



Little River Currents

Gaaching Ziibi Daawaa Anishinaabek

Little River Band of Ottawa Indians

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DEC

23 | Offices open 8a-12p

24-31 | Offices closed - Ogema Declared Holiday

Offices will reopen January 3, 2022 @8a

TRADING POST WINTER HOURS

Sunday	6:00am-8:00pm
Monday	6:00am-8:00pm
Tuesday	6:00am-8:00pm
Wednesday	6:00am-8:00pm
Thursday	6:00am-8:00pm
Friday	6:00am-11:00pm
Saturday	6:00am-11:00pm

Tribal Government Offices are open by appointment only.
Members of the public visiting the Tribal Government Offices shall
be required to follow the safety protocols in place to address
COVID-19 concerns.

[Executive Order No. 21-1001-01](#)

*Nineteenth Update to Novel Coronavirus (COVID-19) Response:
Extension of Current Orders with Update to Public Health Safety Measures*

LRBOI Government Center

Offices are open by appointment only

2608 Government Center Drive
Manistee, MI 49660

888.723.8288 | 231.723.8288

Little River Health Services

888.382.8299 | 231.723.8299

Office: 231.398.6601

Mshkikii Gamig / Pharmacy
231.398.6853

LRBOI Contact Information

<https://lrboi-nsn.gov/contact/>



OGEMA LARRY ROMANELLI

231.398.6824

larryromanelli@lrboi-nsn.gov

Little River Band of Ottawa Indians
2608 Government Center Drive
Manistee MI, 49660

Ogema's Online page can be found@

lrboi-nsn.gov

MAST

Midwest Alliance of Sovereign Tribes

Larry Romanelli	<i>Delegate</i>
Cindy Champagne	<i>Alternate</i>
Sandra Lewis	<i>Alternate</i>
Ron Wittenberg	<i>Alternate</i>

NCAI

National Congress of American Indians

Larry Romanelli	<i>Delegate</i>
Cindy Champagne	<i>Alternate</i>
Sandra Lewis	<i>Alternate</i>

NIGA

National Indian Gaming Association

Larry Romanelli	<i>Delegate</i>
Tom Guenthardt	<i>Alternate</i>
Sandra Lewis	<i>Alternate</i>

United Tribes of MI

Larry Romanelli	<i>Delegate</i>
Gary DiPiazza	<i>Alternate</i>
Ron Wittenberg	<i>Alternate</i>

Aanii Tribal Members:

As we end the year of 2021, this will be the final Currents newsletter produced by the Executive Public Information Department in this format. Tribal Council passed a resolution in which the Tribal Council Recorder will be responsible for getting information to the membership as noted in the LRBOI Constitution Article IV- Tribal Council, Section 5- Council Officer Duties, (b) Recorder 2. The Recorder shall "Keep the Members informed as to the status of the activities of the Council and all other matters affecting the Tribe and its members."

I want to give a special thank you/Miigwetch to Rebecca Groh who has handled the Currents over the past couple of years single-handedly through some very difficult times of government shutdowns due to the COVID 19 and changes within the government and finances. Fortunately, Rebecca will continue to gather information from the Executive Branch and executive branch departments to submit for Tribal Members. I do wish Council Recorder Wolfe the best in taking on the communication with Tribal Members. I believe she will do a good job.

This issue will have information on what has transpired over the last year and through the pandemic which led to many changes within the LRBOI government. I am happy to report that we have survived better than the average US population thanks to our employees and the TERT Team, (Tribal Emergency Response Team) who have been preparing for years for the possibility of multiple types of emergencies. In this case, it paid off.

The Muskegon Casino Project, as I write appears to be going into a 6-month final extension based on a request from the Governor's Office, which would move the decision to as late as June 16, 2022. Not my favorite option, but the Governor's Office says they need more time to review the documents and because of COVID have had limited time to do the necessary reviews.

I must say that I am disappointed with several of the recent actions of our council. Recent court rulings have made some very clear rulings of separation of powers and other important Constitutional points. Yet still, the court battles have had to continue. It would seem that once a court rules, both sides would listen and follow the rulings. This doesn't seem to happen, and we continue to spend hundreds of thousands of dollars on court costs and attorney fees not to mention all the extra work of staff and hindrance of getting critical work of the Tribe done. All this, in my opinion, is putting our Tribe at great risk.

The pandemic continues to hamper our efforts and our ability to keep staffed properly, but your tribal government employees and enterprise employees continue to do great work and I am very proud of them all and you should be too.

I wish everyone the best holiday season. Please stay safe and enjoy your time with family and friends. We are making plans to hold the Spring Membership Meeting in person again, but only time can tell. No one can tell what the future will bring. Many people have asked for it. Take care, Miigwetch

Spring Membership Meeting

April 8th, 2022

Contact and participation information to be determined.



Advisory Group to Assist The Ogema in the Management of the LRBOI Gaming Enterprise

Executive Order No.21-0812-01

The purpose of this Executive Order is to establish a Gaming Enterprise (s) Advisory Group to assist the Ogema in the operation and management of the current gaming enterprise and any future gaming enterprises of the LRBOI.

The Advisory Group shall be comprised of five (5) Members seated as follows:

The Ogema, or the Ogema's designee, shall be a voting member of the Advisory Group.

Four (4) at large members to be appointed by the Ogema subject to approval by the Tribal Council.
Pursuant to LRBOI Constitution
Article IV, section 7(b).

Each Member of the Advisory Group, except for elected officials, shall have one or more of the following qualifications:

At least 7 years of experience of executive management in the fields of finance, operations, hospitality management or gaming management, or comparative fields; or

Reference to Executive Order No. 21-0812-01 / 4. 03 Qualifications of Advisory Group Members

Each Member of the Advisory Group, except for elected officials, shall have one or more of the following qualifications

At least 7 years of experience of executive management in the fields of finance, operations, hospitality management or gaming management, or comparative fields; or

A comparable amount of executive experience that lends demonstrable skills to the management of a gaming enterprise.

**For more information and details the full executive order can be viewed online here; [Executive Order No.21-0812-01](#)
Please submit letter of interest and resume to Mary Thomas | 231.398.6824 | MaryThomas@lrboi-nsn.gov**

Committee and Commission Vacancies

The Tribal Ogema continues to seek applications from Citizens interested in serving on the Gaming, Housing, Binojeeuk, Enrollment, Health, Natural Resources Commission, and Biskaabiiyang and Elders Committees.

Citizens interested in serving on a commission/committee are invited to submit a commission application along with a letter of interest. The Binojeeuk and Gaming Commission requires a background check. Please visit [the LRBOI Committee and Commissions](#) page for a list of Commissions/Committees, vacancies, and seat terms.

I would like to thank Ogema Romanelli for giving us the opportunity to address the LRBOI.

Since the Federal Recognition of the Tribe, the Local Units of Government have had great collaboration and working relationships. Cooperation and coordination are extremely important when working with the State or Federal branches. As local elected officials, we all have prospered when working together regardless of issues or projects at any moment in time. Official support from the LRBOI or the Local Units help pave the way for prosperity.

I've adopted the belief as stated by Ottawa leadership many times to look 7 generations to the future. Working together makes this easier to accomplish.

On behalf of the Manistee County Board of Commissioners as Chairman, I would like to wish a very Merry Christmas and Happy New Year to the Little River Band of Ottawa Indians.

Jeffrey Dontz | District 5 County Commissioner & Chairman

Letter to the Tribe,

Residents of Manistee County and the City of Manistee are grateful to the Little River Band of Ottawa Indians for providing jobs and fulfilling public safety needs through revenue sharing. We are better when we work together, as demonstrated by past performance. I look forward to seeing the Gateway Project completed. It will transform downtown Manistee. Thank you for everything you have accomplished in the past; we look forward to continued success and future collaborative endeavors. If you can't tell, I'm excited!

Sincerely,

Lynda Beaton, Mayor | Second District, City of Manistee



Meet **Erica Skynn**: founder of **Derm by Erica** and a Tribal Citizen of the Little River Band of Ottawa Indians.

Recently honored with The Innovation Award at the 2021 Daytime Beauty Awards, Erica is a pioneer in the beauty and skincare industry for men and women of color. She saw a demand for skincare that would treat melanated skin and seized the opportunity.

With the help of World Boxing Champion Floyd Mayweather, she launched Derm by Erica: a full line of products addressing acne, scarring, melasma, blemish bleaching and anti-aging. Her celebrity clientele includes Tamar Braxton, Toni Braxton, New Orleans Saint Marcus Williams, former WNBA player Ty Young and LA Sparks player Te'a Cooper, to name a few.

<https://dermbyerica.com/>

More About Erica Skynn:

Born and raised in Los Angeles, Erica began researching solutions for the burns caused by radiation after her mother was stricken with cancer. Determined to find a solution to help her mother, Erica received a scholarship to the renowned International Dermal Institute to become a skincare therapist. Under the guidance of Jane Wurwand, founder of Dermalogica, who became her mentor, she earned all her certifications. In 2011, she opened her first business, The Long Beach Medispa before creating Derm by Erica.



Linda Hoover, Christine Moore, Angela Bates

Linda Hoover, Christine Moore

In observance of National American Indian Heritage Month, the Ramsdell presented a "First Americans" art exhibit with contemporary work by Native American artists, including our very talented co-worker Michelle Lucas in Purchasing! Congratulations Michelle!

Below is a link to an article from the *Freshwater Reporter* with more information about the art exhibit, the exhibition also featured museum-loaned pieces by tribal citizen Shirley Brauker. Be sure to check it out.

<https://freshwater-reporter.com/first-americans-art-show-is-first-for-ramsdell/>

The Art of Flintknapping

Story and photos by Valerie Chandler

Historically, Native Americans utilized and hunted with arrowheads, spears, celts, and war clubs among other tools made of bones, clay and rocks. On occasion one of these rare treasures are found and unfortunately, the art of flintknapping is just as scarce. After many years of admiration of the art of his ancestors, Robert Chandler decided to teach himself how to flintknap. Robert and his wife Sandy live near where a historical Indian Village was once located along the Manistee River. He is an Elder of the Little River Band of Ottawa Indians and has been flintknapping for approximately six years. His knowledge has come from books, videos, talking with fellow flintknappers, and simple trial and error.

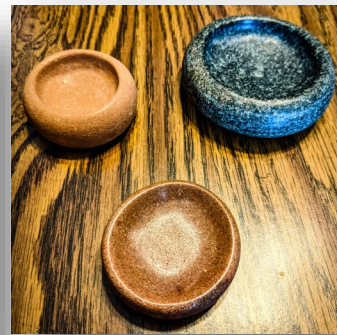


Robert Chandler holding three of the spear points he has made.

Depending on the size and type of implement Bob is making, the process can take a couple of hours to days at a time because he does not use any machinery to aid his skill; he does it entirely by hand. He starts by selecting a piece of flint, chert, obsidian, or other type of rock and inspects it for any hairline cracks. Bob's keen eye discerns the rock's cleavage to indicate how the flakes will break away once he begins striking the rock and applying pressure to flake away pieces at a time. He has created half-inch bird points to seven-inch spears as well as a variety of arrowheads, knives, drills, discoidals, bird stones, pipe bowls, and war clubs. When asked how many pieces he has crafted over the years, he laughs and says he's "lost count; there are hundreds and when I pass, I hope someone enjoys them".

This unique art takes a great amount of patience and as Bob said "can be discouraging when you work on a piece all day and in one motion, the arrowhead or spear can break in an instant". Of course, the art comes with risks and Bob's hands have had many flake shards imbed themselves like glass as well as cuts that have forced him to take a hiatus.

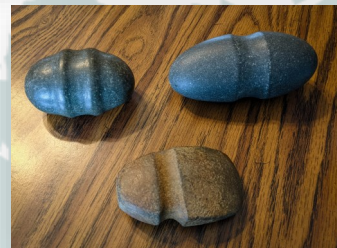
As a child his mother gave him a Native name meaning "Great Hunter" and as he's aged, the hunting has becoming harder, so perhaps turning to the primitive art of flintknapping is a natural transition. Bob can often be found in his "knap shack" and during the colder months, in his basement, honing his skill because in his mind, he "still has a lot to learn".



Discoidals are round game stones sometimes called "chunky stones" and were used during a game called "Chungke"



Pipe bowls made of Minnesota pipestone or catlinite (bottom) and soapstone (top).



War clubs (top) and small grooved axe (bottom). War clubs were used for close range fighting to bludgeon an enemy and axes have a beveled cutting edge that were used as a tool or weapon.



Spear points



Bird Stones are thought to have been similar to an atlatl weight or used in ceremonies or possibly worn with distinction. Although they are easily recognized, their exact function has been debated

ELECTION BOARD

Chair Valerie McDonnell

Secretary Laura Echelbarger

Board Members

Michael Ceplina

Kathy Gibson

Karen Love

231.398.6709

2608 Government Center
Drive
Manistee, MI 49660

election@lrboi-nsn.gov

<https://lrboi-nsn.gov/government/election-board/>

Open Election Board Meetings | No meetings scheduled in December 2021

****PLEASE SUBMIT QUESTIONS BY MONDAY THE WEEK OF THE MEETING**

Zoom Meeting | Meeting ID: 998 0833 8390 | Passcode: 743234

<https://zoom.us/j/99808338390?pwd=WDY1QUZhZlNoWFcvRC1dmQ0ckU1dz09>

Phone 301.715.8592 (Germantown) or 312.626.6799 (Chicago)

COMMISSIONS & COMMITTEES

Binojeeuk Commission

Vacant Chair
Vacant Commissioner (2)

Commissioners
Shawwna Gonzalez

Council Liaisons

Cindy Champagne
Nitumigaabow Champagne
Tom Guenthardt

Elders Committee

Chair Vacant
Secretary Marcella Leusby

Trustees

Chuck Fisher
Detra Kelsey

Council Liaisons

Gary DiPiazza
Sandra Lewis
Shirley Wever

Biskaabiiyang Committee

Chair Nikki Nelson

Chelsea Densmore
Al Metzger
Delia Ross
Victoria Wells

Council Liaisons

Tom Guenthardt
Pam Johnson
Ron Wittenberg

Enrollment Commission

Chair Charmaine Stone
Secretary Krystyne Medawis

Commissioners

Chuck Fisher
Vacant Commissioner (2)

Council Liaisons

Cindy Champagne
Sandra Lewis
Ron Wittenberg

Gaming Commission

Chair Bill Willis

Commissioners
Alyce Giltz
Mark Jespersen
Deb Davis
Steve Parsons

Council Liaisons

Tom Guenthardt
Pam Johnson
Julie Wolfe

Health Commission

Chair Pamela Johnson
Secretary Grace Hendler

Commissioners

Roxanna Gibson
Stormie Jacobs Wakmup

Council Liaisons

Nitumigaabow Champagne
Pam Johnson
Sandra Lewis

Housing Commission

Chair Teresa Callis

Secretary Marcella Leusby

Commissioners

Julia Chapman
Margaret Kowalkowski
Vacant Commissioner

Council Liaisons

Tom Guenthardt
Sandra Lewis
Ron Wittenberg

Natural Resource Commission

Chair Virgil Johnson
Secretary Martha Howell

Commissioners

Connie Eno
John Grocholski
Richard Koon

Council Liaisons

Gary DiPiazza
Tom Guenthardt
Ron Wittenberg

LRBOI | TRIBAL COUNCIL

Ryan Champagne | Speaker

231.398.6835

NitumigaabowChampagne@lrboi-nsn.gov

Pam Johnson

231.398.6836

PamJohnson@lrboi-nsn.gov

Cindy Champagne

231.398.6838

CynthiaChampagne@lrboi-nsn.gov

Julie Wolfe | Recorder

231.398.6834

JulieWolfe@lrboi-nsn.gov

Shirley Wever

231.398.6820

ShirleyWever@lrboi-nsn.gov

Tom Guenthardt

231.398.6833

ThomasGuenthardt@lrboi-nsn.gov

Sandra Lewis

231.398.6869

SandraLewis@lrboi-nsn.gov

Gary DiPiazza

231.398.6825

GaryDiPiazza@lrboi-nsn.gov

Ron Wittenberg

231.398.6828

RonaldWittenberg@lrboi-nsn.gov

Tribal Council Work Sessions | Meetings on Zoom

Meeting ID 997 05796129 | Passcode 1836

<https://zoom.us/j/99705796129?pwd=OWY5SVVnUis4Y0d1aGdqMXBjRjdxZz09>

Or by phone: One tap mobile 301.715.8592 (Germantown) |

Meeting ID 99808338390 Passcode 743234

Find your local number

<https://zoom.us/j/99705796129?pwd=OWY5SVVnUis4Y0d1aGdqMXBjRjdxZz09>

Complete Meeting Minutes

can be found online at:

lrboi-nsn.gov/government/

[legislative-branch-tribal-](http://lrboi-nsn.gov/government/legislative-branch-tribal-council/open-session-minutes/)

[council/open-session-](http://lrboi-nsn.gov/government/legislative-branch-tribal-council/open-session-minutes/)

[minutes/](http://lrboi-nsn.gov/government/legislative-branch-tribal-council/open-session-minutes/)

Federal Liaisons | Democrat

Ryan Champagne
Sandra Lewis

Joint Units of Government

Gary DiPiazza
Ron Wittenberg

Federal Liaisons | Republican

Gary DiPiazza
Pam Johnson

State Liaisons

Gary DiPiazza
Pam Johnson

MAST Midwest Alliance of Sovereign Tribes

Larry Romanelli
Sandra Lewis
Ron Wittenberg
Cindy Champagne

Delegate
Alternate
Alternate
Alternate

NIGC National Indian Gaming Commission

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Alternate
Alternate

NCAI National Congress of American Indians

Larry Romanelli
Cindy Champagne
Sandra Lewis

Delegate
Alternate
Alternate

US Chamber of Commerce

Gary DiPiazza

Alternate

NIGA National Indian Gaming Association

Larry Romanelli
Sandra Lewis
Tom Guenthardt

Delegate
Alternate
Alternate



EDC

**Economic
Development
Corporation**

Frank Lewis Jr	Chair
Ron Spoerl	Vice Chair
Jim LaPorte	Treasurer
Scott Wahr	Secretary
Jennifer Clark	
Tribal Council Seat	Vacant
Tribal Council Seat	Vacant

lrhedc.com/board-of-directors/

Eugene Magnuson
CEO

231.398.6885

EugeneMagnuson@lrboi-nsn.gov

Tyler Leppanen
COO

231.398.6811

TylerLeppanen@lrboi-nsn.gov

Jennifer Waldron
Admin

231.398.6830

JenniferWaldron@lrboi-nsn.gov

Tom St. Dennis
Attorney

231.398.6815

TomStDennis@lrboi-nsn.gov

Executive Assistant Position | Little River Holdings LLC

Little River Holdings is the non-gaming economic development enterprise of the Little River Band of Ottawa Indians.

Our **mission** is to provide a legal structure built under sovereign tribal laws to house the economic development entities, other than the Little River Casino Resort, whose purpose is to create monetary profits and tribal community benefits. Our **vision** will seek to become the parent economic development entity of the Nation, acting as the direct link between related entities and the will of the Tribal Council and Ogema, wherein profit and/or tribal community-oriented businesses will be housed that are integral to the operations, financial health, economic self-sufficiency, and continued existence of the Nation. Our **values** are the Seven Grandfather teachings: love, wisdom, respect, bravery, honesty, humility and truth.

Little River Holding is organized as a diversified holding company to invest in, support and manage businesses that meet our investment criteria in pursuit of our mission and vision.

Summary

The Executive Assistant performs a variety of tasks in support of the company and provides high-level administrative support for top level managers and/or executives. This position requires the ability to efficiently accomplish key tasks and coordinate significant projects with a high level of confidentiality.

Minimum Qualifications

-Bachelor's degree in business administration, accounting, economics, finance or similar is preferred.

-Work experience of three (3) years or more in an office setting is preferred.

-Knowledge of a variety of computer software applications in word processing, spreadsheets, database and presentation software.

-Demonstrated previous successful experience in a fast-paced environment with ability to juggle multiple competing tasks and demands.

-Demonstrated previous successful high level of interpersonal skills to handle sensitive and confidential situations. This assignment continually requires poise, tact, and diplomacy.

-Ability to read and comprehend simple instructions, short correspondence, and memos. Ability to write simple correspondence and to effectively present information in one-on-one and small groups situations to customers, clients, and other organization staff.

-Demonstrated ability to effectively communicate with internal and external stakeholders through various means of media.

-Superior performance in the selection process as determined at the sole discretion of the Little River Holdings Hiring Manager, including but not limited to all of the following: any pre-placement interviews, skills testing, credentialing, drug screening, background investigations, reference checks and education and/or work history, passing a pre-placement drug test and background investigation, possession of a valid Driver's License throughout the position's term and being insurable under the applicable insurance policy.

Pay Range • \$35,000 to \$58,650 annual

Little River Holdings LLC follows Indian Preference Levels as defined by the Little River Band of Ottawa Indians Ordinance #15-600-02 in its hiring practices. This position is scheduled for temporary off-site telework. Telework may be discontinued at any time and on-site work implemented on either a full or partial week basis as determined at the sole discretion of Little River Holdings, LLC.

Contact – Tyler Leppanen at tylerleppanen@lrboi-nsn.gov for position details, application and any other inquiries about this posting. Application, cover letter and resume should be submitted directly to Tyler Leppanen at the email

Full job description lrboi-nsn.gov/wp-content/uploads/2021/11/Job-Posting-Executive-Assistant-Little-River-Holdings.pdf

Little River Muskegon Health Center

Coming Soon In 2022

The Little River Muskegon Health Center is Near Completion.
However, Due to Licensing, Regulations, and Items Still in Need, a
Little More Time is Needed.



Thank You for Your Continual Patience

The Membership Will Be Notified Once Completed

Pending Licensing, Rules, Regulations, Items

Little River Muskegon Health Center

Please Remember Most Units are Still Under Construction and Pose a Safety Hazard for Entry



However, Congratulations Administrative Building (Ellis)

Starting Wednesday Dec 22nd, 2021 at 8:00am, We Will Have a PRC Representative Working On-site (Excluding Holiday Schedule Per Gov. Recommendations)

A Representative from PRC will be Present on the Second Floor North; Unit 202.

Please be Patient. We Are in the Very Early Transition Period and Will Hopefully be Fully Implemented in the New Year; 2022

Bless You All & Healthy and Peaceful Holidays to all its Members and their Families

Dr. Daryl B. Wever | Director of Health Services and Physician

Trauma, Reconstructive and Elective Foot/Ankle Surgeon

Diabetic Wound Care Specialist

Clinical and Sports Massage Therapist

Certified Phlebotomist

darylwever@lrboi-nsn.gov

Food Distribution Program

The Food Distribution Department is to serve income based Tribal households living on and off the reservation. The program provides families with nutritional foods, using the food distribution program as directed by the USDA. The USDA provides all the food to the program at no charge to the Tribe. The program is available to any Federally recognized Tribal member household.

The program serves a 14-county area that include the Little River band of Ottawa Indians nine county service area along with five additional counties. In the summer of 2018, the program received the delivery van which provides delivery to Tribal Elders and disabled participants. In the spring of 2019, the program received Urban Waivers which allows the program to serve members in Muskegon County and the city of Grand Rapids. The waivers allow the program to serve members that live in an area with a general population of 10,000 or more residents.

The program is looking forward to the completion of the new Food Distribution building which will provide the participants to come in and shop for their groceries in the new store concept design.

The building will also have an education area where cooking demonstrations will be held to provide participants ideas and recipes to prepare the food that they receive. There will be demonstrations held that will also help educate young people on how to prepare healthier meals.

If you would like to apply for the program you can call the office and request an application to be sent to you.

Ken LaHaye

Food Distribution Supervisor
231.398.6715

Melanie Ceplina

Food Distribution Assistant
231.398.6716

Jamie Friedel

Food Distribution Assistant
231.655.1673

Boozhoo,

The Victim Services Program staff would like to extend greetings to all Tribal members and their families. Like 2020, 2021 was a challenge for everyone. Through it all, the VSP continued to offer services to victims, mostly of intimate partner violence. Many of the programs served required assistance locating safe housing, which is a barrier not easily overcome. The state-wide housing shortage continues to be problematic in meeting the needs of victims. Despite the obstacles, the VSP staff continues to collaborate with community partners in their efforts to best serve the program's participants.

Despite the many challenges throughout the Covid-19 pandemic, including working much of this time without the program's two victim advocates, the VSP's manager and outreach specialist adjusted and found ways to continue to offer services to those in need. Thankfully, both advocate positions were filled in November. With the VSP team complete, services in 2022 can continue going forward in a good way.

The VSP can assist people who are victims of intimate partner violence, domestic violence, sexual assault, dating violence, stalking, human trafficking, and childhood sexual abuse in all nine counties served by the Tribe. If you or someone you know needs help, please reach out to the VSP team by calling 231-398-6719 or emailing them at victimservices@lrboi-nsn.gov. You can learn more about offered services and connect with resources on the VSP's website at www.victimservicesprogram.org.

As we go into 2022, let's all follow the traditions of our ancestors by living lives free of violence.

Miigwetch,



231.398.6719

victimservices@lrboi-nsn.gov

www.victimservicesprogram.org

LRBOI Utility Department Season's Greetings!

We operate and maintain a Septage Receiving Station, Water Distribution, Wastewater Collection, and Treatment systems. We currently serve an estimated 3,154 customers daily. The Tribe employs five staff members, the Director and Utility Operators are licensed through the MDEQ with a combined 27 licenses. The Tribe has invested over \$9.8 million in infrastructure for the water distribution system and the wastewater collection treatment systems, including support equipment.

With Cares and ARPA funding, we have been able to meet some of our needs to continue to protect the health and welfare of our community. We have been able to begin replacing aging infrastructure. To date, we have replaced a control panel that operates the WWTP, and we have replaced electric actuated valves in the WWTP. We have replaced a grinder for the septage receiving station and an auger screen that removes debris from the waste stream in our septage receiving station. We have also replaced an auger in the main wastewater stream coming into the SBR, which removes debris from the wastewater stream. We have replaced a failed mixer in the water tower that keeps water from freezing in the water tower in the winter. We have upgraded three lift station control panels. Due to an electrical storm, we have had to replace a transfer switch for a generator at our well house. We have upgraded our emergency eyewash stations to be OSHA compliant.

We will be replacing a disc filter system that is a final cleaning of the treated water before discharge to a drain field. We will also be upgrading the well house control panel soon.

These upgrades allow us to continue to serve and protect the environment and protect the health and welfare of our citizens as well as the public.

Covid Wastewater Testing

We have also teamed with MSU to test for covid in the wastewater. We sample various locations in the wastewater collection and treatment systems to identify which covid gene and concentration of virus is present in the wastewater. While this has resulted in an additional workload, we feel it is necessary during this time as part of a warning system to help identify potentially heightened risks areas for tribal members and the public.

For more information, please click the link to the EGLE website

https://www.michigan.gov/egle/0,9429,7-135-3313_71618-545670--,00.html

Midwest Tribal Energy Resources Association (MTERA)

Mission statement: "To Empower Tribes to Manage Tribal Energy Resources through Collective Action."

Midwest Tribal Energy Resources Association is comprised of 14 tribes from Michigan, Wisconsin, and Minnesota. This group was formed to assist each other with energy audits, power purchase agreements, rights-of-way power purchase agreements, renewable energy, feasibility studies, and reducing our overall energy carbon footprint reduction.

Diane Kerr and Gary Lewis have been appointed to the Board of MTERA by the Ogema and Council by Resolution. Gary is currently serving as the MTERA Board Secretary.

One benefit we received is funding through MTERA to do energy audits with Noresco for investment-grade energy audits on existing Tribal buildings to include the LRCR. We have also received a grant from the Department of Energy and Minerals Development to identify feasible options for sustainable energy. Our goals are to reduce carbon emissions and seek reliable alternative sustainable energy for the Tribe.

For more information on MTERA <https://www.mtera.org/>



Staff

We currently have one team member that has left our employment, and hopefully, we will be posting soon to replace the lost team member.

Diane Kerr | Operations Coordinator

Diane was previously employed for eight years at the LRCR in purchasing as a buyer/purchasing specialist and as the Facilities Executive Admin, employed in Utility Department since December of 2016. Midwest Tribal Energy Association Board Member.

dianekerr@lrboi-nsn.gov

231.398.2289

Clatus Clyne | Utility Operator

S-5 water license and L-1 Lagoon License employed in Utility Department since October 2012.

cclyne@lrboi-nsn.gov

231.690.7156

Gregory Walters | Utility Operator

Class C Wastewater License, L-1 L-2 Lagoon Licenses, S-1, D-1 Water Licenses employed in Utility Department since April 2014. Phone:

gwalter@lrboi-nsn.gov

231.510.6537

Thomas Sutton | Utility Operator

Licensed Master Auto Mechanic, employed in the Utility Department since March 1, 2021.

ThomasSutton@lrboi-nsn.gov

231.655.1030

Gary Lewis | Director:

AAAS, Class B Wastewater License, L-1, and L-2 Lagoon License, S-1, D-1 Water Licenses, employed in maintenance December 2001 moved to Utility Department June 2002. Midwest Tribal Energy Association Board (Secretary).

glewis@lrboi-nsn.gov

231-398-2285

Ordinances/Laws 01-500-05 Tribal Utility Ordinance Manistee Sewer Township Ordinance US Safe Drinking Water Act

Water System

From January to December 1, 2021, we provided 33,532,829 gallons of water. Storage is provided by a 250,000-gallon spheroid water storage tower. Set points for the water level in the tower are controlled by radio telemetry.

We are in the process of replacing water meters. The old water meters are incompatible with the 5g signal being used now. We are approximately 80% complete, with our goal to be 100% complete by the end of the first quarter of 2022.

Wastewater Collection and Treatment

The Tribe owns and operates a Sequencing Batch Reactor that can process 180,000 gallons of sewage per day and an Aerated Lagoon that can treat 200,000 gallons per day. From January 1 to December 1, 2021, we have collected and treated approximately 28,109,960 gallons of wastewater. There are currently seven lift stations that pump the waste flows to the waste treatment plants.

Water and Sewer Collection and Treatment: Aki Madiziwiin, Little River Casino Resort, Convenience – Store, Community Center, Next Generation Learning Center, and Government Complex.

Sewer Collection and Treatment Manistee Township: The collection system has been in operation since May 2016. West Shore Medical Center, NW MI. Health Center, Medical Care Facility, County Sheriff Office /Jail, Townline Unlimited, two detailing shops, Maple Ridge Manor, and two homes along the US 31 corridor in East Parkdale.

Water Service Only: Justice Center, Warehouse, and one home along the M-22 corridor. We have a backflow preventer with a meter for contractors needing water for construction purposes.

Septage receiving station:

We provide a service to the outlying community with our septage receiving station. Anyone that has their septic system pumped within a 25-mile radius of the treatment plant, the hauler is required to offload here at our facility.

Current Rates:

Rates are set in accordance with the current national standards from the American Water Works Association/MI Section. Each municipality has different water distribution and wastewater collection and treatment systems, so rates will vary from municipality to municipality. Rates are set to cover operations and maintenance costs, with a portion set aside to cover replacement costs for various equipment. Commercial customers and Manistee Township pay a different rates.

Manistee Township Residential pays a flat rate of \$31.75 per month for sewer usage only based on capital costs as well as operations and maintenance costs.

Aki Madiziwiin residential customers have a \$5.51 Base Rate water usage is \$1.08 per thousand gallons of water, and wastewater collection and treatment is \$3.81 per thousand gallons

To calculate an Aki Madiziwiin residential Invoice:

Average use and Invoice in Aki Madiziwiin

3,500 gallons per month

3,500 gal / 1000 gal = 3.5 units

3.5 x 1.08 = \$3.78 or equivalent to \$0.00378 per gallon

3.5 x 3.81 = \$13.35 or equivalent to \$0.0133 per gallon

\$5.51 Base + \$3.68 Water + \$13.35 Sewer Collection and Treatment = Total \$22.54

What does that help pay for? Operation and Maintenance costs, repair and replacement costs of equipment and pumps, EPA required sampling of the water distribution system, sampling of the wastewater treatment systems, electric, gas, and other fixed and variable costs, including staff.

A few of the Wastewater Collection and Treatment responsibilities

- Ø Monitor and readings on flows rates and equipment
- Ø Cleaning the sewer system
- Ø Pump maintenance
- Ø Calibrate lift stations
- Ø On-call emergency response duties are rotated between staff
- Ø Sampling of Aerated Lagoon and Sequencing Batch Reactor MLSS, MLVSS, Nitrate Nitrite, Ammonia, Total Nitrogen pH, Total Phosphorus as P, DO.
- Ø Monitor SCADA system and make changes as needed
- Ø MISSDIG
- Ø Building repairs

A few of the responsibilities for the water system

- Ø Monitor and readings on flow rates and equipment
 - Ø Flushing the water system
 - Ø Maintain fire hydrants
 - Ø Chlorine injection for disinfection of the water system
 - Ø Operate and maintain water storage
 - Ø Turn on / off water service
 - Ø Exercise valves
 - Ø Various compliance samples, for example lead, and copper
 - Ø Bacteriological sampling of the system
 - Ø Meter repair
 - Ø On-call emergency response duties are rotated between staff
 - Ø MISSDIG line location response
- (As of January 1, 2021, we responded to 151 tickets)

Construction Permits

Water/Sewer constructions permits are available at our office. The fees charged partially cover the cost to review prints and do inspections on the connections. The ordinances in place require new construction, failure of an old septic or water system within 200 ft. of the water or sewerage systems of the Tribes' infrastructure to connect to the Tribes' infrastructure.

MISSDIG: you are required to contact MISSDIG prior to digging on Tribal property for your safety and the safety of others. <https://www.missdig.org/>

From January 1, 2021, through December 1, 2021, we responded to 151 tickets.

Locating: Water Lines, Sewer Lines (gravity and force main), Fiber Optic Cable, and Aki Street Lighting Electric Lines

Questions you may have:

Do I need to put down a deposit? Yes, we have tried to keep the deposit low at \$90. The Original deposit was \$50 and has increased to \$90. If you move out, the deposit will be returned when your bill is paid in full. Your deposit may be used to offset any funds owed for the services if you decide to move out of the Tribes water and sewer service area. Your deposit will transfer if moving from one home to another in the service area of the water and sewer owned and operated by the Tribe. An additional deposit of \$40 may be required as the deposit has increased from \$50 to \$90.

When are rates set? The rates are set annually and are posted for 30 days for public comment. Notices are sent to customers to inform you of when and where the meeting will be as well as the rates themselves. Notices are also posted in each Tribal building. Due to Covid 19 and the hardships it may have caused our customers, the rates have remained the same for the last two years.

Voluntary per cap form: You may choose to use your per capita distributions to have any amount owed in arrears, future invoices, or deposit paid via this form, "it is not mandatory." It is an option if you wish to use it.

Customer Information Form: Periodically, we will request an updated customer information application; this is requested to better assist you and us in the event of any meter replacement, water leaks, or other emergencies that may arise.

Many thanks to the Utility Team for all their hard work throughout this year!

We look forward to serving the community and hope you enjoy the Holidays and wish you well over the coming New Year!

Hours of Operation: 7:00 am to 3:30 pm Monday – Friday

On-Call after regular working hours for emergencies; On-call is rotated weekly between each staff member.

LRBOI Planning Department

There were really no operational changes in the Planning Department during the past eighteen months as a result of the Covid-19 Pandemic. Our focus continued to be on Tribal roads projects and providing support and regulation to our Tribal construction projects.

The two most significant endeavors the department is involved with are the Tribal Cemetery Project and the roundabout being constructed at the intersection of US-31 & M-22. Both projects began in 2021 and are scheduled to continue into 2022.

Construction of the road network for Phase I of the Tribal Cemetery (located on a Tribal Trust parcel in Custer) began in June 2021 and was completed in November of this year. Beginning in the Spring of 2022, we will finish landscaping the burial and gathering areas while also installing a water well and running electric power to the area. We are currently working with Tribal Council to establish policies and regulations for cemetery operations which will be incorporated in a Cemetery Ordinance.

Our goal is to have the cemetery open to the public sometime in May/June of next year. More information will be provided as it becomes available.

Over the past several years, Tribal leadership and others in the community have expressed concern regarding the number and severity of accidents at the intersection of US-31 & M-22. (Tragically, one accident resulted in two fatalities.)

During this time, the Tribe entered into discussions with the Michigan Department of Transportation (MDOT) regarding ways the intersection could be made safer. MDOT suggested the construction of a roundabout and proposed a cost-sharing project with the Tribe. In 2019, the Tribe was able to secure federal funding through the Tribal Transportation Safety Fund to help pay for this project. In 2020, a Memorandum of Agreement (MOA) was executed by both LRBOI and MDOT, and things moved along from there. Although MDOT is heading up the project, Tribal representatives have been involved in the planning and design of the roundabout over the past year, with construction scheduled to begin in July 2022. Again, more information will be provided as it becomes available.



US-31 & M-22 intersection, roundabout construction will begin in July 2022

LRBOI Members Assistance Department

MISSION STATEMENT

To strengthen and secure maximum independence for individual and families of the Little River Band of Ottawa Indians by providing assistance services that address unmet needs of the community.

We are dedicated to providing accessible, beneficial, prompt services by:

Treating each individual with respect and compassion.

Promoting self-sufficiency and independence.

Providing assistance to members in their time of need.

Providing services and referral information to address the health and safety needs.

Using a collaborative multi-departmental approach for members to access resources of the Tribe and public agencies for multiple opportunities in serving the needs of the membership.

Actively improving existing programs or creating new programs to assist members.



Linda Wissner
Program Specialist

231.398.6733

lindawissner@lrboi-nsn.gov

Noelle Cross
Elder Meal Program Administrator

231.398.6886

noellecross@lrboi-nsn.gov

Fax: 231.331.1230

2608 Government Center Drive

Manistee, MI 49660

MEMBERS ASSISTANCE DEPARTMENT VISION

Meeting the needs of our community and empowering our members through accessible and responsive services to promote self-sufficiency, quality of life, health status and wellbeing.

For more information about a program, questions or would like an application mailed to you; contact the Members Assistance Department.

Miigwetch

Boozhoo, I would like to introduce you to Family Spirit.

Family Spirit is an in-home family strengthening program for Tribal families. It is a program for mothers, fathers, and other caregivers, beginning with women at 28 weeks pregnant and children up thru their 5th birthday. Additionally, Family Spirit is a program that assists families in developing a healthy lifestyle. It helps keep children, mothers, fathers, and other caregivers in the best health by offering traditional teachings, home management, and community efforts. Won't you come and be part of our Family Spirit Family!

For more information, please contact Holly Lindsey at 231.655.9391

Food Assistance Program

provides short-term assistance to low-income tribal citizens who are experiencing a food crisis

Eligibility

Tribal member is a permanent member of the household
Home is in the continental United States
Budgeting issue resulting in dietary/food crisis
household income must not exceed the income criteria;
175% of the Federal Poverty Guideline

Emergency Transportation

This program provides short-term assistance to members experiencing a transportation crisis

Eligibility

Tribal member is a permanent member of the household
Home is in the continental United States
Ownership is in tribal member's name
Repair meets the program scope
The household income does not exceed the income criteria; 175% of the Federal Poverty Guideline

Rental and Mortgage Assistance Program

This program provides short-term assistance to Tribal citizens who are experiencing a housing crisis.

Eligibility

Tribal citizen is a permanent member of the household.
The household income does not exceed the income criteria; 175% of the Federal Poverty Guideline

Eviction or Foreclosure Notice
Relocation for Affordable Housing
Relocation due to:
Substandard Housing (documented by a housing inspector)
Natural Disaster-loss of Housing
Denial from Outside Agency
if accessed in the past – DHS, Housing Authority etc

Assistance amount

Equivalent to one month's payment not to exceed max amount allowable.
Accessible once every two years per household.

Low Income Energy Assistance

provides short-term assistance to Tribal citizens who are experiencing an energy crisis.

Eligibility

Tribal member is a permanent member of the household
The household income does not exceed the income criteria; 175% of the Federal Poverty Guideline
[Home is in the continental United States.](#)

Have a budgeting issue resulting in energy crisis and/or received
shut off notice from utility vendor.
denial for services from an agency.
Maximum assistance: \$300.00

LIHEAP/LIHWAP

Low Income Home Energy Assistance Program/Low Income Household Water Assistance Program

H.H.S. grant funded program available to assist Tribal citizen experiencing heating, energy, or water crisis.

Eligibility

Tribal citizen is a permanent member of the household
Reside in the nine-county service areas
The household income does not exceed the income requirements
Has not accessed DHS SER funds
Amount of Assistance varies according to individual circumstance, income level and available funding

Well and Septic Program

The Well and Septic program is funded by the Indian Health Services. This program provides new or renovation sanitation facilities.

Eligibility

Enrolled Tribal citizen of the Little River Band of Ottawa Indians
Resides within the nine-county service areas
Home must be the primary residence of applicant
Ownership of site must be in the Tribal citizen's name
Home must meet I.H.S requirements for eligibility
Assistance is seasonal and limited to available funding

Elder Chore Assistance Program

This program is intended to offer temporary assistance to elder citizens who are disabled and are limited in their ability to perform routine household chores

Eligibility

Little River Band of Ottawa Indians Tribal citizen who is 55 years or older; with
Documented temporary or permanent disability.
Meet the criteria in program scope.
Max assistance: \$400.00

Elder Meal Program

Aki Community Center

The Elder Meal Program is available at no charge to all tribal Elders, their spouses and handicapped individuals who reside with an Elder. Intake form must be completed to participate in program. Meals are served Monday-Thursday at the Aki Community Center and every third Friday of the month at the Muskegon office on W. Hackley. This program promotes good nutrition, socialization and improved health and wellbeing for our Elders.

Assistance Amount is determined by the Assistance Matrix.
Assistance is based on availability of funding

Other Services

Interdepartmental Referral Services that provide for coordination and collaboration with tribal service departments when assisting members.

CASINO HOLIDAY HOURS

December 24th	8am-2am
December 25th	8am-2am
December 26th	8am-4am
December 27th	8am-4am
December 28th	8am-4am
December 29th	8am-4am
December 30th	8am-4am
December 31st	OPEN 24 HOURS
JANUARY 1ST	OPEN 24 HOURS



Little River Casino Resort Updates

SECURITY submitted by Melissa Medacco

Little River Casino Resort selected the award-winning Evolv Express® screening solution to boost safety and streamline the flow of foot traffic to its event center. Evolv Express provides advanced, sensor-based AI-driven technology for weapons detection at unprecedented volume and speed. Additionally, Evolv's data and analytics provide security staff with powerful insights, which are used to help predict and better manage the pace of crowds through the screening process as venues strive to deliver zero-wait time for guests.

HOTEL UPGRADES submitted by Charmaine Stone

Little River Casino Resort has completed the first phase of its hotel room renovation project. This phase completes renovations on 100 hotel rooms in the west tower. The rooms now feature a nature theme with a mural occupying the headboard wall, which provides our guests with a feel of northern woodlands. The wall complements new lush carpet, nature artwork, window treatments, and custom-made furniture. The upgraded rooms offer mini-fridges, microwaves, new 40" flat-screen televisions, and convenient USB charging ports. Our designer is a Michigan company out of Petoskey, MI, KLK Partners. The Resort and our guests are proud of the craftsmanship of the furniture and fixtures and look forward to the next phase of renovations set to begin in 2022. (Next phase, south tower, 80 guest rooms)

HUMAN RESOURCES submitted by Lynn Saunders

One key to having a successful business is invested, team members. Longevity helps to solidify your workforce and build upon your bench strength. We are proud to have several team members at the Little River Casino Resort celebrating twenty years of employment! We applaud these team members and value their ongoing commitment, and we would like to take a moment and recognize them.

Lucinda Allen
Danielle Banicki
Tracy Belote
Sara Ecker
Edward Hayes
Kary Kapp

Kristie Raney
Mark Tomaszewski
Kristin Allen
Roger Belic
Douglas Bray
Christopher Gauthier

Jodie Husted
Dorothy Moore
Brenda Raney
Misty Vincent
Carol Anderson
Barbara Belic

Gary Connolly
Adam Geise
Timothy Jones
David Pete
Julie Schubert
Janice Waterman



Here at Little River Casino Resort, we are fortunate to have a team that values and supports each other. This is demonstrated by showing kindness and compassion. The Little River Casino Resort Care Committee is comprised of volunteers from various departments, and its endeavors are funded through the contributions of the team members. The care committee offers many services, such as rental assistance, utility bills and heating assistance, and food assistance. Additionally, the committee identifies Resort team member families in need during the holiday season. The committee shops for and wraps gifts to assure these families have a Happy Holiday. This year, the committee assisted 18 families that included 40 children.

The Little River Casino Resort would like to congratulate our outstanding superstars of the year. There were great nominees; however, only two would receive the designation of Little River Casino Resort Super Star. Little River Casino Super Stars for 2021 are;



Patty Janowiak
Human Resources Representative II. Patty is a Little River Band of Ottawa Indians Tribal Member and has been a team member with

Stacy Tighe
Food & Beverage Dining Room Manager. Stacy has been a team member with



The Resort has open positions available in the following departments: Facilities, Security, Food and Beverage, Hotel, Finance, and Information Technology (IT). Vacant positions vary from Seasonal, Part-Time, and Full-Time. The Little River Casino Resort offers its team members a great health benefits package, team member discounts, holiday pay, paid time off (PTO), and other team member benefits throughout the year.

We encourage Tribal Members, family, and friends to apply on our website www.lrcr.com under the careers tab. You may also stop in personally or contact the Human Resources Department at 231.723.4530 for more information.

ORGANIZATIONAL DEVELOPMENT submitted by Israel Stone

The Little River Casino Resort continues to build upon the leadership culture and strengthen our current and future leaders through innovative programs. In a time where the job and labor market have become more competitive than ever, organizations need to find creative ways that provide an incentive for team members and a benefit to the organization.

In conjunction with the leadership team, the Organizational Development Department has implemented and continues to add new programs that accomplish those goals. Over the last year, the Resort has focused on developing a custom leadership culture and growth of current and future leaders. In addition, we have the SEVENS IDP program that focuses on the professional development of all preference candidates in positions from frontline to executive leadership.

These are great programs with proven results. Our preference team members advance in the organization from frontline to leadership roles, and mid-level managers advance up through the General Manager.

We are excited to have launched the new SEVENS Leadership Development program. The program is a competitive application program that allows candidates the opportunity to earn their Associate's degree and gain two years of cross-property mentoring experience in various departments to enhance their knowledge, skills, and abilities. This program is being done in conjunction with Muskegon Community College and utilizes the Michigan Indian Tuition Waiver and Reconnect Education Grant to pay for the candidates tuition. We are entering the second year of the program and are excited to see the continued growth of the candidates. The program is offered following the preference law and then offered to non-preference team members.

Additionally, we are currently working on two more partnerships that we anticipate rolling out in the first quarter of 2022. The first program is the Apprenticeship Program being done in conjunction with Kirtland Community College; the program will enable our team members to get a journeyman's card through the performance of their duties at the Resort. It will focus on four primary disciplines: electrical, mechanical, welding/fabrication, and plumbing. The program is primarily funded by Michigan Works, which will provide grant dollars for wages, tools, and travel dollars for participants. The second program is focused on our management development to give team members multi-jurisdictional experience at other gaming properties to gain valuable insight into how other properties operate their casinos and resorts. Our first partner in this program is from New York. This leadership exchange program is still being refined but will have minimal costs to the Resort as housing and meals will be provided by the receiving property.

Our team members have many great opportunities here at Little River Casino Resort, and we know development has to be our priority. We will continue to seek opportunities for the growth of our team members and leaders alike. We are building a bright future through a well-trained workforce that will sustain the Resort for many years to come.

Little River Casino Resort Compliance Department submitted by Lee Ivinson

LRCR Compliance Department has coined, "We are here to help." What this means is we work directly with every Resort department and have a great time doing it! Our approach is to provide assistance and guidance on regulatory compliance, risk management, and safety to ensure compliance with the rules governing gaming and operations. We foster growth and change toward a real and absolute culture of compliance.

The LRCR Compliance Department consists of: Compliance

We work closely with all departments to ensure compliance with the rules and regulations governing gaming and nongaming, including audits and corrective action measures. We also facilitate the gaming facility and online gaming licensure process.

Risk Management

We evaluate and reduce loss exposures, handle claims and develop health and safety programs to ensure the safety of our team and guests.

Title 31 /Bank Secrecy Act

We ensure compliance with Anti-Money Laundering laws, internal controls, and reporting requirements.

Our Current Climate

Since the spring of 2020, LRCR has worked hard to manage the challenges imposed by the COVID-19 Pandemic. Health and Safety protocols are in place to keep LRCR in operation, and we strive to work through the continued challenges to ensure a profitable enterprise for the Tribe. The Resort implemented and educated team members on cleaning, hygiene, and quarantine protocols aligned with CDC guidance and Ogema Executive Orders. The Resort partnered with the LRBOI Tribal Clinic and District Health Department #10 to access testing and flu/COVID vaccinations. Multiple vaccination clinics held at LRCR have provided hundreds of team members, LRCR guests, and the surrounding community to obtain vaccinations. Through these measures, we can keep a pulse on COVID-19 and shift protocols as necessary to keep operations safe for our valued team members and guests.



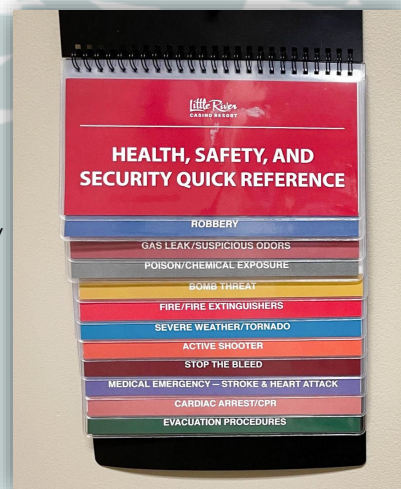
In addition to mitigating the effects of COVID 19, the LRCR Compliance Department, with the support of all departments, continues to provide safety structure, guidance, and training for the Resort and includes offering relevant training to the Tribe. These topics include but are not limited to powered industrial truck (Forklift) training, corrective action/self-reporting/problem-solving training, evacuation and Nightlock training, manual procedure structure and training, general emergency response structure and training, and numerous initiatives aimed at active shooter hazard mitigation. Active shooter hazard mitigation has been one of the priorities of the Compliance and Security departments.

Starting in 2018, the property has:

- Required bi-annual Civilian Response to Active Shooter Events training to Resort team members.
- Implemented stop the bleed initiative providing training and equipment throughout the Resort to save team members and guest lives in the event of an active shooter.
- Installed Nightlocks on 67 different doors on the property. Nightlocks are door barrier devices that can be quickly put into place, providing a secure place to hide in the event of an active shooter.
- Created, distributed, and trained all team members on the emergency quick reference guide found in 70+ locations on the property.
- Held an Active Shooter Table Top Training with local public safety entities, LRBOI Public Safety and Gaming Commission. Deficiencies discovered during this training are part of an ongoing action plan and include additional equipment, physical changes to the building, and training.



The Resort promotes a culture of safety managed by the Compliance Department and includes a Safety Committee. The committee is comprised of experienced team member representatives from each department. Team member and guest incident reports are reviewed to determine the root cause and implementation of corrective measures to prevent re-occurrence. Through the efforts of this proactive committee and their sponsored projects, LRCR has reduced workers' compensation claims and costs by 89% over the last three years. Guest incidents are further reviewed and resolved by the Risk Manager and Compliance Director, resulting in zero general liability claims in 2020 and 2021.



Safety is a top priority for all team members and guests of Little River Casino Resort. The LRCR Risk Manager, James Henderson, is an active firefighter and paramedic in Manistee County and is finishing his master's degree in Occupational Safety and Health. LRCR Compliance Director Lee Ivinson is an LRBOI tribal member and member of the NARM Board of Directors (Native American Risk Management). The combined knowledge in Risk and Safety within the Compliance Department and the support and hard work of all LRCR team members keep Little River Casino Resort clean, safe, and fully functional for all our guests.



Natural Resources Wildlife Division



Bob Sanders

Wildlife Division Manager

robertsanders@lrboi-nsn.gov

231.398.2190

Angela Kujawa

Wildlife Biologist

angelakujawa@lrboi-nsn.gov

231.398.2188

Wildlife Technician

Vacant

Citizen Services

Offices are not currently open for drop-in services.

Permit and transport tag requests can be made via phone or email, and they can be mailed to you or picked up by appointment. Please include full name, address, tribal ID, contact number, and requested services.

Please make sure your tribal membership card is up to date, as this serves as your hunting/fishing license.

Check station

Check deer, elk, bear, and furbearers, including CITES seals for otter and bobcat by appointment.

Transport tag and permit distribution

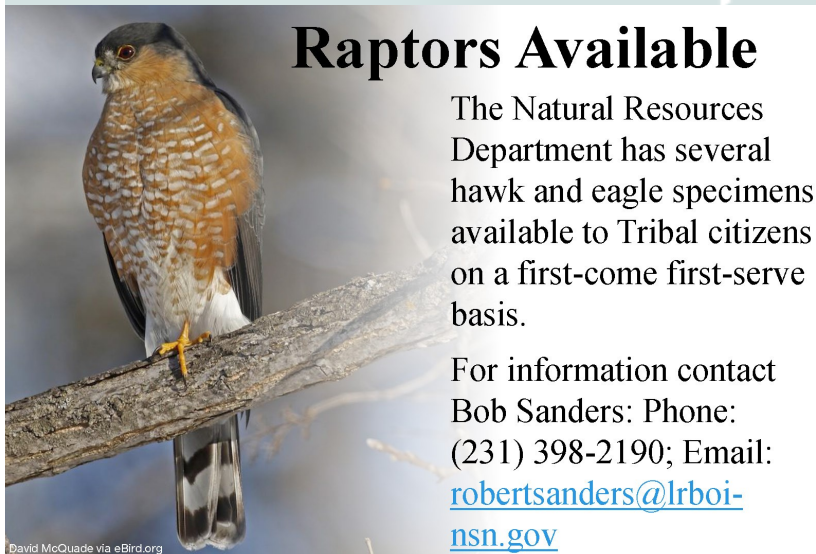
Provide citizens with tags to transport game and permits (deer, turkey, trespass, USFS pass, etc.).

Black bear and Elk lottery drawing

Applications for the 2022 bear and elk seasons will be open April 15 to May 15, and the lottery drawing will be in June. You do not need to be present during drawing to be selected, and applications will be posted on the website and available at the NRD office.

Raptor repository

Distribute raptor (hawk and eagle) bird carcasses for citizens' use when available and upon request.



Raptors Available

The Natural Resources Department has several hawk and eagle specimens available to Tribal citizens on a first-come first-serve basis.

For information contact Bob Sanders: Phone:

(231) 398-2190; Email:

robertsanders@lrboi-nsn.gov

CHRONIC WASTING DISEASE

Testing now
available

All testing is FREE and each sample
can be exchanged for a box of
copper ammo.

DEER HEADS CAN BE DROPPED OFF AT THE
LRBOI NRD OFFICE:

310 9th Street
Manistee, MI 49660

CONTINUES THROUGH THE ENTIRE 2021/22 SEASON

Find more information please visit:

lrboi-nsn.gov/wp-content/uploads/2021/09/CWD-Outreach_LRBOI.pdf

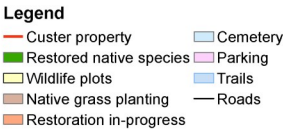
Tree Planting Workshop

On April 24, 2021, the Natural Resources Department (NRD) Wildlife Staff held a tree planting workshop at the Aki Maadiziwin Community Center to celebrate Mother Earth. Special thank you to Robert Robles, Kyle Gunderson, and Mike Pichla for volunteering at this event! Five hundred native trees were planted, including white cedar, white pine, sugar maple, paper birch, red oak, and white oak. Fencing or tubes were placed around trees to protect them until they are large enough to survive browsing pressure from herbivores. Native species stewardship is an important goal at NRD, and newly planted trees will help beautify the area and produce clean air. They will also provide food and cover for wildlife species, sap for maple syrup, and material for cultural uses.



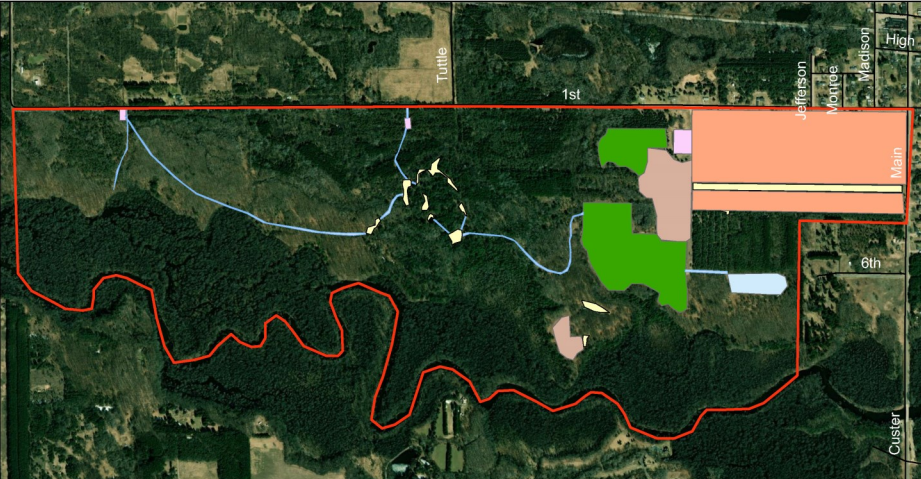
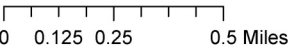
Invasive Species Removal on Tribal Properties

The Wildlife Division strives to preserve, protect, and enhance native plant communities and wildlife populations important to the Tribe and its membership. To promote native plant species and protect the ecosystems they rely on, Wildlife Division staff manage Tribal properties by removing invasive plant species, such as autumn olive, Russian olive, spotted knapweed, and honeysuckle, among others. Invasive plants may outcompete native vegetation for space and nutrients so removing them reduces their risk of establishing monocultures and frees up resources for native species. Invasive plants are very persistent and often require multiple treatments to eradicate them. Therefore, this has been an ongoing multi-year project for the Wildlife Division, but the table below highlights work done over the past year. Wildlife Division staff also plant native species to help restore natural ecosystems and promote biodiversity. We have partnered with a graduate student to create a management plan for the Custer property. This plan could help direct additional removals of invasive species and promote native species stewardship.



Custer Property

Total acreage = 700



Property	Treatment	Species	Year	Acres
Aki	Mechanical removal	Scotch pine	2020	1.0
		Autumn olive	2020	3.0
Bull Homestead	Mechanical removal	Autumn olive	2020	5.8
			2021	5.3
Custer	Mowed	Scotch pine & honeysuckle	2020	9.6
			2020	8.2
			2021	65
Dontz	Chemical	Autumn olive	2020	2.6
	Mechanical removal	Autumn olive	2020	37.3
Griffith	Mowed		2020	12.9
Justice Center	Chemical	Autumn olive	2020	1.7
Orchard Warehouse	Chemical & mechanical removal	Autumn olive	2020	0.3
	Mechanical removal	Autumn olive	2020	0.5
Total Area Treated 2020-2021				153.4

Rare Turtle Habitat Modeling

Turtles are culturally and ecologically important to the Little River Band of Ottawa Indians (Little River) community. Clan members associated with turtles are part of the Miishiki Dodem (Turtle Clan). Eastern box, Blanding's, spotted, and wood turtles are experiencing widespread population declines and are designated as Species of Greatest Conservation Need (SGCN) in Michigan. Blanding's spotted and wood turtles are candidates for federal listing under the Endangered Species Act. These vulnerable turtles are very susceptible to habitat loss through climatic changes. Therefore, species distribution modeling to map suitable habitats and assess the potential impacts of climate change on their habitat is critical to providing sound scientific, data-driven management directives.

Little River's Wildlife Division partnered with Grand Valley State University (GVSU) and the United States Forest Service (USFS) to create distribution models for eastern box, Blanding's, spotted, and wood turtles in northwest Michigan. Northwest Michigan provides a unique opportunity to study these turtle species, as it is one of the only places in North America where all four species co-occur. Once the regional models are created, state-wide species distribution models will also be created to validate the regional model and help assess potential habitat changes at a broader scale. These models will use the predicted changes in factors like temperature and precipitation over decades to assess what areas may increase or decrease in suitability for each turtle species. The models will also incorporate connectivity between areas of suitable turtle habitat to emphasize important corridors of travel to maintain or possibly create.

Data for the models were gathered by outfitting turtles with radio transmitters which allowed Little River, GVSU, and USFS personnel to track turtle movement and learn about what habitat eastern box, Blanding's, spotted, and wood turtles use and how they move through the landscape.

Species distribution and connectivity maps of the eastern box, Blanding's, spotted, and wood turtles will be valuable in directing Little River's management efforts and better stewards of these native species. At a coarse scale, these models will also allow Little River to make management recommendations to the USFS to better support these rare, culturally significant native turtle species. Additionally, these models will allow Little River to manage tribally owned properties to provide suitable turtle habitat for future generations.

This work was also highlighted in the Traverse City Record-Eagle, read here!:

www.record-eagle.com/news/go/slow-and-steady-work-to-stop-decline-of-the-eastern-box-turtle/article_d944c696-30f2-11ec-a8ee-9fc7e385ce35.html



Marten Habitat Use

The American marten is ecologically and culturally significant to the Little River Band of Ottawa Indians (Little River) community and is a species of concern to Little River. Clan members associated with marten are members of the Wabizhashi Dodem (Marten Clan) and are known as warriors, hunters, and gatherers. To be better stewards of this native species, Little River's Wildlife Division partnered with Grand Valley State University (GVSU) to evaluate the impact of timber harvest and severe weather-induced habitat modification on marten habitat use and selection.

In 2019, the Wildlife Division and GVSU began live trapping marten in areas where a large storm in 2018 caused widespread tree blowdowns and where timber management is planned to occur. We are targeting areas where we have previously collected data on marten habitat use to compare habitat use before and after the area changed by natural disaster or timber management. Data on how marten utilize areas before and after timber management will be valuable in determining how to mitigate negative impacts logging may have on marten habitat.

To collect fine-scale habitat use data, we are outfitting marten with GPS collars with a VHF component. The GPS component uses satellites to determine the marten's location and stores this information on the collar. The VHF component emits a signal which allows the collared marten to be tracked on foot using a hand-held receiver. Once within proximity of the collared marten, a hand-held data storage and communicating device can be used to remotely download the data stored on the collar and then upload it onto a computer. We can then map out marten locations, overlay them with spatial data, and create models to determine what types of habitat marten are selecting, how they move across their landscape, and if this has changed since the habitat was altered.

We have successfully deployed 17 collars on marten and collected over 5,000 locations. We will continue live trapping and collecting data using GPS collars on marten through 2021. This project will provide valuable information on how large habitat changes, particularly timber harvest, impact marten habitat use. We can use this information to provide management recommendations to the Forest Service to help conserve marten and be better stewards of this native species.



**Environmental
Division Team**

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**Brownfield
Specialist**
VACANT

**Great Lakes
Policy Specialist**
VACANT

Natural Resources Dept. Environmental Division

Environmental Division Overview

By Allison Smart, Environmental Division Manager



In 2021 the LRBOI Environmental Division continued to monitor the water quality, air quality, wetlands, and lands for a variety of contaminants on the 1836 Reservation. We worked on environmental policy issues within the 1836 ceded territory, and nationally with USEPA. These policy issues ranged from how our programs are funded, to Line 5 and other potential pollution threats. Our team continues to expand our programs and are looking forward to achieving goals related to expanding air quality and wetland monitoring, advanced water quality reporting and sampling, and cleaning up open dumps and other Tribal lands in 2022.

The Environmental Division is fully funded through grants from the United States Environmental Protection Agency (USEPA), Bureau of Indian Affairs (BIA) and the Bureau of Indian Affairs -Great Lakes Restoration Initiative (BIA-GLRI). Currently we are a staff of six full time positions with two current open vacancies.

Environmental Division Services

Current services to membership provided by the Environmental division include:

Monitoring Tribal lands, air and water for pollution.

Developing plans for, and completing clean-up of legacy contamination sites on Tribal lands

Monitoring the wetlands on Tribal lands.

Treating aquatic invasive species on Tribal lands and the 1836 Ceded Territories.

Monitoring and enhancing wild rice populations in the 1836 Ceded Territories and on Reservation.

Develop policies and plans to protect human health and the Environment in Indian Country.

Assist Tribal Citizens with environmental questions and concerns.

Review permits, and other operations from industry, federal, state and local government to determine if they will impact the Tribe's right to hunt, fish and gather in the 1836 Ceded Territory.

Acting as a liaison between LRBOI NRD and similar state, federal, tribal, and local agencies.

Address human health and the environment issues related to spills, releases, and emerging contaminants of concern.

If you currently are on the water system of the City of Manistee or Benton Harbor and would like a lead filter pitcher or lead filter for your faucet, please reach out to the Natural Resources Department at 231.723.1594 22

Natural Resources Dept. Fisheries Division

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Services available to Tribal Citizens

Inland Fisheries

1836 Ceded Territory – LRBOI Tribal ID is your fishing license, make sure it is current and not expired.
Walleye spearing Permits (March) | Steelhead spearing Permits (March) | Salmon spearing Permits (September)

Great Lakes Fisheries

Recreational Fishing following State of Michigan Rules and Regulations - 1836 Ceded Waters of the Great Lakes
Your Tribal ID is your fishing license; make sure it is current and not expired.
Commercial & Subsistence Fishing Licenses

Lake Sturgeon: Black Lake Permit(s)

Black Lake sturgeon harvest, please see the inland fishing regulations 6.04.8 Regulations for Lake Sturgeon Harvest Section B. Black Lake for regulations. If you would like to obtain a harvest permit, please contact the natural resources department for the availability of permits.

Inland Fisheries Program

The Inland Fisheries Program includes two main parts, including (1) implementing the 2007 Inland Consent Decree and (2) Arctic Grayling reintroduction research.

Implementing the 2007 Inland Consent Decree: To implement the 2007 Inland Consent Decree, we collaborate with fellow tribal biologists in the Inland Fish Committee (IFC). We meet twice each year to share projects and ensure there is no redundancy in surveys. We also discuss issues relevant to the decree and propose any changes that we think would benefit tribal citizens (there is no guarantee these will all be accepted by IFC, but we can propose changes in this space). Part of implementing the decree is issuing permits to tribal citizens to use special use gear types on certain waterbodies. Staff in the Inland Program develop these permits and update, print, cut, and distribute them to interested citizens. We also report permits issued and any harvest to the state as agreed to in the Consent Decree. The Inland Program also ensures that Little River stays within permit and harvest quotas, so we do not overharvest our resources. The Consent Decree also gives us co-management authority over the resources within the ceded territory. Thus, we can conduct surveys that would be important to tribal citizens, such as examining the Walleye population on Portage Lake.

Arctic Grayling Reintroduction

Little River is a founding partner to the Michigan Arctic Grayling Initiative (MAGI). This organization has grown to include more than 50 partners to develop ideas and move Grayling reintroductions forward. Much of the most recent Arctic Grayling research has been conducted by Little River, including determining what stream in the Upper Manistee will give Arctic Grayling the best chance at self-sustaining populations and Remote Site Incubator (RSI) development. Little River has plans to continue to develop RSIs. Hence, they are more efficient in Michigan's low gradient streams, and we also are evaluating other devices that may be easier to deploy when Arctic Grayling eggs are first put into the streams again.

Great Lakes Fisheries Program

The Great Lakes program works to support the primary mission of management and conservation of Great Lakes fish stocks for the use and enjoyment of all Little River citizens. Program staff participates on several committees across the Ceded Waters that Little River is a formal member. This includes the Great Lakes Biological Committee of the Chippewa Ottawa Resource Authority, the Technical Fisheries Committee, the Modeling sub-Committee, the Lake Superior Technical Committee, the Lake Huron Technical Committee, the Lake Michigan Technical Committee, and the Scientific Advisory Team of the Great Lakes Fish Trust

Lake Sturgeon Program:

We work with the Inland Fisheries Committee to implement lake sturgeon stipulations of the 2007 Inland Consent Decree. This includes the restoration of sturgeon within the 1836 Ceded waters, monitoring harvest within the given allocation and management prescriptions for each body of water where sturgeon are located, and assisting in monitoring and assessing populations of sturgeon within the ceded territory.



Releasing Juvenile Lake Sturgeon from Streamside Rearing Facility



Adult Lake Sturgeon Return from LRBOI Streamside Rearing Facility



Upper Manistee River Electrofishing Data Collection



Upper Manistee River Electrofishing



Portage Lake Walleye Assessment





LRBOI | HUMAN RESOURCES
888.723.8288 or 231.398.6859
jobs@lrboi-nsn.gov

[lrboi-nsn.gov/resources/
employment-opportunities/](http://lrboi-nsn.gov/resources/employment-opportunities/)

LRBOI HR FOCUSES ON CONNECTING TRIBAL CITIZENS WITH OPPORTUNITY, DEVELOPING TRIBAL TEAM MEMBERS AND GENERATING FINANCIAL SAVINGS FOR THE TRIBE!

The Tribal government HR team is pleased to provide great services to the LRBOI staff. Our team provides a number of functions, including helping hiring managers find new team members through the recruiting process, guiding the organization through the talent development and employee relations processes, sourcing, negotiating, and operating the various employee benefit programs, helping the organization with its safety function, operating the Government Center reception area and finally operating the Tribal Workforce Development program.

Our purpose is to “Professionally strengthen our community through a great HR experience.” We believe a great experience with HR helps team members improve, grow and develop in their roles, ultimately benefiting Tribal citizens.

Our primary mission is to: “Work in partnership with leaders and team members to drive quality HR service through the employee life cycle that develops opportunity and enhances our endless potential.” We believe work and career should be collaborative processes where leaders and the HR team work together to attract great talent, focusing primarily on great Tribal Citizen talent, then nurturing that talent to ensure a great future for the organization. So, you might ask, how does that get accomplished at present?

Challenges & Accomplishments **One of the most critical functions in HR is helping hiring managers with the recruiting or talent acquisition process.**

We consider this a critical component of the services provided that HR has dedicated a team member to this process, Alicia Knapp. Alicia does a great job helping both applicants and hiring managers to connect in a complex environment.

What's complex about the environment?

A lot! The first thing we'd suggest is an external factor, the current pandemic. In it, both recruiting and employment have shifted. The first place to check is the number of applications we receive. In 2019 we received 6.43 applicants per requisition, and in 2021 that number dropped by 52% to 3.06 applicants per requisition. Despite these challenges, HR has helped the organization fill over 40 open positions in 2021.

That's great, but aren't we supposed to be focused on hiring Tribal Citizens?

Yes! That's the focus of hiring managers and HR alike. The results might surprise you. After working collaboratively with LRBOI leaders to improve the recruiting process, Tribal preference hiring has increased 111% since 2019! What does that mean? It means that in 2019 26% of government hires were preference candidates. Internally, we believed that was an unacceptable number and set out to work with our teammates in the government to improve it. That led to an improvement from 26% in 2019 to 33% in 2020 and from 33% in 2020 to 55% in 2021. Here's another way to put this into perspective. In 2021 a Tribal preference candidate is four times more likely to be hired than a non-preference candidate. Great job, team!

Why is this data important? Here's the rest of the story, as Paul Harvey used to say in his radio broadcasts. In 2019, Tribal preference candidates were 14.1% of all applications received. More importantly, LRBOI Tribal Citizen applications were only 8.7% of all applications. Improving the recruiting process has led to more available preference applicants. In 2021, preference applicants increased to 26.6% of total applicants. This is an 88.7% increase in preference applicants over 2019. In 2021, Tribal Citizen applications are still only 14.3% of all applications received. This is what data shows are the real problem.

How does the updated Tribal Preference Ordinance help?

The short answer is – it doesn't. While we appreciate some of the ideas in the updated preference ordinance, including some great training and development ideas, at the core, it misses the mark in terms of identifying and trying to solve the actual problem. Preference ordinance updates seem to suggest the thought that qualified preference applicants are applying but not being selected. As shown in the data above, this is not accurate. The updated preference ordinance essentially extended the time it takes to recruit for a position by ten days. This means that if there's not an increase in Tribal Citizen applications, it now takes longer to recruit, and when positions are unfilled, services are potentially impacted.

Wait a minute, the paragraph above says qualified preference applicants.

Does that mean a person has to be qualified for a position before being considered? Correct! The preference ordinance requires that if a preference candidate meets the minimum necessary qualifications as posted, they shall be offered the position. One of the responses we see from time to time is when a Tribal Citizen asks, “I'm a Tribal Citizen, don't I automatically get an interview?” The answer is applicants who demonstrate they're qualified for a position or whose credentials indicate they may be eligible for an experiential opportunity are selected for interviews, with the priority going to preference applicants. If an applicant's credentials do not demonstrate either qualification or eligibility for an experiential opportunity, there isn't a reason to schedule an interview.

Did the updated preference ordinance require the government HR team to develop and implement a Talent Bank so Tribal Citizens can submit credentials for hiring manager review?

Yes, it did. Interestingly, the government HR team had already been working in the background on a better system to accept applications. We've worked throughout the year with a vendor to create an online application. This is an easier process for applicants, and incorporated into this system is a way for Tribal Citizens to apply to the Talent Bank. This replaces the old paper/pencil system today and simplifies the process. We're at the beta test version at present and anticipate launching the product for everyone's use in early 2022.

Employee Relations, Development, and Training

Another critical function provided by HR is helping team members and leaders alike with the team member development and employee relations process. This is a great story, and we're happy to share it.

We've worked with both team members and leaders to facilitate and prioritize the development of Tribal Citizens. The organization developed 5 LRBOI Tribal Citizens in 2021, up from 0 in 2019, leading to promotional opportunities and better positions. In 2 of the cases, Tribal Citizens started in the Workforce Development program (more on that later) then earned regular employment with the government through their hard work and participation in internal training events. In 2 other cases, Tribal Citizens earned university degrees and were selected for new opportunities in the organization more appropriate to their educational achievement. The final example is a Tribal Citizen with an advanced degree who worked at the government through an internship program. This permitted the Citizen to gain valuable work experience to match the great degree and connect with hiring managers throughout the organization.

We're also working to implement a performance management and development tool to help leaders and individual team members focus on career growth and opportunity.

Employee Benefits and Savings

Accomplishments LRBOI is a great place to work, and one of the reasons for the development opportunities for Tribal Citizens is the great benefits package offered. In 2021 the team had the chance to continue providing high-quality insurances at significant savings. Through a cross-functional group of LRBOI team members, alternatives were identified, and options were negotiated over two years. Through this process, the organization saved approximately \$1,500,000 in insurance premiums. Thanks, team!

Tribal and Workforce Development

The HR team is pleased to participate in LRBOI's first Tribal Development Team. The team's purpose is to help Tribal hiring managers build connections and relationships with Tribal Citizens and students. Why did this team form? Simple. In March, April, and May of 2019, LRBOI HR sponsored an LRCCR Tribal employee in their mentorship program. That was successful in two ways; a) the employee had an opportunity to gain valuable experience in her career field of choice, HR, and b) the mentorship also demonstrated that LRBOI and LRCCR had a tremendous opportunity to work collaboratively developing team members. After this success, a group of people from LRCCR HR, LRCCR Organizational Development, LRBOI Education, LRBOI Workforce Development, and LRBOI HR got together and talked. It went something like this; why are we struggling to find qualified Tribal applicants for positions, and why are more Tribal members not connecting with opportunities in their areas of interest? At the end of the conversation, the Tribal Development Team was born, and the team had a problem statement to work on!

We learned that while the numbers show strong Tribal Preference hiring, we're still struggling to find qualified Tribal candidates for many of the positions that represent the future. Critical leadership, technical and service positions require degrees, certifications, and in some cases, years of development to position a person for success. Why is this important? Here's a fun fact; in a recent study of LRBOI government employment demographics, 51% of government employees are age 50 or older. This means the organization should be preparing the next generation of leaders and difference-makers today.

We also learned that our departments operate successful programs to help Tribal Members develop, but there's limited or no connection to hiring managers or upcoming opportunities. So now we know where we're at and why it's important to improve!

So, what has the team accomplished?

In 2021 the team published a list of Tribal college students to department leaders to see the degree program and field of study and potentially connect with students seeking an internship or work-study programs. Second, the team produced a communication piece for Tribal Students and parents to share some of the career opportunities available at the Tribal Government and LRCCR. This piece was mailed in September. Third, the team is creating a social media presence so the organization and its leaders can connect with the next generation of leaders! Thanks, Team!

The LRBOI HR team also handles the Workforce Development function.

Alicia Knapp has done a great job handling the traditional tasks of administering the various programs but also designing new offerings with the goal of helping Tribal Citizens better prepare for the challenges in today's workforce. Specifically, she initiated a training program for Work Experience Program participants intended to help them improve resume-writing and interviewing skills, along with the teamwork-oriented soft skills. Thanks, Alicia!

J. Simpkins
Director of Human Resources



Little River

CASINO RESORT

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Groundskeeper

High Lift/Floor Care Cleaner

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I.T. Technician

Pantry Cook

Resort Attorney

Security Level II

Security Level II

Security Level III

Senior Systems Manager

Slot Technician Level 1

Steward

Usher

Valet Services Attendant (Seasonal)

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For full job descriptions please visit:

www.lrcr.com/plan-your-journey/careers



**The Little River Band
of Ottawa Indians**

TRIBAL GOVERNMENT

Family Services

Social Worker

Case Manager Generalist – Muskegon

Members Assistance Coordinator

Mental Health Counselor Be Da Bin

Finance Department

Grant Administrator

Gaming Commission

Compliance Operator

Surveillance Operator

Health Services

Clinic Psychologist

Housing

Maintenance Technician

IT Department

IT Director

Little River Holdings

Executive Assistant

Maintenance

EVS Technician

Maintenance Technician

Natural Resources

Great Lakes Policy Specialist

Brownfield Specialist

Tribal Council

Communications Officer

Legislative Director

Press Secretary

Unified Legal

Tribal Staff Attorney

Postings as of: 12.2021

For full job descriptions and most up to date info please visit:

lrboi-nsn.gov/resources/employment-opportunities/

888.723.8288 or 231.398.6859

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Little River Casino Resort

888.568.2244
231.723.1535

Natural Resources

231.723.1594

Public Safety

231.398.2225

Tribal Judicial

231.398.3406

Trading Post

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December 16, 2021

Ogema Larry Romanelli | Muskegon Project Update

Ogema Larry Romanelli has confirmed that the six-month extension for Governor Gretchen Whitmer's decision of the Muskegon Casino Project has been approved. Detailed information will be released once received.

Related Media Reports can be found [here](#)

Per [Resolution #21-0901-214](#), the Public Affairs Department has been restructured by Tribal Council with new direction from Tribal Council Recorder Julie Wolfe. This resolution will bring a new perspective to how the information will be distributed; more resources and new job opportunities have been created. Tribal news certainly takes a tribe; navigating all available media does too. The Currents Newsletter, LRBOI FB Page, and News areas of the website are now being administered by Tribal Council. Please refer to Tribal Council regarding postings of information to those areas.

It has been my great pleasure to have had the chance to produce the LRBOI newspaper, and it has been the best opportunity for me to get to know the tribe! I thank so many for production help, great conversations, and inspiration!

I want to especially thank those who contributed to the Currents' production over the last couple of years, so many to list! A special thanks to Terri Tyler; she inspired me to be more efficient as a department, as she did tactfully, professionally and, single-handedly. I certainly also want to thank the people who found time outside of their regular duties to lend their eagle eyes to edit the Currents.

VALERIE CHANDLER

DAVE HAWLEY

KATHLEEN BOWERS

MARCELLA LEUSBY

STEVE PARSONS

GRACE HENDLER

KENNY PHEASANT

Since 2018, The Little River Currents went from third-party design, printing, and shipping to in-house design, printing, mailing, and significant savings. Creating the Little River Currents emailed newsletter saved a lot of paper, ink, and postage costs, and the hyperlinks are nice.

Ultimately, these changes allowed the newsletter to be more efficient for those who preferred a printed copy. Requested information became a resource to keep for future reference. Less physical printing allowed faster processing and decreased postage costs, allowing for the recent upgrade in first-class mailing.

As for me, this restructuring will be more collaboration in getting the multitude of tribal information available and published in different avenues. I look forward to focusing my time at the tribe, creating and facilitating executive tribal communication without the physical production and design of a physical newsletter, focusing more on the information the tribal executive branch needs to produce.

Please feel free to contact me with any questions or assistance, I continue to request your feedback and requests for information related to the Executive Branch.

231.398.6841 | rebeccagroh@lrboi-nsn.gov