant) and her daughter Tara went through the class and offered these comments:

(Grace) *My experience at the Parenting Class was very pleasant. I enjoyed and anticipated going every week. I met new people from the Tribe and learned something new every week especially from the other parents attending.*

I wished we could have finished the Severn Grandfather Teachings because I felt that it was important. It was also a time that my daughter and I could spend together while learning at the same time.

We discussed the topics after class and reviewed each other's' ideas about it.

This class will help me to see my grandchildren differently and improve the way I handle certain situations. I know it also helped my daughter on how she will raise her children.

I would recommend the Parenting Class to all Tribal member parents who want to learn how to raise their children the right way. Even foster parents

who take care of Native American children could learn our Native culture to gain knowledge of Little River Band traditions.

(Tara R. Chivis) *“I learned new things about children and parents that didn't make sense before. The group that was attending the Positive Indian Parenting, helped me understand what it was like to be a parent and to be a good one also. The PIP impacted my relationship with my Mom the most because we both talked about our side of being a parent and of being a child.*

I think this program would be an excellent way of telling your adults the hardships of becoming a parent and the responsibilities it takes to make a good/strong relationship with their future children.

The group that attended and the instructors were open-minded, very funny but serious, and were very educational. I am so glad I attended this program and look forward to attend the next one.”

Program Contacts:

Kathy Lagerquist, Co-facilitator 398-6705

Shelly Kequam, Co-facilitator 398-6707

Dates: Monday starting with March 12 and ending May 7th,

Time: 5:30pm to 7:30 pm

Location: Administration building on US- 31, across from KFC.

Light meal and some child care for children over 3 yrs.

Save the Date

Gardening for Healthy Eating Seminar

Brought to you by Diabetes Education/Health Promotion in collaboration with the Tribal Education Department
Saturday March 24, 2012 Aki Maadiziwin Community Center

Registration begins at 8 a.m. with seminar from 9 a.m.-4 p.m. Breakfast and lunch provided.

Guest speakers include Kathy LeBlanc, Bay Mills Community College, Traditional Teacher How to prepare the land for the sacred gift of food

Food is medicine and sacredness of the land and food

Additional topics include:

What additives/toxins are in the food we eat today and how to avoid them

Replenishing the soil to give proper nutrients to your garden without using hazardous chemicals

How to maximize your productivity/yield in your garden

How to start and maintain compost and natural fertilizers

Seed saving and how to plan for gathering seeds for next year

Pre-registration is required in order to assure we have enough food.

Contact Holly Davis at 231-398-6610, Community Health Representatives 231-398-6629 or the education department

Yvonne Theodore 231-398-6715



By now most of you are aware of the changes to the Education Department budget, most notably the decrease in the unmet need scholarship cap amount to \$2500, and the reduction of the book stipend to \$100, \$200 and \$350 for fall and winter semesters. There will be a summer book stipend available as well at \$200, and a scholarship cap of \$1000.

You should also be aware of cuts to the LRBOI Student Services programs, in particular the school clothing program which has been reduced from the previous level of \$400 to \$300 for 2012. There are changes in the Activities assistance amounts as well, and currently that program is on hold while we make changes in the way the program works. Funding remains as before for senior expenses, class ring assistance and driver's training, all of which are one-time only awards. Student Services Registration forms will be out early in February this year, with a single, non-negotiable deadline date.

Once you receive the application (in the bright yellow envelope, with a stamped pre-addressed return envelope included) fill it out and put it in the mail right away. No exceptions will be made to the deadline this year. Any application received with a postmark after the deadline date will not be accepted.

Additionally we received a cut to the number of Adult Education Incentive grants, and those funds have been depleted. So there is no current funding remaining for the Adult Ed program. If you have questions or concerns, please contact the Education Department. Thanks.

Yvonne Parsons
(231) 398-6735
yparsons@lrboi-nsn.gov

Santana Aker
(231) 398-6654
saker@lrboi-nsn.gov

Deb Davis
(231) 398-6724
ddavis@lrboi-nsn.gov

Canonization of Blessed Kateri Tekakwitha

Pope Benedict XVI has announced the canonization of Blessed Kateri Tekakwitha who was the first Native American to be beatified. Tekakwitha was born at Ossernenon, which today is near Auriesville, New York, USA. Tekakwitha's father was a Mohawk chief and her mother was a Catholic Algonquin. Tekakwitha's baptismal name is Catherine, which in the Iroquois languages is Kateri. She is honored by the Catholic Church as the patroness of ecology, nature, and the environment.

Also to be canonized is Blessed Mother Marianne Cope who began a religious life that focused on providing medical care in central New York and the Hawaiian islands.

On Dec. 20, Pope Benedict XVI certified miracles attributed to the two women, the final step toward sainthood. The women's canonization is expected to happen this year. When they are elevated to sainthood, they'll be among just 12 of the Catholic Church's thousands of saints who either were born in America or ministered in what is now the United States.

MIEA Incentive Program

LRBOI Elders have announced their 2010 MIEA Incentive Program. This is for students from Kindergarten through twelfth grade. Children from K to 12th grades can earn \$25.00 for perfect attendance in each of the 2 first marking so if you have gone to School every day it was open you could get \$50.00.

If you have all A's on your report card either in one marking in the first or second marking period, those may get you \$25.00 each.

Please call or come to the Elders at Aki Maadiziwin Community Center. They have the application and can tell you what you need from your school. The applications must be complete, a copy of your report card signed by your parents and a letter from an administrator from your school stating the marking periods for which they have had all A's or perfect attendance.

THE APPLICATION MUST BE RECEIVED by 5:00 P.M. on April 10, 2012 to be eligible for the program.

If you want more call June Sam 231- 398-6880

Latest Face Book count



The official tribal Face Book page continues to grow in popularity. Here's the count at the beginning of February:

Little River Band of Ottawa Indians

New Likes
13

Talking About This
18 +5.9%

Weekly Total Reach
256 +23.1%

(With some details from the Washington Post (AP))

(A concerted effort was made at LRBOI and within other Michigan Native Sovereign Nations for an accurate count in the last census. Questions were raised among a number of tribal citizens about the accuracy of the count when preliminary numbers were released. As an example, for LRBOI, approximately 60 members were recorded for the tribe through the 2010 Census, even though our tribal membership numbers approximately 4000. This discrepancy has never been adequately addressed....Editor)

The following information and demographic conclusions were drawn from the 2010 Census.

FLAGSTAFF, Ariz. — Almost half of American Indians and Alaska Natives identify with multiple races, representing a group that grew by 39 percent over a decade, according to U.S. Census data released Wednesday.

Of the 5.2 million people counted as Natives in 2010, nearly 2.3 million reported being Native in combination with one or more of six other race categories, showcasing a growing diversity among Natives. Those who added black, white or both as a personal identifier made up 84 percent of the multi-racial group.

Census Director Robert Groves said the bureau has projected that the overall Native population will increase to 6.8 million in 2030 and about 8.6 million in 2050. Both multiracial Natives and Natives alone grew at a rate higher from 2000 to 2010 than the U.S. population at large.

The majority of Natives live in 10 states: Arizona, California, Florida, Michigan, New Mexico, New York, North Carolina, Oklahoma, Texas and Washington.

Tejon Tribe of California Federally Recognized

By [Heather Shuttleworth](#) 01/12/2012

Earlier this week, the Bureau of Indian Affairs announced that the government-to-government relationship between the U.S. and the Tejon Indian Tribe has been formally recognized.

According to an [article](#) in The Bakersfield Californian there was documentation of a relationship prior to the 1970s when the Tejon Tribe was mistakenly excluded from the list of recognized tribes. The evidence was there, which helped to speed up the reaffirmation process. Although the process took 6 years, many other tribes have waited 5 times that period for recognition.

In a letter to the tribe, Assistant Secretary – Indian Affairs, Larry Echo Hawk, stated,

[u]pon review of the facts and history of this matter, including prior Assistant Secretaries' decisions, I hereby reaffirm the federal relationship between the United States and the Tejon Indian Tribe, thus concluding the long and unfortunate omission of the Tejon Indian Tribe from the list of federally recognized tribes.

As a result of recognition, the tribe will gain access to federal resources and funding with which to serve their estimated 400 members. This means increased efforts in the areas of health care, education and housing. Another priority for the tribe's leaders is securing land (in the central valley of California) upon which to establish a reservation. The tribe may also examine possible development of a gaming facility in the future.

(Editor note: With the addition of the Tejon Indian Tribe to the roles of the AI/AN nations, there are now 566 Federally recognized Native Sovereign Nations in the United States of America.)

Agreement to Promote Environmental Careers



U.S. Environmental Protection Agency, Region 7

901 N. Fifth St., Kansas City, KS 66101
Iowa, Kansas, Missouri, Nebraska, and Nine Tribal Nations

NEWS MEDIA ADVISORY

Haskell Indian Nations University and EPA Announce Partnership Agreement to Promote Environmental Careers

Contact Information: Kris Lancaster,
913-551-7557 or lancaster.kris@epa.gov

(Kansas City, Kan., January 26, 2012) – EPA and Haskell Indian Nations University officials next week will gather in Lawrence, Kan., to announce a partnership agreement to support American Indian students pursuing careers in environmental and scientific fields.

The agreement will update an existing program of activities that will enhance Haskell University's research and educational capabilities. EPA wants to increase Haskell University's awareness of federal opportunities while helping to create an environmentally conscious campus through student-led initiatives. The agreement also focuses on student employment and volunteer programs, research participation, lectures and seminars on environmental issues, and community outreach.

WHO: EPA Region 7 Administrator Karl Brooks, Haskell Indian Nations University President Chris Redman and Haskell historian Theresa Milk

WHAT: Signing of the partnership agreement and remarks.

WHERE: Stidham Union, Main Hall, Haskell Indian Nations University, 155 Indian Avenue, Lawrence, Kan. 66046

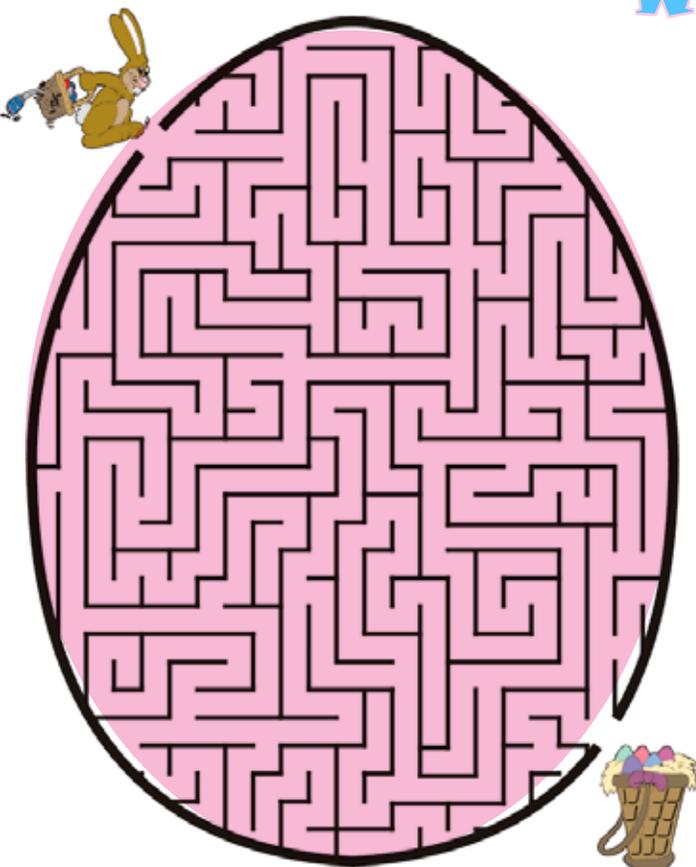
WHEN: 11 a.m. to 12 p.m. Wednesday, February 1

Haskell Indian Nations University is a land grant institution located in Lawrence, Kan. For more than 117 years, American Indians and Alaska Natives have been sending their children to Haskell, and Haskell has responded by offering an innovative curriculum oriented toward American Indian and Alaska Native cultures. Haskell has an average enrollment of more than 1,000 students each semester.

Haskell University offers a rich resource to address the problem of underrepresentation of American Indians in science, finance, mathematics, information technologies and environmental specialist fields, in addition to the participation of these minorities in national environmental programs.

Learn more about EPA's tribal program:
www.epa.gov/region07/tribal/index.htm
Connect with EPA Region 7 on Facebook:
www.facebook.com/eparegion7

We Hop you can find your way to LRBOI's annual Easter Egg Hunt!



Saturday,
April 7, 2012
11:00 am at
Gathering Grounds
(across from Casino)

Prize Awarded
for each
age group
(0-2, 3-6, 7&up)
Join us for lunch and door prizes

Any questions call
Julie Wolfe
Youth Prevention Counselor
1-888--723-8288

All children must be accompanied by an adult

Trading Post Scores Again!



Congratulations to the LRBOI Trading Post for their most recent 100% Helios rating. This is the 11th straight perfect rating for the tribal enterprise and it is a testament to the management and staff of our Gas Station/Convenience Store. Thanks to Jamie Friedel and the crew for all their hard work.

LA Movie Awards Winner "Homunculus"



LRBOI Peacemaker and Probation Officer Austen Brauker has been awarded 1st place in the Los Angeles Movie Awards for his film, "Homunculus".

In the notice, LAMA said that, "We would like to Congratulate you on your win in the LAMA this season. We also would like to thank you for participating and submitting such high quality work."

Congratulations to Austen for your wonderful artistic contributions in film and other artistic mediums. His work as well as that of a number of other tribal artists was featured in the last quarter of 2011 with a special showing at the Manierre Dawson Gallery. (see the last edition of the *Currents* for pictures of this exhibit.)

Tax-Exempt Quotas
Tax-exempt motor fuel monthly limit
is 175 gallons per Tribal member.
Tax-exempt cigarette monthly limit
is 20 packs per Tribal member.

**Income Tax Reminder:
Per Capita Payments are Taxable**

The tribe is obligated to notify you that Per capita payments are subject to federal taxation. Per capita is taxable income and the taxes assessed depend on your income bracket and location. The Tribe will automatically deduct applicable taxes from the per capita payments if they meet the Internal Revenue Service's threshold that would require the withholding. The payments may also be subject to state tax if you do not live in the tax agreement area. All Per capita payments will be reported on the appropriate tax form and mailed to you by Jan. 31st. We encourage you to contact a tax preparer for further tax questions.

Michigan Income Tax Reminder

Per capita payments are subject to state tax if you do not live in the tax agreement area. Per capita payments are includable in household income for Michigan taxpayers filing for property tax and/or home heating credits.

Resident Tribal Members Can File For Annual Sales Tax Refund

If you are a Resident Tribal Member (living within the tax agreement area *and* registered with the Tax Office) you can receive a sales tax refund from the State of Michigan. There is no need to send in receipts. The refund is based on a percentage of the Resident Tribal Member's income. The Tax Office will be mailing Form 4013 to all Resident Tribal Members by the end of January. Call the Tax Office at 231-398-6874 if you are a Resident Tribal Member and do not receive Form 4013 for the Resident Tribal Member Annual Sales Tax Credit by the 1st of February.

It's Time to Check your W-4 Status

Income tax time is a good time to check your W-4 withholding amounts. If you owe state or federal income tax on your 2011 return, you may want to reduce your exemptions or have additional tax withheld for 2012. If you're getting a refund, you may want to increase your exemptions. It's also a good time to check your beneficiary designations and make sure all your important documents are up to date.

Why Pay When You Can Get Your Taxes Done for Free?

More than half of all taxpayers pay a tax preparer to file their tax return. Before using a commercial tax preparer, find out if there is a **Volunteer Income Tax Assistance (VITA)** site nearby that can help you prepare your taxes for free.

If you earn under about \$49,000, you can get free tax filing help through the IRS-sponsored VITA or Tax Counseling for the Elderly (TCE) programs. Both programs can provide fast electronic tax filing. Community volunteers receive IRS-approved training to assist individuals with tax returns.

Free Tax Preparation Sites in our Area

There are many free tax preparation sites available to seniors and low-income taxpayers. The Tax Office will maintain a list with contact information for these sites within the nine-county area. Call the Tax Office at extension 6874 if you need help locating a site near you.

2011 VITA Checklist

Getting Help to Prepare your Taxes — What to Bring with You

If you need help completing tax forms, a Volunteer Income Tax Assistance (VITA) site near you can help.

Call 1-800-906-9887 to find the nearest location. When you go to a VITA site, or if you choose to go to a commercial tax preparer, be ready.

Take these items with you:

- Valid picture ID
- Copy of 2010 tax return (if you have it)
- Social Security numbers or Individual Taxpayer Identification Numbers (ITIN) for you, your spouse and any children born before December 31, 2011. (If available, bring the Social Security cards or ITIN letters to ensure information is copied correctly onto the tax return.)
- Income documentation including:
- W-2 Forms from all jobs worked in 2011
- All 1099 Forms showing other income received in 2011
- A blank check for direct deposit of your refund (If you don't have a checking account, bring your bank account name, number and the 9-digit American Bankers Association (ABA) routing number. Contact your bank if you need assistance identifying the ABA number.)

If any of the following apply to you, take documentation with you:

- Child care expenses, including the provider's address and federal ID #
- Mortgage company statements
- Adoption expenses
- Alimony paid or received
- Any notices received from the IRS or state tax office
- Property tax bills
- College tuition and student loan interest statements
- Additional forms of income such as:
 - Prizes and awards
 - Scholarships and fellowships
 - Lottery/ gambling winnings

If you lost or do not have all of these items, you can still get your taxes prepared. Call the IRS helpline at 1-800-829-1040 to find out what you need to do and how to obtain replacement documents.

Little River Band of Ottawa Indians
Elders Calendar 2012

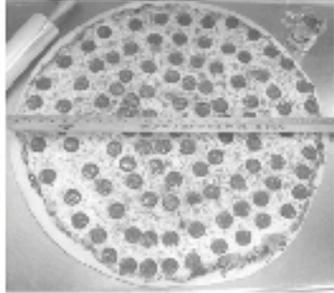
Date	Time	Event
January 7th	12 pm to 2 pm	Elders Meeting
February 4th	12 pm to 2 pm	Elders Meeting
March 3rd	12 pm to 2 pm	Elders Meeting
April 7th	12 pm to 2 pm	Elders Meeting
May 5th	12 pm to 2 pm	Elders Meeting
June 2th	12 pm to 2 pm	Elders Meeting
July 7th	10 am to 11am	Elders Meeting
August 4th	12 pm to 2 pm	Elders Meeting
September 1th	12 pm to 2 pm	Elders Meeting
October 6th	12 pm to 2 pm	Elders Meeting
<u>Elders Conference</u>		
November 3rd	Saturday	9:30am to 8 pm
November 4th	Sunday	8:30 am to 11:30 am
December 1st	Christmas Party	1:00 pm to 3:30 pm

Large
Delivery
Area!

DiPiazza's Pizzeria

1358 LEONARD ST NW
(616) 459-2754

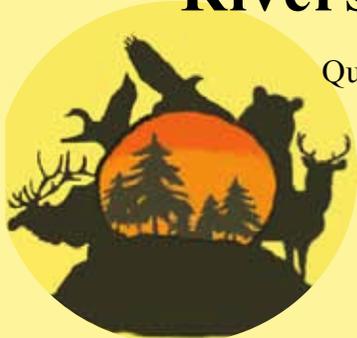
SUN-MON
4:30PM TILL 8PM
TUES-THURS
4:30PM TILL 10PM
FRI-SAT
4:30PM TO 1AM



HOME OF THE LARGEST PIZZA IN
GRAND RAPIDS AND WEST MICHIGAN
BID DI'S 30" XXXL
WWW.DIPIAZZASPIZZERIA.COM

TRIBAL MEMBER OWNED 10% OFF TO TRIBAL MEMBERS

Riverside Taxidermy



Quality work at affordable prices

Ryan Austin 231-797-8024
Licensed Taxidermist

3914 N. Little Manistee Dr.
P.O.Box 34
Luther, Michigan 49656

Government Ad's

Government Closes for the following Holidays

- *New Years Day
 - *Treaty Recognition Day
 - *Memorial Day
 - *Independence Day
 - *Labor Day
 - *Reaffirmation Day (September 21st)
 - *Veteran's Day
 - *Thanksgiving Day
 - *Friday after Thanksgiving Day
 - *Christmas Eve Day (Half Day)
 - *Christmas Day
- Some areas of the government will be continue to be available on these holidays, such as Public Safety.
- Currents will inform you of any scheduled closings of the Government facilities. It's always a good idea to call first if you are not sure. Just use the toll-free number of 888.723.8288.

Traditional Healer

J.D. Gibson

Every month
Appointments available for
Indian Health Service (IHS)
eligible Native Americans Regarding
scheduling of appointments

Please call Julie Wolfe

(231) 398-6740

Sponsored by Be-Da-Bin Behavioral Health of
the Little River Band Of Ottawa Indians

Commissions and Committees

If you are interested in serving on any of the following committees or commissions, please submit a letter of interest to the Ogema's office indicating which committee/commission you are interested in.

- Commerce Commission
- Gaming Commission
- Housing Commission
- Binojeeuk Commission
- Enrollment Commission
- Health Commission
- Natural Resource Commission

Preserve your
**PRECIOUS
MEMORIES**

Martha Howell Photography
PORTRAITS | COMMERCIAL | DESIGN
989-954-3209 marthahowellphotography@yahoo.com

MOONBEAR POTTERY & INDIAN ARTS



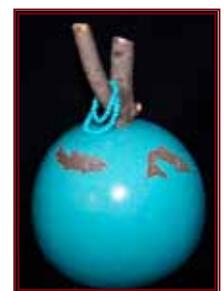
Shirley M. Brauker
1048 Silver Road
Coldwater, Michigan
49036

260-243-9027

www.moonbearpottery.com

email:

sbrauker@gmail.com



MUSCHIGON CONSTRUCTION, LLC



New Home Construction
Remodel Existing Buildings
Featuring Energy Efficient Homes
with Insulated Poured
Concrete Walls

294 River Street
Manistee,
Michigan 49660
Phone: 231-398-0800
Fax: 231-398-0802

ANISHNAABEK BUILDING THE FUTURE

See our completed projects at
muschigonconstruction.com



Y.M. Shkigwaasange Alterations

Custom ribbon shirts (any size)
Skirts (any size)
Shawl's
Quilts
Other regalia per request
Call Yvonne McShane
@ 231-723-7250
email:

ymskigwaasange@yahoo.com

Beauty on a Budget

Skin care packed with multiple benefits. Special offers you don't want to miss. Free samples so you can try before you buy. Free makeovers and expert tips. Shop at your convenience with my personal delivery. No crowds, no parking hassles. No drain on your gas tank. What better way to get all your skin care and makeup! Contact me today.

MARY KAY

Dori Carnes, Tribal Member
Independent Beauty Consultant
www.marykay.com/dcarnes1
231-638-3373

GREAT LAKES PET MEMORIAL & CREMATORY

Pet Cremation Service & Memorial Products

• Great Lakes Pet Memorial & Crematory •

Pick-Up Service - 24 Hour Service
Discounts for LRBOI Members

Tribal Member Owned!

Custom Urns ♦ Books ♦ Glass Art ♦ Jewelry
Personalized Stones ♦ Burial Markers ♦ Engraving

Traverse City
(231) 421-1370

Scan Me!

www.GLPetMemorial.com

“The Little River Band of Ottawa Indians Warriors Society is organizing fishing teams for next year’s event. If you would like to be on a team or participate in the event, please contact Bill Memberto, Commander of the Warriors Society at 1-231-398-6728”

The Warriors Society is Gathering photographs of members to be use when their office opens.

Please send photos of our Warriors either in Uniform or in Civilian dress to the address below

**Little River Band of Ottawa Indians, Warriors Society,
375 River Street, Manistee, Mi. 49660**

Throughout Indian Country, one serious topic of discussion is Emergency Management for our Tribal Nations. This is especially true as most of us will have to deal with disasters/incidents which will directly affect our families, our people and our lands.

Most recently, the news centered around a movement to reform the federal Stafford Act and pave the way for tribal leaders to be able to directly communicate with the White House regarding the emergency needs in our nations instead of going hat-in-hand to our states or counties...a further strengthening of our sovereignty and position as true leaders of our people.

Yet another discussion is the role of individuals in Emergency Management within the nations. Lynda Zambrano is the Executive Director of the National Tribal Emergency Management Council (NTEMC). Lynda has been a leading voice in the movement to bring the tribes together to train our governments and people in how to take care of ourselves. Not to the exclusion of others, but to fulfill our responsibilities to our people! She also has led training and organization efforts within the Northwestern Tribes. Lynda was asked about the challenges and opportunities for individuals to learn about Emergency Management in the Tribal Nations.

Currents: Lynda, how have the roles of individuals changed in Emergency Management within Tribal Nations since you became involved?

Zambrano: In September 2001, the United States suffered one of the most catastrophic losses in history. Immediately following this event, emergency preparedness and response activities gained new prominence. Federal and state funding for these activities dramatically increased. In this environment, many organizations scrambled to develop new preparedness programs at the state, local, and tribal levels.

In 2003, I was invited to attend a homeland security meeting on behalf of the Tribe I was working for. In the course of attending that meeting, I learned that there was not one single Federal or State Recognized Tribal Office of Emergency Management in the State of Washington. Of the 29 Federally Recognized Tribes in Washington, there were only two Tribes that were identified as having what might be considered programs that closely resembled Emergency Management, one of which was mostly organized under the Tribe's Environmental Program, while the other was organized under the Police Department.

By 2004, leaders of eight Washington tribes came together to create a Tribal consortium to collaborate in emergency preparedness efforts. This consortium hired an Executive Director and a planner to bring member tribes together for the purpose of sharing information and best practices as it pertained to the development of emergency management within each Tribal Nation. The mission of this organization was to build infrastructure and capacity within each Tribal Nation for the purpose of strengthening Tribal Sovereignty and placing Tribal Government in the driver's seat of their own emergency management efforts. This consortium of Tribes has since gained formal 501c3 status and has grown to include most of the 29 federally-recognized tribes in Washington State, as well as many Tribes now from Alaska, Oregon and Idaho.

The Northwest Tribal Emergency Management Council has provided information and best practices to Tribes across FEMA Region X, creating a Tribal Region X FEMA overlay, with well trained, highly capable and dedicated Tribal Emergency Managers. These Emergency Managers are now Federally and State Recognized as some of the best in the field and are leading new efforts in better ways to plan, prepare, respond and recover from disasters in Indian Country. These dedicated Tribes are now working to reach out to Tribes across the Nation with a strong mission to continue this important work of sharing information and sharing best practices.

Currents: Why should tribal members take time and make the effort to learn what can actually be marketable skills in Emergency Management?

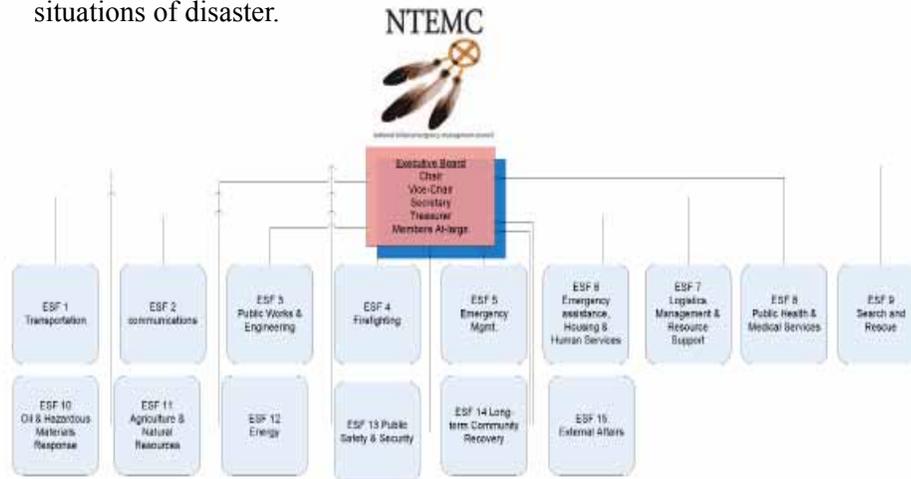
Zambrano: In my own humble opinion, because there is no work more rewarding than knowing that the skills that we learn and the skills that we may have to utilize at some point in time may be the very skills that save someone's life. In the case of the emergency manager, we have the opportunity to participate in the planning and preparedness phases of disasters, which allow us to "make every disaster a planned event." Yes, you heard right. We have an opportunity to plan for the hurricane, the fire, the winter storm, the earthquake, all of the disasters that we could be subject to, and put plans in place that will help to minimize losses to our people and to our Tribal lands. We have an opportunity to be a part of the response process, making sure that the people that are responding to our reservations are people that are familiar with our cultures and our ways. We have an

opportunity to make sure that our people are being cared for in a culturally sensitive way that appropriately respects our sovereignty and our ways. And, we have the opportunity to help our Tribe's recover from these disasters in better ways than we have ever been able to before.

We also now have the opportunity to sit at the same table with the Local, State and Federal partners and be respected for what we bring to the table. Our Nations are proud of the work that we do and the people that do the work, and we are now recognized by our partners for the skills that we are able to bring to the table.

Currents: Are there real "jobs" for members who learn the skills? If so, please give some examples.

Zambrano: There are many "real jobs" for members who want to learn the skills of emergency preparedness and emergency management, and in every discipline and area of expertise that one can think of. For example, under the National Response Framework, there are categories called Emergency Support Functions (ESF's) that work together in different situations of disaster.



Under the org chart of the National Tribal Emergency Management Council, we recognize the importance of having ESF 1, Transportation, and ESF 2 Communications, working hand in hand with ESF 3 Public Works and ESF 10 Oil and Hazardous Materials Response on perhaps a hazardous materials spill on our Tribal Lands. Vice Versa, we might want ESF 12 Energy, ESF 13 Public Safety and Security and ESF 4 Firefighting, to be working together on power lines down and wild land fires. These are very real incidents that we deal with every day in Tribal Country. Emergency Management is exciting because the field gives us the opportunity to learn a little bit about all the ESF's and learn how to best coordinate all these categories for providing the best response that we can to Indian Country.

As you heard me say earlier, many of our Tribal Nations are still not participating in Emergency Management. We need more Tribal people in the field. So, whether you want to pursue a nursing degree, or be a public works engineer, you can also learn the skills of emergency preparedness and incorporate them into your job. However, if you want to pursue an education in Emergency Management, Indian Country needs you.

Currents: Is it important for tribal members and leadership to understand Emergency Management and to embrace it within their tribes?

Zambrano: Emergency Management is an important program for everyone to understand. Emergency Management, again, is what allows us to be in the driver's seat of our own governance as it pertains to interacting with local, State and Federal governments in the face of national disasters. But, it also allows our Nations to direct our own planning, preparedness, mitigation, response and recovery efforts. Emergency Management strengthens our Sovereignty and allows us to better protect our people and our lands.

Currents: What else would you say to tribal members who might be interested in working in the Emergency Management profession?

Zambrano: More Tribal members have started their careers in Emergency Management because they took a Community Emergency Response Team (CERT) training. If you have ever considered a career in Emergency Management and are unsure about what to expect, try finding a CERT class near you. Also, look at the FEMA.gov website for the online training courses, and take a few there. They are free and full of good information. Look up the Emergency Management Institute in Emmetsburg, Maryland for course offerings and consider taking some classes there, as well. But, most importantly, I would say, start now! Start today.

(Editors' note: Your tribal government makes a great number of programs available for Tribal Members with assistance on everything from food to eat to health services and legal aid. This is the first in a series of articles regarding tribal programs at LRBOI with the stories of our people who have accessed the services for they and their families. This is not 'spin' but actual demonstration of our programs and people working to make the lives of our tribal members better.)



Reminder: If you are served with a Summons and Complaint contact the Attorney IMMEDIATELY for assistance.

Out near the Prosecutors' office at the **Dabaakwanige Gamig** (Tribal Justice Center) and tucked back around the corner is the office of Mary Witkop, the tribal attorney heading up **Members Legal Assistance**. When you first hear about the office or Mary's work, you might think, "What does she do...wills, name changes and that sort of thing?" You'd be right, but that would just be the tip of the (legal) iceberg! There is much more done there and it is a lot more important to people than you might think when you first hear about it. Hear from some of our people whom she has assisted:

- Sarah Tompkins was assisted with her with adoption, an eviction and a divorce. Sarah says, "I don't know what I'd do without her. She is punctual, knows what she is doing and follows through with everything I bring to her."
- Susan Thull was helped with issues after her parents passed away and she had to probate their estates. Susan commented, "My parents had passed away and there were life insurance benefits problems as their children weren't listed, so it had to be probated. The same thing happened with some of his stocks. Mary gave excellent advice and kept us informed. She helped us through everything!"
- Marie Riste was aided with real estate issues; contractual disputes; guardianship and conservatorship over her aunt, and Nancy Kida (former Legal Assistance Attorney and now Judge Kida) assisted her father with wills and other items. She said, "They have helped me so much at Legal Assistance! I couldn't afford an attorney for everything they have done for us. Their work helped me to get close to my father after years. Plus, they provided all the assistance and guidance we needed to take care of everything for him." Marie said that, "Mary Witkop even went to my Dad's

home in Traverse City to help with the paperwork. I call the office for all sorts of legal guidance and Mary is wonderful!"

- Ron Barwacz was helped with estate planning (trust, will, power of attorney, medical power of attorney). Ron told the **Currents**, "Mary saved me the expense of having to hire a lawyer on my own. She gave me information that was 'very strategic' and helpful. It's real good that our tribe has this service for our people. We are very impressed with work that Mary did for us."
- Tammy Bowen was aided in probating her aunt's estate. Tammy explained, "Mary just made everything easy! She helped with filing notices, handled the bills that came in and just walked me through it all. In another legal area, I had been reluctant to pursue writing my will. Mary made it very simple and painless. She walked me through this too! I had been concerned what the process would cost me and to my surprise, it's a free service for Tribal Members. I can't say enough about Mary's help...the service is wonderful and I've recommend her to all my tribal family!"
- Alicia Knapp was helped with a name change, and several other various issues. She said, "Legal Assistance answered a lot of my questions and helped me write up the papers I needed to take into court. Mary is easy to talk to and was just very helpful!"

If you have questions about Members Legal Assistance, contact Mary Witkop directly at 231.398.2234 or e-mail her at mwitkop@lrboi-nsn.gov

The Members Legal Assistance Attorney ("Attorney") is now a full time position which allows for greater assistance to Tribal Members. The Attorney urges all Tribal members to call with any legal issue they encounter. The Attorney will meet with Tribal members in the Muskegon office with an advanced appointment.

The Attorney cannot appear in court with a Tribal Member or assist with issues that involve the Tribe, but can assist with providing legal guidance and drafting of documents, including, but not limited to, the following:

1.Estate Planning. The Attorney can draft Wills, Power of Attorneys, Medical Power of Attorneys and Trusts.

2.Real Estate. The Attorney can assist with the purchase, sale or transfer of real estate. The attorney can assist with foreclosures or forfeitures.

3.Landlord - Tenant. The Attorney can assist with evictions or any other issues with a landlord or a tenant.

4.Divorce/Custody/Support. The Attorney can assist if a Tribal Member is involved in a divorce, has issues with child custody, visitation, or child support.

5.Probate of Estates. The Attorney can assist with probating a deceased's Will in state or tribal court.

6.Criminal Matters. The Attorney can give legal advice if a Tribal Member is charged with a criminal offense and explain the legal process. This includes juvenile offenses.

7.Civil Matters. The Attorney can give legal advice if a Tribal Member is involved in a civil lawsuit. While the Attorney cannot officially represent the Member in court, the Attorney has been successful at resolving Civil Lawsuits without appearing in court. This includes accusations of abuse or neglect of a child against a parent.

8.Paternity, DNA testing, Birth Certificates. The Attorney can assist Tribal Members in establishing paternity, including the use of DNA testing, and making changes to birth certificates.

9.Guardianships and Conservatorships. The Attorney can assist in obtaining Guardianships and Conservatorships for minors or for persons who are unable to care for themselves.

10.Driver's Licenses. The Attorney can assist Tribal members who are trying to get their driver's license restored through the Secretary of State.

11.General Legal Advice. The Attorney can give general legal advice for any type of legal issue that a Tribal Member may have except for issues that involve the Tribe.

General Information
Meals served at Noon

There is a cost for Guest Meals

Questions? Noelle Cross Phone: 231-398-6886

E-mail: ncross@lrboi.com

Volunteers are needed to help with meals, if interested please contact Noelle.

Donations and Contributions are greatly appreciated and are used to fund program supplies, elder activities such as Birthday of the Month gifts and Bingo. Without these contributions your program can not provide those little extras.

AKI Maadiziwin Community Center March 2012

Tip of the Month Practice Portion Control

1 hamburger (without bun) =
deck of cards

1 cup fries = about 10 fries

4 oz nachos = about 7 chips

3 oz meatloaf = deck of cards

1 cup chili = baseball

1 sub sandwich = about 6 inches

1 burrito = about 6 inches

Activities:
Wednesdays -Wii Bowling Day
Other activities:
Elder Bingo
Elder Committee Meeting 5th

LET'S PROMOTE FELLOWSHIP

Consider spending time after lunch to help with the community puzzle or just chatting with your fellow elders. Create a coffee club where you can play cards and enjoy each others company.

Quote: There must be a goal in every stage of life!!

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	Coffee, Tea, Milk and water available with each meal			1 Fish Macaroni n Cheese Green beans Desert	2	3 Ham Scallop Potatoes Vegetable Melody Carrot Cake
4	5 Pork Roast Sweet Potato Mixed Veggie Desert	6 Stir Fry Rice Veggie Desert	7 Hamburger Baked Beans Corn O' Brian Desert	8 Oven Fried Chicken Potato Wedge Lemon Broccoli Desert	9	10
11	12 Spaghetti w Meat Sauce Zucchini / Peppers Desert	13 Meatloaf Mashed Potato Spinach Toscana Desert	14 Cheesy Tuna Casserole Steamed Carrots Desert	15 Corned Beef Cabbage Carrots Desert 	16 Muskegon Meal! Please RSVP with Noelle 231-398-6886	17
18	19 Beef Ravioli Vegetable Blend Desert	20 Turkey Ham Sand Apple Carrot Salad Homemade sweet potato chips & desert	21 Salisbury Streak Mashed potato Caron Desert	22 Ranch Chicken Cheesy Rice Carrots Desert	23	24 
25	26 Chicken Pot Pie Green Beans, Peas, Carrot Red Potato Salad	27 Pot Roast Potato Carrots Desert	28 Beef Stroganoff Green Beans Pears Desert	29 Chicken Parmesan Pasta Italian Veggie Desert	30 Meals prepared are 1/3 of the RDA requirements (Recommended Daily Allowance)	31 We Promote Reduced Sodium intake and In- crease of Fruits and Veggies

Food Distribution Program (FDPIR) was created by congress in 1977 Food Stamp Act as an alternative to the Food Stamp Program for Indian Reservations. The program offers commodity to low income Native American households. No household may participate in both the Commodity Food Program and Snap Program, but eligible households can switch from one program to the other at the end of each month. Eligibility and participation for FDPIR are based on application and certification requiring tribal status, income and resources qualification, in determining who is eligible for the program. We are federally funded by the USDA and they set the regulations and guidelines for the Commodity Program.

USDA Income
Food Distribution Program on Indian Reservations
Monthly Income Standards
October 1, 2011 & October 1, 2012
Household Size Income Limits

1. \$ 1,055.00
2. \$ 1,373.00
3. \$ 1,692.00
4. \$ 2,018.00
5. \$ 2,362.00
6. \$ 2,708.00
7. \$ 3,026.00
8. \$ 3,344.00

For each additional member add \$ 319.00

Commodity Department serves
13 counties: Benzie,
Grand Traverse, Lake
Leelanau, Manistee, Mason, Mecosta,
Muskegon, Newaygo, Oceana,
Osceola, Ottawa, Wexford.

Office hours are 8:00 A.M – 5:00 P.M
Lunch hour is 12:00 - 1:00
Yvonne Theodore, Laurie Jackson
1-888-723-8288 ask for Commodity Program
Office # are 231-398-6716 or 231-398-6715



During a recent showing of the Tribal Manistee River Sturgeon documentary Natural Resources Staff interacted with approximately 50 interested members of the Pine River Audubon Society. The one hour long session was a great way to answer questions and showcase the work of the Tribe to a fun group of diverse people dedicated to environmental stewardship. Tribal member Colleen Johnson-Monter and her husband Greg were in attendance and Colleen celebrated her birthday with one unique cake – a lake sturgeon!!! Greg gave a wonderful introduction about natural resources staff and the importance of the sturgeon release each fall.

If you belong to an organization that may be interested in showing the documentary please feel free to contact Marty Holtgren at (231)398-2193.

Temporary Staff Positions in Aquatics Program

This summer the Aquatics Program of the Natural Resources Department will be hiring temporary staff to assist with fisheries and aquatic monitoring. Many exciting projects are in store including working with sturgeon, stream fish, bugs and water sampling. Many weekends and nights will be worked.



If wading in fast water and picking bugs seems like a good summer job, being mentored by professional staff and you are enrolled in a BS degree program in biology (or related field) please submit an application to the Tribal Human Resources Department by March 1st.



LRBOI helps give Arcadia Marsh a Facelift

The Arcadia Marsh is under massive improvement that will benefit waterfowl, fish, plants and people by restoring an old river channel, providing hunter access, improving road-stream crossings, and protecting wild rice. This project was funded by a *Sustain Our Great Lakes Stewardship Grant* through the Great Lakes Restoration



Initiative provided to Ducks Unlimited (DU). LRBOI is a proud partner with DU, the Grand Traverse Regional Land Conservancy, Manistee County Road Commission and others. LRBOI is completing the biological assessment of the project where we are collecting habitat, fish and insect data prior to the restoration work and will be monitoring the environmental response to the improvements. This work will help determine the effectiveness of these types of restoration activities and allows us to make scientifically informed decisions about the value and benefit of future efforts.

Specific restorations include a one-mile section of channelized Bowens Creek rerouted into its original watercourse, 10 miles of upper Bowens Creek enhanced to restore fish and other aquatic organism passage and 75 acres of coastal wetland restored and protected.

With questions regarding the project please call LRBOI Aquatic Biologist, Stephanie Ogren at (231)398-2192.



LRBOI Aquatics Program and the Muskegon River Watershed

The Muskegon River is the state's 2nd longest river, it drains the 3rd largest watershed in Michigan. The river is considered a "cool water" system supporting cold, cool & warm water aquatic species, making it one of the most biologically & ecologically diverse ecosystems in the Great Lakes region. The watershed is used by LRBOI members and is entirely inside the Ceded Territory for hunting, fishing and gathering.



The Muskegon River Watershed Assembly (MRWA) is dedicated to the preservation, protection, restoration, and sustainable use of the Muskegon River, the land it drains, and the life it supports, through educational, scientific and conservation initiatives. Its offices are located in Big Rapids, MI on the campus of Ferris State University (FSU) under a partnership arrangement with FSU. The MRWA was formed by volunteers in May 1998 to address the needs of the river and to assure that future generations are able to enjoy the river as much as we do now. The MRWA collaborates with numerous partners on a variety of initiatives, projects and programs under the following broad categories: 1) Education / Outreach / Assistance, 2) Habitat Improvements, 3) Restoration, 4) Scientific Research / Monitoring / Evaluation, and 5) Fiduciary / Project Development and Management. The LRBOI Natural Resources Department and MRWA are looking forward to partnership opportunities in the future.

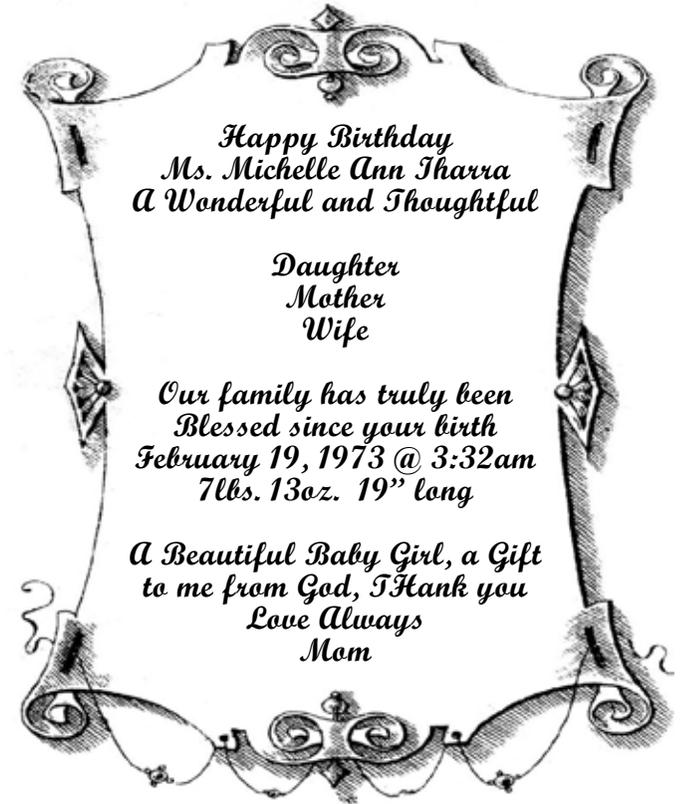
For more information, visit the MRWA website (www.mrwa.org) or contact MRWA offices at mrwa@ferris.edu / 231-591-2324.



Jacob Cabarrubia is a 5th grade student at Kennedy Elementary in Manistee, he was chosen as Superstar on December 9, 2011. Jacob's dedication and commitment to being an exceptional student has been proven by this award. Jacob was honored as a superstar because completes his homework, has excellent grades, and follows school rules.

He practices S.T.A.R.S. values of Kennedy which are Safe, Trustworthy, Always Respectful, Responsible and Successful Student. We at Little River Band of Ottawa Indians are so proud of him!!

Miigwech Jacob!



*Happy Birthday
Ms. Michelle Ann Iharra
A Wonderful and Thoughtful*

*Daughter
Mother
Wife*

*Our family has truly been
Blessed since your birth
February 19, 1973 @ 3:32am
7lbs. 13oz. 19" long*

*A Beautiful Baby Girl, a Gift
to me from God, I Thank you
Love Always
Mom*

“Chi Miigwech for your support of my Sons and my Family....
I hope and pray that We bring back a title for our nation!

I raised \$403 dollars to help them.

- 1st Prize-Ladies Shawl-Ashley Klein
- 2nd Prize-Men's Ribbon Shirt-Sandy Mezeske
- 3rd Prize-Movie Basket-Eva Martinez-DeVoursney

Again thanks for your help!!

Julie Wolfe, Jacob Cabarrubia, Jessie Cabarrubia
Pss....We still have need for Moccasins..if anyone can sew them up
quick, or know someone that can help.....lol...”

Mathew Sandel

I wish for you to know, You deserve Love

You give out Love and it is returned to you bigger than you imagine.

Rejoice in Love and notice how you encounter love everyday.

Believe in yourself, The way **God** does.

Express your needs and feelings.

You are your own unique self - **special, creative, and wonderful!**

I love you, And thank **God** for you every day.

Mommy Eagle

Hannah Sandel

Your Life is a joy filled with delightful surprises

Your life is a joy filled with love, fun and friendship all you
need do is stop all criticism, forgive, relax and be open.

I love to see you choose love, joy, and freedom.

Your heart is open and allow wonderful things to flow into
your life. **These** are just a few of the wonderful makings of you!

I love you, And thank **God** for you every day.

Mommy Eagle



Christian Gabriel Iharra

AKA: A Little Bit of Trouble 2 years old 1-6-12

Daddy David Alturo Iharra Sr. Born 1-18-71 Laid Back Daddy

Little David Alturo Iharra Jr. Born 2-28-00 Big Brother 12 yrs. Old

Zackers- Zakk- Zackery James Iharra

(Go Fish Card Game) King Winner! Born 3-25-07

We Love you Guys Love Mom, and Grandma

Gerald King **Cody Renner** **Aaron Fraley**

Andy King **Todd Nelson** **Christopher Curtis**

Mariah **Savannah**

March 12th Happy 49th Birthday

to my handsome husband Ted Love your wife Penny, Son T.J.,
daughter Amanda, Jay & Kathy, Donna & John, Nelly, Lisa,
Laura. All your family and friends love you lot's.



*Thank
you for
always
making me
feel special*

Del and I would like to thank each and
every one of you for all your prayers
and for the cards that were sent to us
during his open heart surgery.
They really worked and he is doing well.
Again our thanks!
Del and Joan Peters.

In Memory of Jim Theodore.

It's been one year, March 21st, 2011.

I have many memories...

One of my favorites is when my Dad took us to the land,
it was 5 acres my Grandma Theodore had in Muskegon,
near Blue Lake. Dad would take us when we were kids, two-
tracking, looking for deer and there were great memories.
A great thing he taught us 5 kids was to leave things cleaner than
you found it! From your loving son Ted...Miss you Dad!"

Fresh Fruits and Vegetables Available Monthly Through Local Food Share beginning March 2012

Manistee Community Kitchen will begin delivering seasonal fresh fruits and vegetables monthly to our Tribal community.

A few of the program principles:

- Health promotion and food skill education
- Support local farmers and economy and sell high quality produce
- Promote seasonal buying and eating
- Make the program accessible to anyone without restriction

How the program works:

- Receive 25 pounds of fresh produce each month for \$20.00 or \$10.00 off of your bridge card, we must have a minimum of 10 orders per month to qualify.
- All orders must be paid for in advance. Order is placed and paid for with cash, check or bridge card the third Wednesday of each month at Aki Maadiziwin Community Center
- Bring your receipt to the community center the 4th Thursday of each month and pick up your box of produce
- If we get 15 or more boxes ordered at one time we will receive a complimentary Local Food Share Box which will be used for the elder's luncheons.

We will not deliver food to anyone and no credit will be accepted. **Payment is needed at time of order.** Order your Fresh Fruit & Vegetables between 11am- 2pm. Pick up is To be determined. We will not be responsible for food that is not claimed/ picked up.



For more details or to sign up for this great program, contact Holly Davis at 231-398-6610 or the Community Health Representative office at 231-398-6629

2012 Corn Soup & Frybread Cook-off

\$\$Cash Prizes\$\$

Wenesh pii:
March 17, 2012
Doors open at 11:30 to prep
Competition starts at Noon
Bring Soup & Frybread Ready
Both will be judged separately
\$3 to Eat/Vote
Kids under 6 eat free

Aanii piish:
Aki Maadiziwin
Community Center
2953 Shaw Be Quo-Ung
Manistee MI

Contestant Space is Limited
Call Deb Davis to sign-up
231-510-2150

All proceeds to fund
LRBOI Princess Program

Sponsored by:
LRBOI Kwewok Group

Find us on
Facebook



You can find this and many other issues at www.lrboi-nsn.gov

Ziisabaakdoke-Giizis (Sucker Moon)
March 2012 vol.9 Issue 3

Attention Tribal Members: Spring Membership Meeting April 14th!



At the Spring Membership Meeting, you will be required to present your tribal identification card to enter the membership meeting. (Drivers' licenses will not be acceptable for registering)

Little River Band of Ottawa Indians
375 River Street
Manistee, Michigan 49660

PRSRT STD
U.S. Postage
PAID
Permit # 195
Manistee, MI

Or Current Resident

LRBOI Enrollment Department will have their system set up to create tribal ID's if needed

2012 Spring Membership Meeting

Dear members,
At the request of members,
we are in the process
of creating a form that will give members the
ability to bring forth potential motions prior
to the upcoming spring membership meet-
ing if a quorum is obtained. Once the form
is complete, it will be available on the
Tribal website for those wishing to put forth
a potential motion. The form will also be
available from Mary Thomas. At this time,
the deadline for the submission of the
form will be February 15, 2012.

Mary Thomas
Ogema Executive Assistant



If you are not registered to vote, please contact
the Election Board at 231.398.6709 or call
Enrollment at 231.398.6712 for a packet.
Members must be registered
14 days prior to the membership meeting
to be able to vote!