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Mskomini-Giizis (Raspberry Moon)
July 2013 vol.10 Issue 7



Tight Lines for Troops 2013

The 4th Annual Tight Lines for Troops Fishing Tournament was held in late May and it was a rousing success and a wonderful tribute to our Warriors from around the area. 300 veterans were in town for the special event which was primarily sponsored by the Little River Casino Resort. Check out the photos and details on page 12

New GM and answers about Per Cap

New LRCR General Manager Wendell Long had a great interview with the Manistee News Advocate (reprinted with permission on page 6) and also addressed the Per Cap issue here at Little River with a review of where per cap comes from on page 7.

Public Safety Awards

Three of the LRBOI Tribal Public Safety officers received awards or degrees recently, see the details on page 7.

Trading Post 5th Anniversary! Congrats and Thanks!



The Little River Trading Post hit their 5th anniversary last month and once again are showing the high quality of their work with another Helios 100% rating. Read the article on page 3.



LRBOI Graduates 2013

A number of tribal members and descendants graduated from both High School and College this year. See page 10 for the High School graduates and page 11 for the College roster. Congratulations to all graduates and best of luck!

Tribal Utility Report



The latest Consumer Confidence report is in on the Tribes' Utility services and once again it is a great report. Read all the details starting on page 8.

A New Way....



Imagine the scene...a circular table representing the Medicine Wheel is sitting in a formal conference room someplace in Indian Country. Seated are elected members of Tribal Council, the Tribal Chief Executive and two Executive Branch Directors. They are all respectful but purposeful in talking about various issues, points of governance and how best to discuss what needs to be done for the people and the tribe. They are also talking about how the various departments and branches function and what they are supposed to do.

The first question that probably comes to mind is, "I wonder what tribe this is?" Quickly followed by a side comment something like, "...wouldn't this be nice to see?"

Surprise! The room is the Dome Room in Manistee and the people shown are the Little River Band of Ottawa Indians elected leaders and department heads!

This surprising and wonderful scene actually took place early in June and is part of a refreshing difference begun recently at LRBOI. Under the leadership of new Council Speaker Virg Johnson and Recorder Sandy Mezeske, and with the full support of Ogema Larry Romanelli, the above-described scene is happening every week.

Each week, several department directors will attend the session to go over subjects that the 20+ departments deal with for our tribal members as well as giving the directors time to sit and listen to our leaders discuss whatever they feel like bringing up.

Part of the discussion now begun was how to share information and views more effectively with our membership and one approach that is going to be tried is to have a joint article each month with comments and thoughts on one or two topics.

At the June 3rd meeting, one of those issues was brought up by Enrollment Director Diane Lonn who addressed one of our programs where two departments share duties in its management. Part of the discussion was if the whole program should actually reside with Enrollment instead of it being shared with another department. As Sandy Mezeske pointed out, "Combining them in one place actually is in line with our desire to make accessing services a 'One-Stop' proposition and make it easier for the members."

Diane Lonn said that she would volunteer to bring the rest of the program under Enrollment since her department already does the majority of the footwork. She also said that she wanted to review the program with an eye to getting a better handle on the costs of the program and improving the benefit. This met general approval from the Council and Ogema as an idea to pursue. Sandy Mezeske, in thinking about the change in the program, asked the question, "If the existing process is working however, do we really need to mess with it?" This particular discussion will continue and the directors will get together with the Tribal Manager to streamline the operation.

In addition, Lonn told the Council and Ogema about some thoughts on improving the Bereavement Policy, a benefit she pointed out that most tribes do not offer to their members. Part of the discussion was also about raising the benefit to \$10,000 from the current \$7,500 which she said, "...is not always sufficient for the actual costs families have to face." Another discussion that will continue...

The other office represented was Public Affairs with Director Glenn Zaring. Right out of the gate, the discussion focused on the use of Face Book as a communications tool to our members. Councilor Shannon Crampton eloquently pushed for improving the tribes' use of Face Book. Zaring explained how the current Face Book account was carefully crafted by he and IT Director George Le Vasseur in such a way as to push information out and not allow the social media tool to be misused. They also addressed information security because of their duty to protect tribal information. After discussion, Zaring agreed to work on expanding the Face Book page to carry more information on a regular basis.

Director Zaring also presented a two-page departmental outline to the Council and Ogema which reviewed the mission of the department, deadlines for publications and other departmental activities including Public Relations and Emergency Management issues critical to the tribe.

Agreement coming out of this meeting was that Public Affairs would work with all branches of the government bringing together specific topical discussions, such as the above-described Bereavement issue each month in the *Currents*. Council members and the Ogema agreed that they should try this approach as being more valuable and informative to the membership.

These Ogema/Council meetings are scheduled to be held each week and represent, according to several Council members and the Ogema, a refreshing opportunity to work together.

Fran's Calendar of Tribal Events!

July 6 & 7 - Annual Jiingtamok & Wellness Walk
See page 27

July 9- Special Election
See page 5

July 11-14- Indian Village Camp
See page 15

July 16- NAWA Golf Outing

July- 17, & 18 - 18th annual NAWA gathering and trade show

July 20- Bear and Elk Drawing

July 26, 27, 28 - Language and Culture Camp
See page 15

August 1- 4- Indian Village Camp
See page 15

Aug 22-25- Indian Village Camp
See page 15

This calendar of events was created at the suggestion of Elder Fran Pitts



The Little River Trading Post is 5 years old! It doesn't seem possible, but the "C" store hit that milestone in May this year. Manager Jamie Friedel provided some facts about the store which show it is one of the best run convenience centers around:

- For 4 years in a row, they have earned a 100% rating (Helios) from British Petroleum (the fuel provider). This rating reflects all aspects of the business from lot cleanliness to Point of Purchase, signage, landscaping to having receipt paper in the pumps, clean bathrooms, greetings to customers when they come in and thank you's when they leave!

- The TP has passed all EPA inspections with flying colors and Inter-tribal Council comes in every three months to check all fuel records and the pump and tanks conditions.

- The TP also is a great community and corporate citizen that has helped with Pow wow's, the Language and Culture Camp, the Little River Princess program, supported a softball team, race car, bowling team and dodge ball team. They've held car washes, had Tag Day for the Special Olympics, Knights of Columbus and are members of the Chamber of Commerce and the Manistee Snowbirds.

- The management even hires tribal members every year to do the landscaping instead of contracting out the services.

- Staff includes tribal members Jamie Friedel, Alicia Knapp, Betsy Bailey and Stacy Conners. The Staff team also includes descendants and spouses Jenni Shaw, Charley Corey, Shawn Fisk and Tim Oleniczak. Other team members include Tina Johnson.

The Trading Post operates as an economic development business under the Commerce Department of the tribe and we're all proud of the job that they do.

Commerce Director Robert Memberto said this about the business: "It is great to see the Tribe as a whole implement its sovereignty and self determination by exercising its rights and operating the Little River Trading Post on the Tribe's trust

land and providing positive cash flow for the Tribal Government and employment opportunities for Tribal Membership and Community members. This was the first project that was done at LRBOI using a task force model which is a mixture of Council Members and Executive Staff to complete a project. I would like to thank to former Speaker Steve Parsons, Former Council Member Loretta Beccaria, CFO Steve Wheeler, and the family of the late Council Member Robert Hardenburgh who were the Construction Task Force Members for the project. It was constructed by in a partnership between Muschigon Construction Company and Devere Construction operating under the name Two Beavers. For me it was an exciting project to participate in as the owner's representative and I enjoyed working with the Construction Task Force in seeing this project finally get built and become operational. This project also hired a

Tribal Member who lived in Indiana and returned him home to the Reservation. Jamie Friedel, Thank you for accepting the position of Manager and returning home to assist your community in a positive manner."

Ogema Larry Romanelli added his comments on the team effort at the Trading Post: "I would like to say that I am very proud of the staff of the TP and note that early on, there were people who questioned the ability to get the business up and running but as evidenced, we can call it a truly success story of the Tribe. It has provided employment, income and a service for our members. I want to also note that Jamie Friedel has been the Manager for the entire time and has had several long time employees. We are delighted with the results."

Gaá Čhing Ziibi Daáwaá Anishinaábe

**LITTLE RIVER BAND
OF OTTAWA INDIANS
ELECTION BOARD**

**375 River Street
Manistee, MI 49660
(231) 723-8288**

The following is the list of candidates to go on the ballot for the Little River Band Special Election.

Certified Slate of Candidates for the 2013 Special Election

Office of Appellate Judge

(Vote for no more than 1)

Stella Gibson

Cindy Pete – Champagne
(Wababenisicwe)

Marcella M. Leusby

Tom Guenthardt

Rita Annette Gale

Steve Parsons

Connie L. Waitner

Ron Wittenberg



Work Session Attendance											
Date	Work Session Title	Kimberly Alexander	Michael Ceplina	Shannon Crampton	Gary DiPiazza	Virgil Johnson	Frankie Medacco	Sandy Mezeske	Pat Ruiter	Marty Wabindato	Total Attending
05/16/13	Government Center Move			x	x	x	x	x	x	x	7
05/17/13	Round Table	x	x	x	x	x	x	x	x	x	9
05/20/13	Agenda Review		x	x	x	x	x				6
05/21/13	Elk Hunt	x	x	x	x	x	x	x	x	x	9
05/21/13	Droid Training for New Council Members			x	x		x			x	4
05/21/13	Ethics Ordinance	x	x	x	x	x	x	x	x	x	9
05/24/13	Status update of 2012 Audit	x	x	x	x		x	x			5
05/24/13	Finance Overview - New Council members	x	x	x	x		x				5
05/28/13	Executive Staff Overview	x	x	x	x	x	x	x	x	x	9
05/29/13	2014 Budget	x	x		x	x	x	x	x	x	8
05/29/13	Camping Regulations	x	x		x	x	x	x	x	x	8
05/29/13	Tax Department 2012 Annual Report	x	x		x		x	x	x	x	7
05/30/13	Budget and Appropriations Ordinance	x	x	x	x	x	x	x	x	x	9
05/31/13	Network and Security			x	x	x	x		x	x	6
	Total work sessions - 14	10	11	11	14	10	14	11	10	11	
	*Business Related Work Session Attendance Sheet is from 5/16/2013 forward after the new Council was sworn in										

Tax Office

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.

Remember

Tribal members are responsible for tracking their own purchases.
Do not rely on the Trading Post to track your purchases for you.

Selling Merchandise on Tribal Land

A Tribal Tax License is required for selling merchandise on Tribal land. If you are planning an event on Tribal property that involves selling merchandise, contact the Tax Office to obtain a Tribal Tax License.

There are two types of tax licenses available. The traditional Tribal Tax License is issued annually and is for businesses operating on a permanent basis throughout the year. The Little River Trading Post is an example of a business that operates under a regular Tribal Tax License.

The Concessionaire's Tribal Tax License is issued to sellers that will be selling merchandise at a specific event for a limited time. The form for remitting Tribal tax is included on the tax license and the tax is due within 3 business days after the event. This eliminates the need to file regular quarterly Tribal tax returns. An example of someone that operates under a Concessionaire's Tribal Tax license is an artist or crafter that sells merchandise at the Little River Casino during membership meetings.

If you plan to sell merchandise on Tribal land, call the Tax Office at 231-398-6874 for more information about registering for Tribal Tax.

Moving out of the tax agreement area

Resident Tribal members that move out of the Tax Agreement Area may incur a Michigan income tax liability. If you are claiming exemption from Michigan withholding, you must file a Michigan W-4 to have Michigan income tax withheld after you leave the tax agreement area. It is the Tribal member's responsibility to make sure the appropriate amount of tax is being withheld.

Resident Tribal Member sales tax exemption for leased vehicles

If you are a resident tribal member and plan to lease a new car, call the Tax Office first for assistance with your sales and use tax exemption. A resident tribal member recently came to the tax office and said that the car dealership told him the sales tax exemption doesn't apply to leases. That is not true. With assistance from the Michigan Department of Treasury, we were able to obtain the exemption and lower the tribal member's monthly lease payment. If a car dealer tries to tell you the exemption doesn't apply to your transaction, call the tax office for assistance.

Another problem to watch out for is the car salesman that tells you to just pay the tax and get a refund at the end of the year. No refunds can be issued for tribes that are authorized to use Tribal Certificates of Exemption for Sales and Use Tax. The car dealership may be familiar with another tribe's members that are allowed to use the "refund" method. However, the Little River Band of Ottawa Indians uses the "certificate" method and no refunds can be issued.

Please call the Tax Office, before you purchase your vehicle, at 231-398-6874 for any questions about the sales and use tax exemption for RTM vehicle purchases.



“Tribal elected officials and government employees, usually from the director level, take the opportunity to share information on tribal issues with their agency counterparts on state, federal and international levels. They spend quite a bit of time and effort ensuring that our voices are heard and understood. LRBOI Natural Resources Director Jimmie Mitchell recently had one such opportunity to address a House of Representatives Appropriation Committee. Here is a letter that he received regarding his testimony.”

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UNITED STATES
HOUSE OF REPRESENTATIVES

May 15, 2013

COMMITTEE ON APPROPRIATIONS
SUBCOMMITTEE ON INTERIOR,
ENVIRONMENT, AND RELATED AGENCIES
SUBCOMMITTEE ON MILITARY CONSTRUCTION,
VETERANS AFFAIRS, AND RELATED AGENCIES

COMMITTEE ON THE BUDGET

SENIOR DEMOCRATIC WHIP

CONGRESSIONAL GLOBAL
HEALTH CAUCUS, CO-FOUNDER

Mr. Jimmie Mitchell
Natural Resources Department, Little River Band of Ottawa Indians
375 River Street
Manistee, MI 49660

Dear Mr. Mitchell:

Thank you so much for your testimony at the American Indian and Alaskan Native Public and Outside Witness Hearing held by the Interior, Environment, and Related Agencies Appropriations Subcommittee.

I appreciate your candid, thoughtful, and often moving testimony on the issues facing Indian Country and Native peoples throughout the United States. I know that I will use the insights you shared to inform my decisions as we put together the Fiscal Year 2014 Interior, Environment, and Related Agencies Appropriations bill.

It is critically important that our Federal Government prioritize its treaty and moral obligations to Native citizens. You and your fellow witnesses have given us clear examples of the devastating impact that sequestration is having for families and communities throughout Indian Country. Cuts to the education, health care, and safety of American Indians and Alaska Natives are violations of our trust relationship, and it is my promise to you that I will fight for Indian Country's fair share of the Federal budget.

Again, thank you for your testimony and your leadership within Indian Country. If you have any additional information, stories, or questions please feel free to contact my office at any time.

Sincerely,

Betty McCollum
Member of Congress

Wendell Long has worked at casinos all over the country and now manages the Little River Casino Resort



Wendell Long G.M.
Little River Casino Resort

MANISTEE -- Wendell Long, the new general manager of the Little River Casino Resort, has been in the gaming industry for more than three decades.

Long started working in at a casino Atlantic City as a summer job during college, and since has worked at two of the largest casinos in the world, Foxwoods and Mohegan Sun. He served for one year as manager of Treasure Island in Welch, Minn., and for seven years as the CEO at Casino Del Sol Resort in Tucson, Ariz.

The Manistee News Advocate recently caught up with Long, who began his role in late March, to discuss his career and his work at the Little River Casino Resort.

MNA: How does the LRCR compare to the other casinos that you have worked at?

LONG: It's the smallest casino that I've worked at, but as they say, size doesn't matter. I definitely would not call this a small casino. On the scale, it's a medium size.

I've worked at huge casinos with 9,000 slot machines but I'd much rather work at a medium size casino because then I can form individual relations with the employees. At Foxwoods, we had 12,000 employees. People were just numbers. I'd have someone come into my office who I swear I'd never seen in my life and they had been there 10 years. Here, it's much more personal. And, I think the product here is exceptional.

MNA: What does your job entail?

LONG: With the coordination of the board of directors, my job is to set the course of the business. I'm more like the conductor of the symphony. All of my employees know how to play their instruments but it's my job to get all 800 employees here to work together in concert and produce an even better product for our guests. It's all about our guests.

The two things that are very important to me are customer service and treating the employees.

MNA: What is your vision for the future of the LRCR?

LONG: We have a lot of plans on hand. On Monday, we are going to go into a strategic planning session with all of the directors and managers so we can decide who we are and more importantly who we aren't. (We want to) to improve on the things we are good at and make adjustments on the things we are bad at.

MNA: What is your favorite thing about managing a casino?

LONG: My favorite thing to do is stand in the corner of the casino and just see two things. First, you see that this is an extremely complicated organization. It's like a Swiss watch with all of these cogs going in together. It's just such a joy for me to stand in the corner and see everything work flawlessly together, coming together and providing that great experience for the customers.

The second thing is that I really enjoy seeing people have a good time. Whether it's employees or the guests. This is the gaming industry, it should be fun.

MNA: Least favorite?

LONG: I could say that I think it owns you when you are in my position. I've worked 14, 16 hours a day seven days a week, but that's my choice. I make that choice so it really isn't something I dislike.

The thing that I dislike the most about what I do is the fact that I eventually have to say goodbye. My specialty is to develop the property and get it running at the very maximum and training the tribal members to take my spot. Unfortunately, that involves saying goodbye.

I was in Tucson for seven years, and I had a great seven years there. (I made) great friends inside and outside of the building and made very tight bonds with the tribe. I could have stayed there forever, but that wouldn't be doing what I really should do. My job is to move on. I'll probably be here for three to five years until everything is done here. I will have created great friendships, whether it is patrons or employees, and then I have to go off to another place.

MNA: What are your thoughts on commercial gaming versus Indian gaming?

LONG: Gaming is just a fantastic business, but (for me) there was a little bit of a hole in it because you weren't curing cancer, you weren't saving babies, you weren't doing anything good for the world. But then, how lucky am I that Indian gaming came around and now there's something that combines what I really like to do with actually doing something good for people.

You go on the reservations of the places you work and you see the health and wellness centers, the community centers, the new clinics, you see education, that's all from gaming. If you can operate a property more efficiently or increase revenue where you are getting them an extra million dollars, that's huge for helping these tribes. Now, I have gone from something that's kind of a cold, sterile industry and now I have the warm and fuzzy (feelings). That's very cool for me.

MNA: What are the biggest issues for the LRCR right now?

LONG: The biggest thing that is facing us is additional competition. It probably won't be additional tribal casinos but there was a ballot issue to legalize casinos in several towns across the state including Cadillac and Muskegon. Those are things that would affect us.

Also, Internet gaming is going to affect us. I think we really need to be a player in that and (examine) whether the laws allow us to participate in it.

MNA: How have your experiences been in Manistee so far?

LONG: I love Manistee, and I love it even more now that the weather is nice. I think the community is just the nicest community that I have ever been in. They care and they are very welcoming. The employees really have an emotional buy-in to the property.

I spend a lot of time on the gaming floor, and I hope if the readers see me walking by they will stop me and talk to me. I'm very interested in their perceptions.

I've talked to several hundred patrons (so far) and without exception they all talk about the high level of customer service here and that's why they come here. They are coming from a long way away and it's amazing how far they come. It's the employees that make it so special.

Other perceptions: it's a gorgeous, well-run property and the products are excellent, but that doesn't mean we can't make them even better. The property exceeded even my high expectations.

MNA: Do you want to add anything?

LONG: I'd encourage people to come out here. It's a great property, and we're going to make it even better. We truly feel that this is not only the Little River Band's casino but also the community's casino, so we're definitely interested in what we can do to help out. We feel that we are part of the community.

From Atlantic City to Manistee
By ERIC SAGONOWSKY
Staff Writer Manistee News Advocate

Per Cap is on the minds of everyone and the Currents wanted to provide information which will help you to understand where it comes from completely. Dan Velikan, the tribal Controller General, explained it this way, "The short answer is that (the tribal) Per-cap is based upon the gaming distribution from the casino to the Tribe which includes ALL casino revenues less ALL the casino expenses.



The long answer is in Section 3.09 of the Revenue Allocation Plan (Resolution 08-0123-20) which defines the gaming distribution (called "Net Gaming Revenue" in the RAP) as follows: "Net Gaming Revenues means revenues derived from the Tribe's class II and/or III gaming operation and associated amenities distributed to the Tribe on a monthly basis through the prescribed formula of Earnings Before Interest Taxes Depreciation and Amortization (EBITDA) less Interest Expense, Gaming Tax, Capital Replacement Reserve, Debt Principal Repayment, and Gaming Compact Related Payments with the addition back of Interest Income and Depreciation Expense. This formula approximates the amount of cash available from the Gaming Enterprise and related amenities that is available for distribution to the Tribal Government for operations."

Or as Wendell Long's handout to the Elders stated on Saturday the 1st of June, "Per-cap is 40% of the Profits from the Casino from all of the departments" and "Nothing that Tribal Council does directly affects the amount of the Per Cap." (Wendell addressed it further in the article below.) The Trading Post, Muschigon or other enterprises' activities have no impact on Per-cap or the gaming distribution.



I want to take this opportunity to thank the hard working employees at the casino for a great May. From the jammed-packed Memorial Day Weekend to the Tightlines for the Troops event, the entire staff went out of their way to please our guests. What a thrill it was to see the flags surround the property and to see all of our veterans sail out onto Lake Michigan supported by the entire crowd. Great Job!

The employees also did a great job pleasing our guests and watching our expenses during a very difficult first three months of the year. As many of you know from the reduced per cap payments, the casino faced tremendous revenue challenges due to large snowfalls that occurred directly prior to our peak weekends. Other factors that influenced the revenue drop was the stagnant economy. Other casinos across the country have been lucky to repeat their revenue from last year. In fact, most of the casinos saw a significant drop in revenue during the first three months of the year. Another major factor is the increased competition. In the past four years, seven casinos have opened in Michigan. Gun Lake continues to ramp up operations and has become a formidable competitor. The final major fact is that the casino wisely budgeted last year to reinvest \$1,000,000 on the profits from this quarter into the property to ensure that we remained competitive. This reinvestment was to ensure the future profitability of the operation. All of these factors combined to result in one of the lowest per cap payments ever.

The casino is taking steps to ensure that we are operating at peak efficiencies. We are analyzing our expenses and will be operating smarter. The casino has been operating extremely well but that doesn't mean that we can't improve it! The employees are the key to our success. They are the reason many guests travel three or more hours to come to Little River Casino Resort. Without the employees, we would be nothing. That is why none of our changes will result in any layoffs or employees losing their jobs. We need all of our employees, they are the secret to our success, and they should rest assured that their jobs are 100% safe.

As always happens when the weather breaks, May has been an excellent month, and we exceeded our revenue from last year. (Woohoo!) With revenue enhancements, smart cost cutting, and our tremendous customer service, I'm confident that this trend will continue.

I am honored to work for you, the members of the Little River Band of Ottawa Indians, and to guide the great team at the Casino Resort. I hope to see all of your at the casino! We have some great entertainment this summer so come on by. When you see me on the casino floor, please stop me and say "hello".

- Wendell

Medacco Graduation!



Sergeant Robert Medacco has just graduated from Northwestern University's School of Police Staff and Command! Congratulations to Officer Medacco for a good job!

TPD Canine Team Award



The Tribal Public Safety K-9 team of officer(s) David Rodriguez and 'Edo' received significant honors in the recent training for K-9 teams in Ludington. The two full days of the **Patrol Dog 2** trials were recently held in that community and brought in 60 Canine units from around the United States and Canada.

In this most recent competition, the LRBOI team of Edo and Rodriguez took 2nd in Explosives Detection. This outstanding performance showed how the team has developed because last year, they didn't even place in the finals. Rodriguez attributes this to the excellent trainer John Mendham that they work with throughout the year.

The training was especially difficult this time because of extreme temperatures and 30 mph winds. Rodriguez said this was definitely a team effort because the wind makes it difficult for the dog. He said that working together they found every test device in the trial!

Detector and tracking training make up the bulk of training for the teams along with some handler protection.

Officer Rodriguez explained that Edo was brought to the department through a Region 7 grant and that because of the grant they can be called in to assist primarily throughout the region which includes 18 counties and 3 tribal nations.

Consumer Confidence Report

Is my water safe?

The Little River Band Utility Department would like to report that last year, as in years past, your tap water met all U.S.

Environmental Protection Agency (EPA) and state drinking water health standards. The LRB Utility vigilantly safeguards its water supplies and we are proud to report to you that we have not violated a maximum contaminant level. The Source Water Protection Plan has been completed and is available for review the plan will be implemented to protect the areas around our source water from inadvertent contamination.

We are currently EPA certified for testing of Total Coli-form / E-coli of which we sample for three times a month for a total of 9 samples per month. On August 2, 2012 we became aware that our system recently failed to collect the correct number of drinking water samples. Although this incident was not an emergency, as our customers, you have a right to know what happened and what we did to correct this situation.

*We are required to monitor your drinking water for specific contaminants on a regular basis. Results of regular monitoring are an indicator of whether or not our drinking water meets health standards. During the month of July 2012, we did not complete all monitoring or testing for Total Coli-form / E-Coli and therefore cannot be sure of the quality of your drinking water during that time.

Samples for July that were taken: July 10 (3 samples), and July 24 (3 samples). New Water-Main installation was taking place and samples were taken on the newly constructed water-main for the Governmental Complex July 30 and July 31. The water supply for the new water-main was from our existing system and all samples were absence of presence for Total Coli-form / EColi. We should have collected 3 more samples in addition to the those taken.

What should I do?

There is nothing you need to do at this time. You may continue to drink the water. If a situation arises where the water is no longer safe to drink, you will be notified within 24 hours.

What is being done?

We have sampled the locations missed for the month of July as prescribed by our Total Coli-form / E-coli sampling site plan on August 2, 2012. In addition we sampled the first set of our required samples for the month of August on August 2, 2012 and have collected all samples to date. For more information, please contact the Little River Band of Ottawa Indians Utility Department at 2539 Dontz Rd. Manistee Michigan 49660. In addition electronic notifications have been set up for future sample dates for the Utility Staff.

Our water system is classified as a "Community System" based on the population served which has been established in accordance with the U.S. EPA guidelines which is 8,189 customers served daily.

Do I need to take precautions?

Some people may be more vulnerable to contaminants in drinking water than the general population. Immune-compromised persons such as persons with cancer undergoing chemotherapy, persons who have undergone organ transplants, persons with HIV/AIDS or other immune system disorders, some elderly, and infants can be particularly at risk from infections. These people should seek advice about drinking water from their health care providers. EPA/Centers for Disease Control (CDC) guidelines on appropriate means to lessen the risk of infection by Cryptosporidium and other microbial contaminants are available from the Safe Water Drinking Hotline (800-426-4791).

Where does my water come from?

The Water Distribution is supplied by two source wells located in Aki Madiziwiin with a 250,000 gallon spheroid storage tower, adjacent to the Justice Center, on M-22. These wells can supply over 700,000 gallons of water a day! An estimated average daily use is currently 137,260 gallons per day. The distribution system consists of PVC, HDPE and Ductile iron piping in various sizes. The level of water in the storage tower, which supplies the needed water pressure to your household or business, is controlled by radio telemetry. The Water Storage Tower is monitored by our staff for needed level changes due to seasonal, fire related emergencies and/or maintenance concerns.

Source water assessment and availability.

A source water assessment was completed by the Inter-Tribal Council of Michigan Environmental Services Division, 3601 Mackinaw Trail Sault Ste. Marie Mi. in October of 2002. An updated source water protection plan has been completed by the I.T.C. and the LRB Natural Resources Department as previously mentioned and is available for review. The presence of contaminants does not necessarily indicate that water poses a health risk. More information about contaminants and potential health effects can be obtained by calling the Environmental Protection Agency's (EPA) Safe Drinking Water Hotline (800-426-4791).

The sources of drinking water (both tap water and bottled water) include rivers, lakes, streams, ponds, reservoirs, springs, and wells. As water travels over the surface of the land or through the ground, it dissolves naturally-occurring minerals and, in some cases, radioactive material, and can pick up substances resulting from the presence of animals or from human activity. Microbial contaminants, such as viruses and bacteria, that may come from sewage treatment plants, septic systems, agricultural livestock operations and wildlife. Inorganic contaminants, such as salts and metals, which can be naturally-occurring or result from urban storm water runoff, industrial, or domestic wastewater discharges, oil and gas production, mining, or farming.

Pesticides and herbicides, which may come from a variety of sources such as agriculture, urban storm water runoff and residential uses. Organic Chemical Contaminants, including synthetic and volatile organic chemicals, which are by-products of industrial processes and petroleum production, and can also, come from gas stations, urban storm water runoff and septic systems. Radioactive contaminants, which can be naturally-occurring or be the result of oil and gas production and mining activities. In order to ensure that tap water is safe to drink, EPA prescribes regulations that limit the amount of certain contaminants in water provided by public water systems. The Food and Drug Administration (FDA) regulations establish limits for contaminants in bottled water which must provide the same protection for the public health.

Monitoral and reporting violations.

The Utility Department has tested for various contaminants since the previous CCR from July 1st 2012 to the present. Contaminants detected along with their detection level are in this report. Samples tested for other contaminants were "not detected" in your drinking water!

Educational Statement for lead

Infants and young children are typically more vulnerable to lead in drinking water than the general population. It is possible that lead levels at your home may be higher than at other homes in the community as a result of plumbing materials used in your homes. You may wish to have your water tested if you are concerned about elevated lead levels in your home. You may also flush

your tap for 30 seconds to two minutes before using your tap water. Additional information concerning Lead levels is available from the Safe Drinking Water, Hotline (800-426-4791).

If present, elevated levels of lead can cause serious health problems, especially for pregnant women and young children. Lead in drinking water is primarily from materials and components associated with service lines and home plumbing. The Little River Band of Ottawa Indians Utility Department is responsible for providing high quality drinking water, but cannot control the variety of materials used in plumbing components. When your water has been sitting for several hours, you can minimize the potential for lead exposure by flushing your tap for 30 seconds to 2 minutes before using water for drinking or cooking. If you are concerned about lead in your water, you may wish to have your water tested. Information on lead in drinking water, testing methods, and steps you can take to minimize exposure is available from the Safe Drinking Water Hotline or at

<http://www.epa.gov/safewater/lead>.

*see sample results listed for lead and copper

Water Quality Data Table

The table below lists all of the drinking water contaminants that we detected during the calendar year of this report. The presence of contaminants in the water does not necessarily indicate that the water poses a health risk. Unless otherwise noted, the data presented in this table is from testing done in the calendar year of the report. The EPA and the Tribe requires us to monitor for certain contaminants less than once per year because the concentrations of these contaminants do not change frequently.

Sampling Results for Past 12 Months

<i>Contaminants (units)</i>	<i>Mg/L MCLG</i>	<i>mg/L MCL</i>	<i>Our Water</i>	<i>Low</i>	<i>High</i>	<i>Sample Date</i>	<i>Violation</i>	<i>Typical Source / Health Effect</i>
DBPR Disinfection by-product rule								
TTHM; (Total Trihalomethanes) Results are in mg/L	0.0005	0.080	0.0078mg/L	NA	0.0064	8-29-2012	No	By-product of drinking water disinfection using chlorination Some disinfectants and disinfection Byproducts (DBPs) have been shown to cause cancer and reproductive effects in lab animals and suggested bladder cancer and reproductive effects in humans. Same as Above
Bromodichloromethane	0.0005	0.080	0.0027mg/L			8-29-2012		
Bromoform	0.0005	0.080	0.0005 mg/L			8-29-2012		
Chlorodibromomethane	0.0005	0.080	0.0023mg/L			8-29-2012		
Chloroform	0.0005	0.080	0.0023mg/L			8-28-2012		
Dalapon and Halo acetic acids: < 0.002								
Bromochloroacetic Acid	0.001	N/A	< 0.001			8-29-2012		
Dibromoacetic Acid	0.001	N/A	< 0.001			8-28-2012		
Dichloroacetic Acid	0.001	N/A	< 0.001			8-29-2012		
Monochloroacetic Acid	0.002	N/A	<0.002			8-29-2012		
Total Halo acetic Acids	0.01	0.060	< 0.002			8-29-2012		

<i>Contaminant(s) (Units)</i>	<i>MCLG</i>	<i>MCL</i>	<i>Our Water</i>	<i>Sample Date</i>	<i>Violation</i>	<i>Typical Source / Health Effect</i>
Asbestos	0.2 mf/L	7mf/L	< 0.2 mf/L	3-14-12	no	Decay of asbestos cement water mains and erosion of natural deposits. Some people who drink water containing asbestos in excess of the MCL over many years may have an increased risk of developing benign internal polyps.

<i>Contaminant(s) (Units)</i>	<i>MCLG</i>	<i>AL</i>	<i>Our Water</i>	<i>Sample Date</i>	<i>Exceeds AL</i>	<i>Typical Source</i>
Nitrate (well # 2)		10 ppm	1.2 ppm	7-18-2012	No	Run off from fertilizer use; Leaching from Septic tanks, sewage; Erosion from natural deposits.
Nitrate (well # 1)		10 ppm	1.1 ppm	7-18-2012	No	Infants below the age of six months who drink water containing nitrate in excess of the MCL could become seriously ill and, if untreated may die. Symptoms include shortness of breath and blue baby syndrome.

<i>Contaminant(s) (Units)</i>	<i>MCLG</i>	<i>AL</i>	<i>Our Water</i>	<i>Sample Date</i>	<i>Exceeds AL</i>	<i>Typical Source</i>
Lead 90%	0.015 mg/L		0.004 mg/L	7-13-2012	No	Lead and copper enter the water system primarily through plumbing material. Exposure to lead and copper may cause health problems ranging from stomach distress to brain damage.
Copper 90%	1.3 mg/L		0.18 mg/L	7-13-2012	No	

Units Description:

NA: Not applicable

ND: Not detected

NR: Not reported-p

MNR: Monitoring not required, but recommended. ppm: parts per million, or milligrams per liter (mg/L) Ppb: parts per billion, or micrograms per liter (µg/L) pCi/L: Picocuries per liter (pCi/L) is a unit for measuring radioactive concentrations. The curie (Ci) unit is the activity of 1 gram of pure radium 226. Pico is a scientific notation term which means 1×10^{-12}

Important Drinking Water Definitions:

MCLG: Maximum Contaminant Level Goal: The level of a contaminant in drinking water below which there is no known or expected risk to health. MCLGs allow for a margin of safety.

MCL: Maximum Contaminant Level: The highest level of a contaminant that is allowed in drinking water. MCLs are set as close to the MCLGs as feasible using the best available treatment technology.

AL: Action Level: The concentration of a contaminant which, if exceeded, triggers treatment or other requirements which a water system must follow.

MRDLG: Maximum Residual Disinfection Level Goal. The level of a drinking water disinfectant below which there is no known or expected risk to health. MRDLGs do not reflect the benefits of the use of disinfectants to control microbial contaminants.

MRDL: Maximum residual disinfectant level. There is convincing evidence that addition of a disinfectant is necessary for control of microbial contaminants.

For more information:
Little River Band of Ottawa Indians
Phone: 231-398-2299
Attn: Utility Supervisor
Fax: 231-723-2321
375 River St.
Manistee, MI 49660



The Education Department would like to recognize the hard work and dedication of all the 2013 High School Seniors.

Whatever your life's goals may be from this important point, we wish you much success and happiness!

L.R.B.O.I. 2013

Cheyenne Bell, Traverse City Central High School, Traverse City, Michigan
Sadie Bickley, Antioch Christian School, Arnold, Maryland
Zachary Brothers, Mona Shores High School, Muskegon, Michigan
Ariel Burton, Ludington High School, Ludington, Michigan
Dace Campbell, Comstock Park School District home-schooled, Comstock Park, Michigan
Chester Cole, North Port High School, North Port, Florida
Hope DeVerney, Katy High School, Katy, Texas
Rodney Fox, Portland Community Alternative Education, Portland, Michigan
Lee Frelick, Fitzgerald Public Schools, Warren, Michigan
Kyra Gladden, Mitchel Community College early college, Statesville, North Carolina
Zachary Gladden, Lake Norman High School, Mooresville, North Carolina
Jordan Gower, Edison Max Day, Hazel Park District, Ferndale, Michigan
Nicholas Kausak, Mid Peninsula Schools, Perkins, Michigan
Kelsey Keebler, Columbia High School, West Columbia, Texas
Devin Kelsey, Coopersville High School, Coopersville, Michigan
Jared Knapp, Manistee High School, Manistee, Michigan
Rochelle Long, Bryan Station High School, Lexington, Kentucky
Kelli Malcolm, Lowell High School, Lowell, Michigan
Brittany McGinn, Lakeview High School, Battle Creek, Michigan
Callan McIntyre, Seaholm High School, Birmingham, Michigan
James Moore, Hart High School, Hart, Michigan
Andre Neebnagezhick, Manistee High School, Manistee, Michigan
Nichole Nickerson, Coopersville High School, Coopersville, Michigan
Joseph Piechowski, Northland Pines High School, Eagle River, Wisconsin
Mary Jane Rose, Grand Rapids Public Schools, Grand Rapids, Michigan
In Memory of Nathaniel Santos, Mona Shores High School, Mona Shores, Michigan
Dusty Switala, Keystone Home School, Interlochen, MI.
Wyatt Szpliet, Manistee High School, Manistee, Michigan
Erika Taylor, Carmen Ainsworth, Flint, Michigan
Ross Taylor, St Helens High School, St Helens, Oregon
Vincent Wabindato, Lakeview High School, Battle Creek, Michigan
Troy Walters, Utica High School, Utica, Michigan



In both the 1836 Treaty of Washington and the 1855 Treaty of Detroit, the leadership of Michigan Indians, including that of the Grand River Bands of Ottawa, demonstrated their support of and belief in the value and necessity of education for their people. Education was expressly detailed in these agreements made between the tribes and the federal government.

In 1996, with the start of the Little River Band of Ottawa Indians' Higher Education Scholarship program, the Little River Band of Ottawa Indians leadership once again demonstrated support of and belief in the value of education for their people. Since that time, every Tribal Ogema and Council elected has attested that educational attainment for tribal citizens is a goal and a priority to enhance the self-sufficiency of the people they serve. Despite the challenges of changing political priorities, economic difficulties, diminishing federal funds, and tightening of the tribal fiscal belt, educational attainment has been an investment that all elected officials have supported. Over these years many students have completed vocational certificates and programs, and many have graduated from college with Associate's degrees, Bachelor's degrees, Master's degrees and PhDs. While the tribe recognizes and applauds the accomplishments of all its students, the academic year 2012-2013 is a remarkable one. This year has seen the single greatest number of college graduates in one academic year. So Woohooooo!!!! Congratulations are in order!

Progress in education is not a quick fix- it takes time and dedication. For many students, working around family, work, and other commitments is a time consuming undertaking. At the close of the 2012-2013 academic year, including students who graduated at the end of the fall 2012 semester, the following is a partial list of students who have completed a degree this year. If you have completed your degree and we have not included you here, please let us know. We are very proud of these life accomplishments! For extraordinary effort and dedication, and a commitment to your future, the future of your children, and the future of your tribe, we offer our sincerest congratulations! Well done!



Terri Benson, Associate's degree in Cosmetology, Century College

James Carey, Associate's degree in Graphic Design, Muskegon Community College

Benjamin Compeau, Bachelor's degree in Hospitality and Tourism Mgt, Grand Valley State University

Chelsea Densmore, dual Associate's degrees in Corrections and Law Enforcement, Jackson Community College

Jennifer DeVerney, Bachelor's degree in General Business, Concordia University

Stormie Jacobs Frees, Associate's degree in Native Studies, Saginaw Chippewa Tribal College

Joanne Green, Associate's degree in Business Management, West Shore Community College

Alexis Kitter, Associate's degree in Liberal Arts, Saginaw Chippewa Tribal College

Sandra McCaslin, Associate's degree in General Studies, Northwestern Michigan College

Lisa McClees, Bachelor's degree in Communications, Eastern Michigan University

Amanda McQueen, Bachelor's degree in Liberal Science, Grand Valley State University

Aaron Medacco, Bachelor's degree in Computer Science, University of Michigan, Ann Arbor

Alicia Mejia-Ortiz, Associate's degree in Early Childhood Education, Muskegon Community College

Melissa Morton, Bachelor's degree in Hotel Administration, University of Nevada, Las Vegas

Seneca Peters, Bachelor's degree in Communications, Arizona State University

Laura Ricker, Bachelor's degree in History, Montana State University, Bozeman

Courtney Ridolphi, Bachelor's degree in Clinical Lab Sciences, Northern Michigan University

Jessica Roney, Bachelor's degree in History, Central Michigan University

Crystal Schmalz, Master's degree of Divinity, Urshan University

Cassandra Schnicke, Associate's degree in Medical Administration, Montcalm Community College

Salli Wabsis, Bachelor's degree in Business Administration, Ferris State University

Donnie Wilkerson, Bachelor's degree in Business Administration, University of Michigan, Ann Arbor

Timothy Willard, CDL Certificate and License, Muskegon Community College

The 4th Annual **Tight Lines for Troops** Charity fishing tournament for Michigan veterans was held on May 17th and 18th this year in Manistee. The event was a rousing success with over 300 vets signing up to participate and 60 Charter boats donating their services.



Bob Guenthardt

The event was started by Little River Tribal member and Elder Bob Guenthardt and was sponsored by the Little River Casino Resort, Manistee County Charter Boats, the Brain Injury Association and the Michigan Chapter of the Paralyzed Veterans of America. The tournament, the gatherings, meals and awards all took place at Seng's Marina on the shores of Manistee Lake.

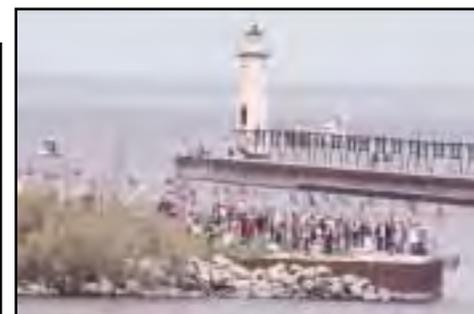
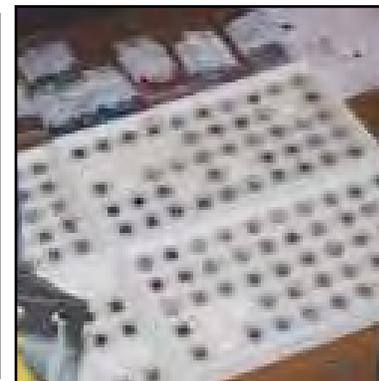


Those who receive "boarding priority" are WWII Vets, Purple Heart recipients, veterans disabled, POWs, Families of Gold Star Veterans, and then any Veteran of any branch of service. In addition to the Big Lake boat fishing, the "Pier, Shore and River Divisions" include opportunities for Veterans to fish from land.

The concept for the charity fishing tournament began with Charter Captain Bob Guenthardt who is a former Ogema of the tribe and a proud U S Army veteran.

Captain Bob's fleet of volunteer fishing boat captains, local organizations such as Little River Band of Ottawa Indians Warrior Society, American Legion and VFW, United Veterans Council, Rolling Thunder Michigan Chapter 1, National Guard and U.S. Coast Guard, Patriot Guard and many private businesses, and hundreds of volunteer individuals throughout the state of Michigan joined together and successfully executed this outstanding event which means so much to veterans. Many of whom, never did receive a proper 'thank you' for their service over the years.

This was truly a 'volunteer effort' and the vets involved had a great time!





Aki Playground ready to go!



Welcome Summer Staff!



The NRD department is happy to have some new faces this summer. Through grant funding the summer staff will assist biologists with projects including; stream and lake assessments for fish communities and water quality, stream restoration assessments, lake sturgeon stewardship, wild rice monitoring and many other exciting departmental programs. We look forward to working with these staff throughout the field season and keeping you informed about our exciting projects. approval of lake trout.

LRBOI Involved in Nationally Recognized Project

On June 10th Ogema Romanelli and staff from the LRBOI Natural Resources Department were in attendance when the U.S. Environmental Protection Agency, in partnership with the White House Council on Environmental Quality and other Federal agencies announced that the Grand River in Grand Rapids Michigan was being awarded an Urban Waters Federal Partnership. The Grand River project is one of 11 new locations that are identified to restore waterways, help local economies, and create jobs. Essentially, the Urban Waters Federal Partnership is a strong multi-agency partnerships at the federal, state, local levels, and with the tribes, integrating many of the services needed for community revitalization. Part of the Tribal recognition specifically recognized Larry Romanelli and the work of Tribal biologist on the technical committees.

This is a project that will create neighborhoods, that will bring businesses and people downtown, and that will connect the city of Grand Rapids around the Grand River. LRBOI has been instrumental in the technical review of plans, particularly with sturgeon, as well as sharing the thoughts on Native Species Stewardship and promoting bringing the river and native species together at



Drawing from grandrapidswhitewater.org

Casino Employment



Check out the new Employment Opportunities tab on the tribal website at <https://www.lrboi-nsn.gov/index.php/resources/employment> Our new preference ordinance is there along with links to website and job opportunities. All in one place for your convenience!

Check out the exciting opportunities that await you at the Little River Casino Resort There are many ways to apply. Log onto our Website at www.LRCR.com and click on Careers Call our Human Resources Department at (231) 723-4530

Stop by our Human Resources Department located at 2700 Orchard Hwy Manistee, MI Monday – Friday 7am-5pm Send your Application,

Resume and Cover letter to:
Little River Casino Resort Attn: Recruiting
P.O. Box 417 Manistee, MI 49660
Phone: (231) 723-4530 · Fax: (231) 723-1589
Email: recruiting@lrcr.com

Available job openings can also be found at all LRBOI Tribal Government buildings, in LRBOI Tribal Newsletters and at Michigan Works!

Tribal Preference will be followed in accordance with the LRBOI- Indian Preference in Employment (Ordinance #11-600-02)

Little River Band of Ottawa Indians Kwewok Circle

Looking for Miss LRBOI Princess Contestants 2013

Miss LRBOI Pandora Pete 2012-2013

Requirements to apply
Age 13-18
Single, no dependents
Full regalia
Must have knowledge of customs and traditions, will have to write a short Bio about yourself. Share goals, ambitions, education, family, your interest and hobbies
Must be Little River or a descendent



Imagine yourself being crowned Miss LRBOI Princess

What an honor!

You will represent the Little River Band of Ottawa Indians at the Pow-wow's and be treated like royalty. You will receive a crown, sash, flowers, accommodation for spring and fall membership meetings, Personal appearances to represent the tribe

Little River
Band of
Ottawa
Indians
Kwewok
Circle

For information on how to apply call
Debra Davis
231-398-6724

Four Days and Three Nights: "Cultural Teachings and Wilderness Living Immersion Camp"

Sponsored by the LRBOI Tribal Court Peacemaking Department Funded by the Department of Justice with an OJJDP-TYP grant.

Youth participants must sleep in individual wigwams, cook meals over a fire as a group, participate in camp chores and meal clean-up and maintain personal hygiene using solar showers. Bathroom facilities are porta-johns. No electronic devices are allowed. Trained Staff, including Tribal Elders and Tribal Government Employees, Male and Female at all times, are onsite to supervise all camp activities. Night Watch Staff watch the camp all night for safety.

ELIGIBILITY: Male and Female: Ages 12-17
Parent or Guardian must apply for the youth participant to be approved to attend the camp. Application forms are available from the Peacemaking Probation Department of the Little River Band of Ottawa Indians. This is a rustic wilderness camp. Youth must be physically able to participate in normal camping type activities and be in good health. Exceptions for disabilities or injuries can be made with approval. Violent or sex offender youth are prohibited from attending this camp for the safety of other participants.



The camp is designed for: Tribal Member Youth, Tribal Descendants and Traditionally Recognized Non-Members (Family who are directly related to tribal members, such as by marriage, adoption, or other justifiable circumstance, or are a recognized part of a tribal community even if not by blood, etc.)



Between meals are organized activities. There are hardly ever any down times when there is not a scheduled activity. Scheduled activities are secondary to group dynamics and the situational need for talking circles, conflict resolution or personal human situations that always occur without planning. Talking Circle Communication takes precedent over the need to present crafts or disseminate educational information. All activities have several layers of importance, the skill itself, the networking of the group through peer interaction, the philosophy of the activity, and how it applies to the real world and people's real lives.



CAMP DATES:
Session Two: July 11-14
Session Three: Aug 1-4
Session Four: Aug 22-25

RUNDOWN OF A BASIC INDIAN VILLAGE CAMP SESSION BY ACTIVITY

Participants are dropped off at Indian Village, a rustic and remote recreation of an Indian encampment with longhouses, round houses and individual sleeping wigwams for participants. Spring water is brought in for drinking and an onsite hand pump well is used for additional water. Food is stored on ice in coolers. Equipment is stored in two pull behind trailers. Male and Female trained staff are onsite at all times.

Upon arrival participants are assigned a personal wigwam and necessary camping equipment; Staff receive medications from parent/guardian and lock in secure area; paperwork and release forms for each participant are stored; At this time there is notification to staff of any special needs-allergies-disabilities-diet- potential behavior problems; The first organized event is a lunch followed by a welcoming Pipe Ceremony; We have an Introduction Circle with a name memorizing game; We go over camp rules and expectations of behavior; We explain Talking Circle guidelines and how to address conflicts or problems with staff and peers; We discuss personal hygiene requirements, fire rules and fire safety and give an overview of some of the cultural and craft activities; Each participant is expected to cook, to clean, and to offer a food blessing at some point during the camp session; We explain about cooking and cleaning – which is done by youth participants with guidance of adult staff; Explain that other camp work duties will be expected as the need arises.



Some of the activities that are presented include:
FIRE: Bow Drill Fire-making, Demonstrations of alternate methods of Fire-making such as flint and steel and using magnesium shavings, using a lens to make fire, piston fire, fire tinder like birch bark and cedar bark, collecting proper kinds of wood, how to maintain a fire, different uses of a fire such as utility fire and sacred fire. All participants are asked to collect firewood and at different times to be a fire-keeper.

CLAY: Different clay projects include pinch and coil pottery, animal fetishes, beads, amulets or wall hangings, or building a community clay oven. Traditional pottery projects are pit fired to harden clay.

BEADWORK: Different types of beadwork projects are presented, lazy stitch and appliqué. Sometimes beadwork is used to decorate other projects.

LEATHERWORK: Personal medicine bundles or larger medicine carrying pouches are made and sewn together, sometimes with necklace or fringe attachments.

BIRCH BARK: Numerous birch bark projects are made including baskets, decorative rings, scratching winter bark designs, tubular containers, making birch oil and how to collect birch materials.



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

Call for applications
1-231-398-6878

Call for More Information
1-231-398-6878



The Little River Band of Ottawa Indians Housing Department currently has programs to assist prospective Homeowners, and existing homeowners, with Down Payment and Closing Cost Assistance. The programs are available to Tribal Members who are buying, building, or planning to buy or build, or who have purchased a home and would have met the requirements of eligibility for any of the programs established in the Ordinance between September 21, 2005 and the date the Ordinance went into effect. It is available to members within or outside the Reservation or Trust Lands boundaries. There are no income requirements, and you can receive a combined amount up to \$5,000.00 and is based on 2.33% for Down Payment assistance and 1% for Closing Cost assistance which is calculated on the total purchase price. Please contact Chad Gehrke in the Housing Department for additional information and applications, 231-398-6878.

Commodities

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, 2012 & October 1, 2013

Household Size	Income Limits
1.	\$ 1,080.00
2.	\$ 1,410.00
3.	\$ 1,740.00
4.	\$ 2,081.00
5.	\$ 2,438.00
6.	\$ 2,795.00
7.	\$ 3,125.00
8.	\$ 3,455.00

For each additional member add \$ 330.00
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

Another reason to Love

the commodity department

FDPIR client survey question

How does the commodity food help your household?

With only one person currently employed we don't have a lot of money to spend on grocery shopping. In fact we manage to scrape by with basic living expenses. This commodity program is a huge help and keeps all four of us from having to worry about choosing between electricity and food.

Attention Vendors

Applications are now being accepted for the
Little River Band of Ottawa Indians
18th Annual Jiingtamok
July 6 & 7, 2013

Do you make baskets, jewelry and headwork, pottery, quillwork, leather-made items such as drums, dance sticks, pouches, regalia or some other native art or craft? Why not sell them at the Jiingtamok? All native arts and crafts are needed!

Applications (including vendor letter and map) are available by visiting the tribal website www.lrboi-nsn.gov or at the Historic Preservation office located at 294 River Street in Manistee. To request an application by email, postal mail or for more vendor information, please contact Valerie Chandler:

Email: vchandler@lrboi-nsn.gov
(231) 723-8288, ext. 6895
Toll-free 1-888-723-8288, ext. 6895.

Sunflower Wilson Inducted into Honor Society



The UAPB agriculture honor society has announced that the society has inducted 10 new members including Sunflower Wilson, daughter of Pat and Alta Wilson from Manistee and the Little River Band of Ottawa Indians. The University of Arkansas at Pine Bluff Chapter of Gamma Sigma Delta, the honor society of agriculture, inducted one faculty member, four graduate students and five undergraduate students.

The organization honors individuals who exhibit academic excellence and other qualities that promote the image and relevance of agricultural, food and related sciences.

The inductees are faculty member Obadiah Njue, chairman of the UAPB Department of Agriculture, and agricultural regulations graduate students Kenyon Branch of Dermott, Ark.; Shaun Francis of Georgetown, Guyana; Thomas Witherspoon of Pine Bluff; and Talesha Dokes of North Little Rock. Undergraduate students are Alichia Sunflower Wilson of Manistee Mich., fisheries biology; Lauren A. Goodwin of Chicago, agriculture business; Jessica Raychel McAfee of Pine Bluff, agriculture business; Cristal Amaro of Memphis, animal science; and Tracy L. Smith of Pine Bluff, regulatory science.

Undergraduate membership in the honor society is limited to seniors who have an overall grade point average of 3.25 or above and are in the upper 15 percent of eligible students and to juniors who have an overall grade point average of 3.30 or above and are in the upper 5 percent of grade point average eligible students. Graduate student members must have completed at least 40 percent of their program. Faculty and alumni members must have shown outstanding teaching, Extension, research or service.

Aki Community Center Elder Meals Menu July 2013



Meals served at 12:00,
Monday—Thursday
No Charge to Elders, their Spouse
and Handicap/Disabled
individuals who
Reside with Elders.
Donations are appreciated and

A woman over 50 who:
Are not physically active need about 1600 calories a day.
Somewhat physically active need about 1800 a day.
Very active needs about 2000 a day.

A man over 50 who:
Are not physically active need about 2000 calories a day.
Somewhat physically active need about 2200-2400 calories a day.
Very active need about 2400-2800 calories a day.

ACTIVITIES:
Wednesdays—Wii Bowling
Other Activities: Birthday of the Month

Menu subject to change with out notice.
Meals meet 1/3 of the RDI based on a
1600 to 2000 calorie diet.

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 Angus Burger, Mac n Cheese, Veggies & Dessert	2 Pork Loin Red Potatoes Veggie & Dessert	3 Chicken Salad Sandwich, Fresh Veggies, Fruit Salad & Jell-O	Happy 4th! 	5	6 Elder Committee Continental Breakfast .
7	8 Ruben Sandwich, Macaroni n Cheese Cauliflower Dessert	9 Taco Bar Fry Bread, Veggie & Dessert	10 Roast Beef, Potato & Carrots Dessert	11 Grilled Chicken, Macaroni Salad, Lettuce & Tomato, Mixed Fruit	12	13
14	15 Turkey Club, Potato Chips, Fresh Broccoli, Dessert	16 Fish Fillet, Mixed Veggie, Roll & Dessert	17 Chicken Wild Rice Peas Sherbet	18 Meatloaf, Mashed Potatoes, Corn & Dessert	19 Friday Muskegon Meal Please RSVP with Noelle 231-398-6886 Lunch served 12:00 pm	20
21	22 Angus dogs Broccoli Salad Corn on the cob	23 Goulash, Carrots, Potato &	24 Vegetable Soup, Grilled Cheese, Dessert	25 Ham, AuGratin Potatoes Asparagus & Dessert	26	27
28	29 Spaghetti, Mixed Veggie, Garlic Toast & Dessert	30 Chicken Wild Rice, Peas & Sherbet	31 BBQ Beef Sandwich Cole Slaw Asparagus & Strawberry Shortcake			



“The LRBOI Tribal Public Safety Department handles many different types of complaints and problems. From regular ‘beat’ officers to detectives, narcotics investigators, Maritime officers, search and rescue units and Natural Resources officers, you never know just what issues will come up from day to day. Here is a sampling of calls handled by our Tribal Police this last month.” The following is a synopsis for May Tribal and non Tribal arrests.

On 05/02/2013 Tribal police arrested a 47 year old Allegan man for indecent exposure. The incident occurred in the pool area of the Casino.

On 05/05/2013 Tribal Police arrested a 41 year old Ludington man for OWI 1st and open intox in a motor vehicle. in Manistee Twp.

Government Closes for the following Holidays

- *New Years Day
- *Treaty Recognition Day
- *Memorial Day
- *Independence Day
- *Labor Day
- *Reaffirmation Day (Sept. 21st)
- *Veteran’s Day
- *Thanksgiving Day
- *Friday after Thanksgiving Day
- *Christmas Eve Day (Half Day)
- *Christmas Day

Just use the toll-free number 888.723.8288.

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.

On 05/10/2013 Tribal Police arrested a 54 year old Fort Gratiot, Mi man for disorderly conduct at the Casino.

On 05/11/2013 a Grand Haven man was arrested for disorderly conduct at the Casino.

On 05/12/2013 Tribal Police arrested a 25 year old Onekama man for trespassing and disorderly conduct. This occurred at the Casino.

On 05/18 2013 Tribal Police arrested a 48 year old Muskegon man at the Casino for disorderly conduct.

On 05/19/2013 Tribal Police arrested a 27 year old Manistee man for OWI and indecent exposure The incident occurred in the Casino parking lot and Parkdale.

2013 Great Lakes Traditional Arts Gathering

Sponsored by Forest County Potawatomi, Gun Lake Tribe, Rosette Law and Gellinger Family Foundation

The Great Lakes Lifeways Institute and our partners would like to invite your tribe to join us at the 2nd Annual Great Lakes Traditional Arts Gathering (GLTAG), July 10-14. Group tribal rates available.

A collaborative inter-tribal effort, GLTAG features 60+ classes taught by over 40 instructors. Many are Native tradition bearers and elders who are dedicated to preserving and revitalizing cultural knowledge.

Held on a secluded Lake Huron island, where untouched Northwoods meets a natural sand beach, the setting is ideal for learning such traditional arts as:

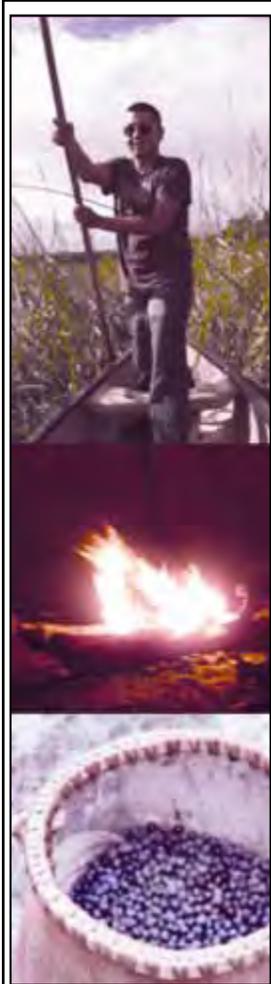
- bark canoe building
- ash basketry
- birch bark work
- language
- Anishinabe star lore
- traditional foods
- braintan ricing moccasins
- cradleboards
- quillwork
- and much more

In addition to classes, the event features evening entertainment and off-site adventures, such as an eco-cultural tour of wild rice beds and big water expeditions on two old-style 25 ft. bark canoes. All event functions are designed to be family-focused and support intergenerational learning. KidsCamp will host activities for ages 10 and under, and the shallow cove is perfect for little ones to wade and splash around in the water.

GLTAG is all about connections - to our roots, to nature, and to each other. From elders to youth, opportunities are limitless. Tribes are encouraged to send staff for training; offer sponsorship support; or simply take advantage of our tribal group rate, so members can experience a relaxing immersion experience like none other.

We welcome your involvement and hope you'll check out our website (islandgathering.org). For questions, contact Erik Vosteen, Event Manager, at evosteen@lifewaysinstitute.org or (574) 518-0774.

Sincerely,
Ed Pigeon- Board President, Great Lakes Lifeways Institute



Indian Preference Business

Are you a business owner that owns 51 percent of your business?

Are you a member of a Federal Recognized Indian Tribe?

If so, your business may qualify for Indian Preference. To get registered with the Little River Band, please contact **Michelle Lucas at 888.723.8288.**

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

For Rent

For details and an application contact **Chad Gehrke**
231-398-6878

Michelle Bernatche
231-398-6875



The Little River Housing Department is anticipating the construction completion of 7 new two bedroom fair market rental units at Aki maadiziwin in Manistee, MI this summer.

LRBOI Tribal member and Elder Delano Peters is still at it, inventing cool items which can help people! Over the fall and early winter, Del introduced a new portable 'exercise' piece of equipment that can help young people improve their balance and ability to do gymnastics including as he says, "Teach them how to get started walking on their hands!"



Fred Ongcapin, J.D., LL.M
Tribal Court Advocate
(Licensed to Practice Law Before Tribal Court and Federal Agency Appeals) Represent Tribal Members before Tribal Court Represent Tribal Members before Federal Agency Appeals U.S. Department of Interior, Board of Indian Appeals



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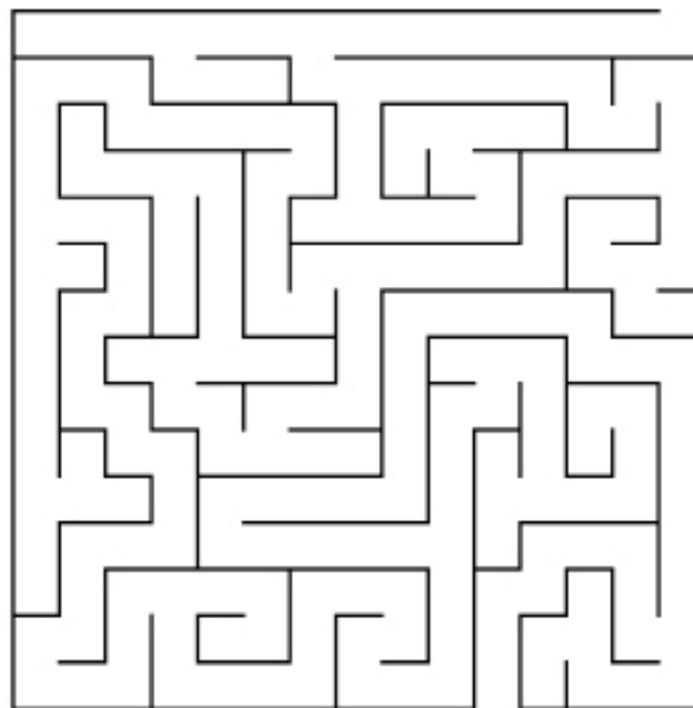
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Color



Our oral stories and history tell us that our people have always been very courageous and brave. We would defend what was ours. We always used the wisdom that was taught to us by our leaders and elders



"We remember those to whom it is dedicated, they who gave their fullest measure of devotion in the service of their people."



Jay Sam

"Aho" Brian Gibson

Word Search

BLUE
CONGRESS
ENGLAND
FIREWORKS
FLAG
FREEDOM
JULY
KING
LIBERTY
PARADE
RED
STATES
TAXES
UNITED
WAR
WHITE

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

The Warriors Society honors us all with these purposes:

To uphold and defend the Constitution of the Little River Band of Ottawa Indians and the Constitution of the United States.

To recognize tribal citizens who have served in the military, and to provide support for them and their families.

To promote peace and goodwill within the tribe and the world.

To preserve the Tribe's culture, language, values and traditions.

To provide enlightenment and traditional teaching to honor the Tribe's warriors.

Workforce Development Program

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 assist 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 and LRBOI Employment Background Application at LRBOI Human Resources and a Workforce Development Application for Programs at Commerce. 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.
6. Applicant must pass a Human Resources

Background Investigation prior to placement. 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. Applicants selected for a work experience understand that their selection is based on meeting all requirements listed above. 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, LRBOI Employment Background 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, an LRBOI Employment Background Application at LRBOI Human Resources and a Workforce Development Application for Programs at Commerce. Five (5) positions are budgeted for the fiscal year. 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.
6. Applicant must pass a Human Resources Background Investigation prior to placement. 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.

Five (5) 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 meeting all requirements listed above. 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).

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, as well as a standard LRBOI Employment Application and LRBOI Employment Background Application.

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.

Learning about clean energy!

Everywhere in the press, we hear about the need to have clean energy and work towards Energy Efficiency. Little River, following up on a grant program started by Dan Shepard, is actively working on this worthwhile effort and began some active training last month.

A two day course, funded through a grant from the Department of Energy's Tribal Energy Program, was held Monday and Tuesday, May 20th and 21st, from 9:00 a.m. to 5:00 p.m. in the Dome Room of LRBOI Tribal Government (Bank Building).



This two-day course consisted of the fundamentals of Renewable Energy Systems and Energy Efficiency.

The first day of the course included an overview of Renewable Energy Technologies including Biomass, Geothermal, Hydrogen, Hydropower, Ocean, Solar Energy and Wind. Topics included an overview of technologies, how technologies are used in communities, renewable projects in Michigan, rebates and incentives and how to use renewable energy with energy efficiency. An overview of energy efficiency for residential and commercial buildings included treating the house as a system, standards in residential and commercial applications, diagnostic testing and how it is used to measure energy efficiency.



The second day of class provided examples of how energy efficiency and renewable energy can be used to maximize energy savings and reduce emissions and our carbon footprint. Also in the second day of training, an energy expert reviewed the Renewable Energy Plan for the Little River Band of Ottawa Indians and provided an active forum for discussion on next steps, improvements and how to get the LRBOI community involved in energy programs.

This training is also a step in becoming certified to work in the exciting field of Renewable Energy Technologies.

Interior Secretary Sally Jewell Affirms Importance of Funding Aimed at Protecting Tribal Treaty Rights

On May 15th, 2013, Sally Jewell, Secretary of the United States Department of the Interior addressed the US Senate Committee on Indian Affairs. In part, her testimony affirms the commitment to tribal nations by this administration. Here are excerpts of her testimony:

“Good afternoon, Chairwoman Cantwell, Vice-Chairman Barrasso, and Members of the Committee. I would like to thank my friend and fellow Washingtonian Senator Cantwell for inviting me to be here today. It is a pleasure to appear before your Committee to discuss my views and priorities relating to Indian Affairs at the Department of the Interior.

The Obama Administration has made it a high priority to honor our treaty obligations and trust responsibility to Native Americans and Alaska Natives, and I intend to carry out that commitment.

One important way the Department honors its commitments is through the Rights Protection Implementation program, which supports the implementation of Federal court orders that resulted from decisions in complex, *off-reservation* treaty rights litigation. Generally speaking, these cases involved treaties in which the signatory tribes conveyed significant amounts of land to the United States and reserved the right to hunt, fish, and gather within the ceded territory. The rights involved are shared among multiple tribes and involve co-management with other jurisdictions.

There are 49 tribes whose off-reservation hunting, fishing and gathering rights in the Pacific Northwest and Great Lakes regions are supported by this program. Five umbrella intertribal organizations assist the tribes in implementing relevant court orders and carrying out co-management responsibilities. The court decisions and orders implemented through this program include *U.S. v. Washington*, *U.S. v. Michigan*,

An interview with Thomas Crawford NAWA

The Native American Water Association (NAWA) is holding their annual convention here at Little River later this summer and the Currents had the opportunity to interview their President, Thomas Crawford recently at the LRBOI Commerce Department.

LRBOI Utility Director Gary Lewis has been after the Native American Water Association to hold their annual gathering here in Manistee for several years and this year the national conference will be here. In preparation for this year's gathering, the Currents had an opportunity to sit down with their President Thomas Crawford who is Vice Chairman of Bridgeport Paiute Indian Colony of California.

In discussing the purpose of the association, Crawford said that, “...our task is to provide technical assistance and training programs to tribal water and wastewater professionals all across the United States.” Crawford is the founder and President of the Association and is a strong advocate for responsible water management throughout tribal lands.

The mission of the NAWA, as stated on their website, “... is to provide tribal water and wastewater operators, managers, utility commissions and tribal leadership with continued training and technical assistance in the goals to: Strengthen tribal sovereignty and Self-determination and protect health and environment in Indian Country. NAWA provides a link directly to tribes and tribal water and wastewater utilities, creating strong internal resources for tribes to participate with and draw from.”

Crawford first met Gary Lewis 12 years ago when the Little River Casino was just in their first stage of building. He was impressed with the area and is anxious to be here for the conference. In talking about the challenges of providing good, clean drinking water and then taking away the waste, Tom talked about the fact that most people don't really understand what it takes or the process in safely handling the waste water. He said that, people don't realize that the process is dependent upon living organisms and microbes in waste water and that the things people flush down the toilet can actually kill these organisms and microbes.

Without them, you can't clean up the water! 275 tribal nations participate with the NAWA and talks have been held with the First Nations of Canada. A lot of the information exchanged deals with funding issues that affect clean water. Tom said that they have kept the NAWA small because, they realize that the funding from the federal government will continue to diminish and that “when the money goes away, we still want to be able to provide the services and knowledge” that the tribes need.

Crawford said that good water management is also a key component of Tribal Sovereignty in that the tribes, to be truly sovereign, need to be able to manage themselves and the resources necessary for the tribal nations to survive.

“The beauty of the association is that” said Tom, “while we get some grants, tribes kick in to support the group.” NAWA also works by going out to meet with and train tribal groups of operators to help keep the cost down for the individual tribes. Tom likes going on-site because, “You are dealing with their equipment and their situations, so it's not like getting good information at a conference and coming back, looking at your equipment and not seeing how the two are compatible.”

Crawford also talked about water management as a career and expressed his concern that the professionals out there now are getting ready to retire and there's no one to replace them. He admitted that the work is something that you have to love and feel passionately about. But he added, “It is a rewarding profession.”

For more information, go to the NAWA website at <http://www.nawainc.org/> **The conference in Manistee is scheduled for July 17th through 19th.**

Got Water?



In summer weather and other hot, humid working conditions, drinking enough water is vital to preventing heat illness. The most serious illness, heat stroke, can be fatal. It occurs when the body's cooling system fails because of moisture and minerals lost to sweating.

To prevent heat illness under hot work conditions

- Wear clothing that allows air circulation
- If possible, try to stay out of the sun
- Take breaks when you can and drink water frequently.

Don't drink a large quantity of water at once, just keep on sipping. Drinking enough water helps keep the body's digestive and elimination systems working properly. What is enough water? Eight glasses (eight fluid ounces or about .25 of a liter each) is probably as good a starting point as any. Drinking other beverages and eating waterlogged produce such as lettuce also supplies some of your water requirements. Then adjust your water intake for what seems right for you.

Clear urine, a regular digestive system and supple skin are signs of adequate fluid intake. Headache can be a sign of dehydration, so try drinking water before you pop a pill.

Now, about that old water bottle. If it's just an old soft-drink container, replace it with one intended for repeated use. Maybe you should get two so one can go in the dishwasher every so often. Try not to handle the bottle, particularly the top, unless your hands are clean.

Plenty of clean water to drink is a privilege enjoyed by workers in this country, with few exceptions.

So enjoy drinking your fill for good health.

Tips for Staying Cool This Summer

Be aware of the heat. Pay attention to it and modify your activities appropriately. Pay attention to your hydration status, and be sure to drink plenty of fluids. Try to stay in relatively cool areas, even when outside. Many public places such as libraries, shopping malls and movie theatres are air conditioned. Avoid hot enclosed places, such as cars. Never leave children unattended in a car parked in the sun. Use a fan, if available.

Stay on the lowest floor of your building.

Eat well-balanced, light and regular meals.

Wear loose-fitting, lightweight and light-colored clothing.

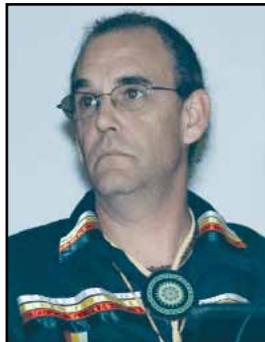
Cover windows that receive a significant amount of sun with drapes or shades to help keep your house cool.

Weather stripping and proper insulation will keep cool air inside your home.

Cool beverages are good for cooling down the body, while alcoholic drinks can impair the body's ability to regulate its temperature.

Gary Paul DiPiazza

Sees-Bak-Tunse (Real Sweet Sugar)



Anish na
It is with Great honor to serve you as your LRBOI Nine County Representative. I will be working to bring us Peace, Harmony and Unity for that will bring us our Prosperity and Equality for all our Members. Always be there to answer your questions, To the best of my ability at all

times. Standing for the issues that are in the best interests of the Members. I will stand accountable and responsible for all of my actions. Now I need your thoughts and concerns so I can take them with me on this new path in life. For this is about you the members

>> FOR WE WILL SUCEED <<

Miigwetch for Letting me Speak with you and Blessing to you all

Contact information:

375 River street Manistee, Michigan 49660

E-Mail: gdipiazza@lrboi.com

Office: 1-231-398-6825

Natural Remedies Tick Control

To help you stay ahead of these pests, here are some natural ways to make tick season easier to take.

1. When you venture into areas where ticks might be waiting, dress for the occasion. Wear a hat and light-colored clothing (to help you see ticks before they find skin), and tuck your shirt into your pants and your pants into your socks.

2. Keep a sticky tape-type lint roller handy if you're finding ticks regularly. This little gizmo will pick up unattached ticks from clothing or pets,

3. When you come indoors after outside activities, give your clothes a 10-minute spin in a hot clothes dryer to kill any ticks that might be hiding in the folds or seams. Then take a hot, soapy bath or shower. Unattached ticks will be flushed away, but you will still need to do a tick check of your body.

4. Ticks must feed for 36 to 48 hours in order to transmit Lyme disease, so regularly checking yourself for ticks after you've been in wooded areas is a hugely effective preventive measure. Check yourself before bed, too.

5. If you're using tweezers or a pair of forceps to remove an attached tick from yourself or your pets, you're doing it the hard way. Instead, try using small tick removal "spoons" such as the Tick Twister for little deer ticks, Ticked Off for any size ticks, or a Tick Key tick remover for larger dog ticks. All of these devices cost less than \$5 and they are worth every penny. Look for them at pet stores or from online merchants.

Read more:

<http://www.motherearthnews.com/natural-health/ticks-prevention-and-remedies.aspx?PageId=2#ArticleContent#zz2VMUGSasO>

You can send your Member Submissions to currentscomments@lrboi.com

Happy Birthday Tribal Elders!

Maseline Theodora Albring
Shirley Evelyn Brunson
Mary Joan Christner
Gerald Walter Dickman
Verna Jean Elenbaas
Jean Marie Hewitt
Nancy Ann Holland
Lawrence Wayne McNeill
Anna Marie Medawis
John Walter Modjeski
Alfred Charles Olson Jr.
Edna May Rinard
John Gordon Shano
John Sikorski
Roland Edward Sikorski
James Stone Jr.
Janice Ann Taylor



Brian King
Brad Curtis Sr.
Carol Mathews
Brittney

Congrats Grads!



Congradulations Chester David Cole!

There are some who say that the new warrior of Indian County are those who are fighting their battles armed with knowledge and education. you are one of these new warriors.



We are so very proud of you!



Congratulations Taryn Nicole Theodore



Graduated from Fremont Quest High School
In Fremont Michigan
May 23, 2013 at 17 years old
Tribal Nick Name: Boss Lady (Ogemakwe)

Congratulations for being the number 1 student of the school and receiving a \$500 award!

Love - Mitch Theodore (Dad) and Kim,
Brothers: James Theodore, Luke
Sisters: Shelly, Amy, Julie.
Good luck in the future!

Happy Sweet Sixteen my darling Hannah!

WE LOVE YOU! Mommy Eagle
And all our family!





Little River Band of Ottawa Indians

18th Annual Jiingtamok

July 6 & 7, 2013

Tribal Gathering Grounds Manistee, Michigan

(Across from the Little River Casino Resort and behind the Trading Post
gas station, at the corner of US-31 & M-22)

Grand Entries:
Saturday 1 pm & 7 pm
Sunday 1 pm

Drums & Head Staff are TBA

Featuring:
Native American Craft Vendors
Native American Food Vendors
Miss Little River Princess Contest
Exhibition Dancing & Specials

**Camping available
for Jiingtamok
participants on a
first come first
serve basis**

**Absolutely no
firearms, alcohol,
drugs, politics
NO pets allowed
except for service
animals**

**For information, please call 1-888-723-8288 or visit:
www.lrboi-nsn.gov**

**Sponsored by the Little River Band of Ottawa Indians
Tribal Historic Preservation Department**

**Annual Wellness Walk - July 6, 2013
Little River Casino Three Fires Conference Area
For more information please call 231-723-8288**



**New Sturgeon
Website
10th Annual
Sturgeon Release**

This is a big year for the Lake Sturgeon program! The 2013 field season is underway (our 10th of sturgeon rearing), and we are on track for a great year! We currently are raising lake sturgeon from both larval and egg stages in our Streamside Rearing Facility at Rainbow Bend on the Big Manistee River. As we continue to move forward, we would like to keep everyone updated right up to the day of our 10th Annual Sturgeon Release Ceremony. With that being said, we would like to announce the new LRBOI Lake Sturgeon website which will be filled with up to date news, tours and contact information, and information regarding the 10th Annual Sturgeon Release Ceremony. Please check out the new website at: <https://www.lrboi-nsn.gov/index.php/lake-sturgeon-program>



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

Irene Dickman Walks on 2/11/1908 - 5/25/2013



Irene Dickman's name appears on the Durant Supplemental Roll of 1908.

Born in Hamlin Lake to Peter and Charlotte Allard, her father was French and her mother was Ottawa. "We never lived like the Indians, we got it from my grandma who was born in Northport" she said. "I never knew my grandparents on my mother's side of the family".

Growing up in the Ludington area, she attended the Chamber school as a young girl. Irene's

fondest memory of school is of her 16th birthday when her mother bought her a blue taffeta dress from the local store.

"It was a special dress because my mother made all my clothes, she was a great sewer but like all young girls I was sick of homemade clothes and wanted something store-bought" she said. "I loved that dress".

Irene is bi-lingual in French and English since her father was from Canada. "My father didn't speak English and couldn't even ask for a loaf of bread when he first got here" she said. Irene's father spent every summer working as a foreman at the Christensen Log Camp and after years of traveling between Michigan and Wisconsin, her family settled in Land O' Lakes when she was 18.

In 1925 she met Walter Dickman at the local tavern ran by his mother and soon after they were married. "I never wanted to marry a farmer, even though I liked a few of them, because I didn't like how they had to milk cows" she said laughing. "My uncle would always tease me and say 'I suppose next time I see you, you will be coming from the barn with 2 milk pails and sh*t between your toes'".



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

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Manistee, MI

Or Current Resident



Irene and Walter spent 47 happily married years together in Land O' Lakes where they coowned the local Ford dealership and raised their 4 children, Ruth, Bob, Carolyn and Jerry. Walter was 75 when he died in 1973 and since that time Irene has lived alone in the home that Walter built for her in 1963 on the Wisconsin River.

Velva Profiled in Lansing

Congratulations to Velva for
being featured and thanks to
Greater Lansing Woman!

If you've admired some of those beautiful traditional baskets on sale at the Gift Shop (Little River Casino Resort), you've seen the work of tribal member Velva Jean Emmer. They are also on display at the Nokomis Learning Center in Okemos, in Canada and at MSU in their Museum Collection.

Velva was also honored with an article and 'Artist Profile' by Vicki Dozier in the May 2013 edition of the Greater Lansing Woman magazine. Emmer's grandmother and mother were basket weavers so it's no surprise, as the article states, that she made her first basket as a child. She added that she sold it for \$1.25 to a relative. Her grandmother helped her with it because she was only 10 years old at the time.

