# Megwa Ezhiweback Currents (What's happening now)



Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

Coming up at LRBOI:

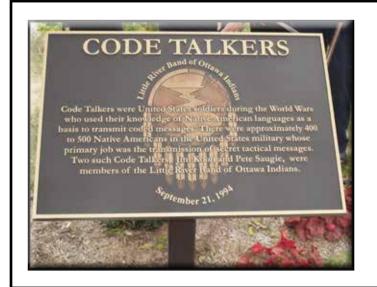
**Elders Meal** Aki **Community Center** Mon-Thur 12pm

Language Class **Every Friday** 

2016 Membership Meetings April 9, 2016 & October 8, 2016

2017 Membership Meetings April 8, 2017 & October 9, 2017

For submission policies regarding editorial or communications processes for the Currents or the Rapid River News, please go to www.lrboi.com under the tabs for both publications. You will see the full policies written there. These include the editorial and communication protocols for the Office of Public Affairs in effect at this time. To comment upon these policies, please use currentscomments@lrboi.com and send in your thoughts for consideration by the staff. **Emergency Management** protocols will be available upon request and per authorization by the Office of the Ogema as they constitute secure information designed to protect the lives and investments of the Little River Band of Ottawa Indians, their members, employees and property. These notices are required under Resolution #13-0411-069



# Ottawa Code **Talkers Honored**

The last few years, there has been much talk of the Code Talkers from World War II. The Little River Band of Ottawa Indians had their own 'code-talkers' as did other tribe across the land. This last month a special honor was given to these tribal warriors. See the article and photos on page 2.

#### **Tribal Conferences**





The Little River Casino Resort is an excellent venue for tribal meetings and this last month several took place. The Tribal Enrollment Directors and staff met for an annual conference (see page 4) and the 4th Annual Peacemaking Conference was held in the Makwa Endaat (see page 14 for more).

## Changes at the River!



There are big changes at the Little River Casino Resort in Manistee. See the latest GM's column and an update schedule for the improvements to our resort on page 5!

# Natural Resource has been busy!





The LRBOI Natural Resources Department has been busy this summer. See pages 21-22 for a photo tour of the 12th Annual Nme' (Sturgeon) Release and then check out the article and photos on page 20 to see the latest study update on a quiet little member of the forest family...the Marten

# Currents 2

## Office of Ogema Romanelli



#### Aanii:

Again, much is happening here at LRBOI. Probably the biggest economic develop news is that the US Department of Interior posted Notice of Intent (NOI) in the Federal Register which means they are beginning the process of determining if they will be putting 60 acres of our Fruitport Property into land in trust.

As you remember LRBOI took a large amount of information of the Bureau of Indian Affairs in Minneapolis. The BIA did what they needed to do on the paperwork and forwarded it to the US Department of Interior. Both entities have been great to work with in providing the information to us and guiding us through the process. Miigwetch to them.

While we still have a lot of work to do, this is a big step in our process to getting a Muskegon Casino. The next step is the Department of Interior is setting up a Scoping Hearing to get local community input as to their feeling on the project. This hearing is set for October 15th at 6:00 PM at the Fruitport Middle School in Fruitport. A large turnout is expected.

As I write this article I am preparing for the Ogema Meet and Greet and Fall Membership Meeting to be held October 9th and 10th. I hope to see many of you there.

Until next month...



#### Ottawa Code Talkers Memorial

For a number of years, we have heard stories of the Navajo Code Talkers from World War II. These brave veterans transmitted messages using their native language but one which used code to communicate enemy information. As an example, "Besh-Lo" or (Whale) in Navajo was used to indicate a submarine. Another, "Chay-Da Gahi" (Turtle) indicated a tank. (See the blanket displayed in the Lodge Room at the Government Center for more examples.) The enemy never was successful breaking this 'Code.'



What many do not know is that other Native Americans/Indians also used their language to communicate in such a way as to keep messages secret. Indeed, our own tribe had 'Code Talkers' in World War II. They spoke in our language, Anishinaabemowin.

This dependence upon the Indian language was ironic because at the same time, the government was doing everything in its power to eradicate the language and keep The People from speaking it. Estimates indicate that use of the tribal languages in the war, shortened the duration of the conflict by almost a year.

The Little River tribal veteran 'Code Talkers' were honored by a special ceremony on October 3rd at the Veterans Memorial Park in Manistee.

In a project driven by our Warriors Society, the Little River Casino Resort and a special veteran friend from Manistee, Ted Arens, a beautiful plaque was produced and mounted in the park.

Full honors were given to the Anishinaabe Code Talkers by local veterans including Rolling Thunder, the Veterans of Foreign Wars, the Michigan Veterans Alliance and others. A three-volley salute was fired and Taps was played to salute the warriors. The ceremony began with a blessing and smudging by Tribal Historical Preservation Director and Pipe Carrier Jonnie 'Jay' Sam.

At the ceremony, the Commander of the LRBOI Warriors Society, John Shanno, spoke about the event and what this recognition of past service meant to both he and other veterans in our tribe. Ogema Larry Romanelli spoke as did Council Speaker Virg Johnson, a Warrior himself.



The entire veteran community came together for this event.

The Manistee Veterans Memorial Park is becoming an ever more important part of the community. Last year, the only monument in the nation to the victims and survivors of the USS Liberty attack was placed there. The USS Liberty was attacked by Israeli forces in 1967 who inflicted severe damage to the ship and killed and injured many US sailors. News of the incident was mostly suppressed for political reasons. The monument was approved by the Manistee City Council.





# Council

	Work Session Attendance										
Date	Work Session Title	Jessica Burger	Ron Wittenberg	Shannon Crampton	Gary DiPiazza	Virgil Johnson	Frankie Medacco	Joe Riley, II	Sandra Lewis	Marty Wabindato	Total
09/01/15	Payroll	V	X		X	X	X	X	X	X	7
09/01/15	Investment Opportunity	V	X	X	X	X	X	X	X	X	8
09/01/15	Personnel Manual	V	X	X	X	X	X	X	X	X	8
09/02/15	Budget Review		X	X		X	X		X		5
09/04/15	Proposal	V	X			X	X	X	X	X	6
09/04/15	Government Financials	V	X			X	X	X	X	X	6
09/08/15	Agenda Review	*	V	X	X	X	X	X	X		6
09/08/15	Round Table w/ Ogema	*	V	X	X	X	X	X			5
09/10/15	Utilities 2016 Budget Review	*	X	X	X	X	X	X	X	X	8
09/10/15	Planning 2016 Budget	*	X	X	X	X	X	X	X	X	8
	Members Legal Assistance	*	X	X	X	X	X	X	X	X	8
09/10/15	Grants 2016 Budget Review	*	X	X	X	X	X	X	X	X	8
09/11/15	Members Asst & Elders		X		X	X	X	X	X	X	7
09/11/15	Attorney General	X	X		X	X	X	X	X	X	8
09/11/15	Dennis Gartland	X	X		X	X	X	X	X	X	8
09/14/15	Gaming Comm 2016 Budget	X	X		X	X	X	X	X		7
09/14/15	Natural Resource Dept 2016	X	X	X	X	X	X	X	X		8
09/14/15	Agenda Review	X	X	X	X	X	*	X	X		7
09/14/15	Public Safety Dept 2016 Bud	X	X	X	X	X	*	X	X		7
09/14/15	Camping	X	X	X	X	X	*	X	X		7
09/15/15	Finance Dept 2016 Budget	X	X	X	X	X	*	X	X	X	8
09/15/15	Clinic Operations 2016 Bud	X	X	X	X	X	*	X	X	X	8
09/15/15	Contract Health 2016 Budget	X	X	X	X	X	*	X	X	X	8
09/15/15	Be Da Bin 2016 Budget	X	X	X	X	X	*	X	х	X	8
09/15/15	Housing Dept 2016 Budget		X	X	X	X	*	X	х	X	7
09/15/15	Enrollment & Election Board		Х	Х	Х	*	*		х	X	5
09/15/15	Commerce Dept 2016 Bud	X	X	X	X	*	*		х	X	6
09/15/15	Proposed Utility Rates	X	X	X	X	*	*		х	X	6
09/17/15	Maintenance Dept 2016 Bud	*	X		X	X	*	*	х		4
09/17/15	Human Resource 2016 Bud	*	X		X	X	*	*	х		4
09/22/15	Tribal Court 2016 Budget		X		X	*	X	X	х	X	6
09/22/15	Agenda Review	Х	Х	Х	Х	*	X	X	х	X	8
09/22/15	Prosecutor 2016 Budget	Х	Х	Х	Х	*	Х	X	х	X	8
09/22/15	THPO 2016 Budget	X	X	X	X	*	X	X	х	X	8
09/22/15	Housing 2016 Budget Review	х	X	Х	Х	*	X	X	X	X	8
09/24/15	Sgt Mark Miller		X	Х	X	*	*	X	Х	X	6
	Tax Dept 2016 Budget		Х	х	х	*	*	X	Х	Х	6
09/24/15	Tap Fees for Sewer	х	X	х	Х	*	*	X	Х	X	7
09/24/15	Elders Ins w/ George Karl	Х	X	Х	х	*	*	X	Х	X	7
09/24/15	44 North Insurance	X	Х	х	х	*	*	X	Х	Х	7
09/24/15	Constitutional Amendments	X	X	х	Х	*	*	X	Х	X	7
09/25/15	Education 2016 Budget	Х	Х	х	х	х	Х	V	Х		7

<sup>\* -</sup> Business Related V - Vacation



# Council

09/25/15	Public Info 2016 Budget	X	X	X	X	X	X	V	X		7
09/25/15	Info Tech 2016 Budget	X	X	X		X	X	V	X		6
09/25/15	Family Services 2016 Budget	X	X	X	X	V	X	V	X		6
09/28/15	SORNA		X	X	X	X	X	V	X	X	7
09/28/15	Council travel	X	X	X	X	X	X	V	X	X	8
09/28/15	Agenda Review	X	X	X	X	X	X	V	X	X	8
09/28/15	Walking Trail		X		X	X	X	V	X	X	6
09/29/15	Indian Housing Plan		X		X	X	X		X		5
09/29/15	Strategic Gaming Fund	X	X	X	X	X	X	X	X		8
09/29/15	Board of Directors Act	X	X	X	X	x	X	X	X		8
09/29/15	Tax Agreement	X	X	X	X	x	X	X	X		8
	Total number of Work Sessions - 53	30	51	41	49	38	34	38	52	35	

<sup>\* -</sup> Business Related V - Vacation

# **Enrollment Directors and Assistants Meeting**



The Enrollment Department had the pleasure of hosting the yearly Enrollment Directors and Assistants Meeting. There are 12 Federally Recognized Tribes in Michigan and of those 12, we had 9 that attended the meeting.

The Enrollment Department started working on this meeting months ago with my staff and the Casino. The meeting began with each Tribe bringing and posting their flag from their tribe, when a welcoming song by Urban Nation Singers was given. Alice Giltz, an Elder, gave a brief talk about how she grew up and how her family sang in Anishinaabe. She sang Amazing Grace in English and then in Indian. It left everyone listening in awe and wishing for more. Thank you Alyce for sharing that wonderful song, I know it will be talked about for a

long time to come. The speakers were Mr. Craig Kelley from DNA Diagnostics, talking about DNA and how it works and how to use it. The other speaker was Ms. Barb Madison, genealogist giving us interesting information about the different Indian Schools in Michigan, how they started, how they tried to change the Indian people and the effect of these schools. Everyone enjoyed both speakers. We then had discussion time, the day continued with the children from Little River (Hoop Dancers) giving us a performance. Finally, the drum group, Urban Nation Singers ending the day with a traveling song.

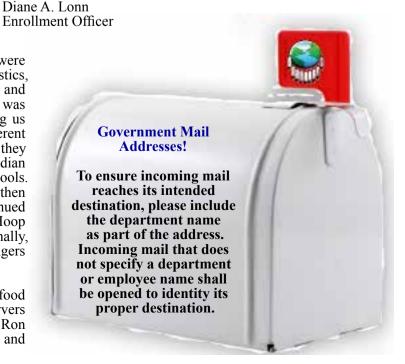
The room was set up beautifully; the food was exceptionally good and the servers were fantastic. A big Thank You to Ron Pete, Connie Waitner and all the Food and

Beverage people that made this meeting a great success. You guys shined. This meeting was a tremendous success. Thanks, Food/Beverage staff for an outstanding job! The Food/Beverage staff out did themselves.

Once again, I want to personally thank Alice Giltz, Urban Nation Singers, Debra Davis and the Hoop Dancers for doing a tremendous job, representing our tribe.

A big thank you to Don Koon, for making the flag pole stands, the meeting will be talked about for a long time to come. Little River Band of Ottawa Indians SHINED!!

And finally, a huge thank you to my staff for all the work they did. I could not do it by myself. Great Team work!!





Dear Friends.

There is a chill in the air as the fall weather approaches. The kids have gone back to school and the hunters are preparing for the upcoming season. It is a good time for giving thanks as we harvest the bounty of summer, and reflect on all of the progress we have been making for our Tribe and for our Little River Casino Resort. Good things are truly happening for us!

The renovations are in full swing, which means that by this time again next year, we will see continued good harvest in our future. Our dedication to high quality and exceptional service is getting us some very real results! The internal promotion of our LRCR company culture is bringing together all of our team members and helping them to move forward as one unit, to work hand-in-hand toward the same goal, which is to increase the value of our business.

A sure way to increase the value of our business, is to increase the value of each and every Little River employee, and we strive to do this on a daily basis. We are committed to their growth and development. When our team is strong, our business is strong. Our people make the magic happen by delivering on our promises each and every time, all the time. The team sees the vision we have shared with them, and everyone gets onboard to work together to reach the goal line. We stand as one unstoppable force in our endeavor to make Little River Casino Resort the first and only choice for our guests.

The most important thing that sets us apart from our competition, is our intensely focused commitment at providing the best customer service available. This is where we win. We make every effort to reach out and make our guests feel welcome and comfortable. We get to know them personally and recognize them when they come to visit. We smile and care for them throughout their stay, and they grow to enjoy our company. The LRCR team operates like we are a family, because we are a family. That feeling of being treated like family carries over from our team, and radiates out to all the people who walk through our doors. They feel like they are one of the family too. This simple and friendly approach is working for us, because when our guests enter our establishment, they tell us that they feel like they are coming home.

Our guests have been sharing some very positive feedback about their experiences here at Little River. They are saying that whatever it is that we are doing to train our people is definitely working, and the customer service that we provide is the best that they have found. This response from our valued patrons tells us that we are certainly doing the right things to ensure that our customers will keep coming back to our property, again, and again, and again.

Please take the time to come visit your Winning LRCR Team! I look forward to seeing you soon!
Ron Pete
General Manager
Little River Casino Resort



# BIG CHANGES ARE HAPPENING AT LITTLE RIVER

Renovations are underway!
We're working on new
restaurants, a new spa,
and other fantastic
amenities for you. A few
opening dates have
changed, so check out our
updated schedule here.
We'll keep you in-the-know
as things get closer to
completion. Thanks for
your patience!

Launch dates subject to change.

Little River Big Future Launch Schedule

December 2015

New Buffet

January 2016

New Sports Bar & Grill

February 2016

New Spa & Salon

New Indoor & Outdoor Pools

New Bistro

New VIP Lounge

March 2016

New High Limits Area

New Conference Center

April 2016

**New Casino Floor** 



Little Bluer, Birs Furn.

Conrad Joseph Pete -Ba



Conrad J. Pete

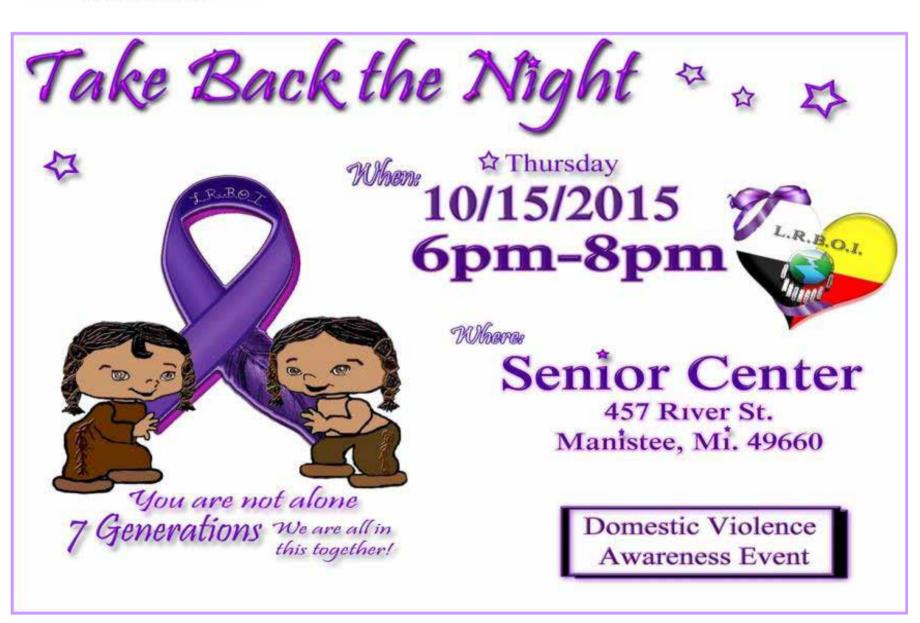
In Loving Memory Of Conrad Joseph Pete

Conrad Joseph Pete of Waterloo, Illinois passed away on Monday, September 14, 2015 near Valmeyer, Illinois following a logging accident. He had attained the age of 46 years, 6 months and 25 days.

Born in Wakefield, Michigan on February 19, 1969, he was the son of Joseph and Virginia Pete, nee Taylor. He was united in marriage to Tammy Gerovac and she survives his passing.

Mr. Pete was a logger, a veteran of the United States Marine Corps and a member of the Little River Band of the Ottawa tribe of Native American Indians.

Surviving are his wife, Tammy Pete of Waterloo, Illinois; his children, Austin Gerovac, Blake Pete and Christopher Pete all of Waterloo, Illinois; his parents, Joseph and Virginia Pete; his father-in-law and mother-in-law, Dan and Gail Gerovac of Waterloo, Illinois; his sisters, Joyce Pete of Hurley, Wisconsin and Amanda Pete of Phelps, Wisconsin; his sisters-in-law, Kellie (Eric) Ebert of Tucson, Arizona and Nicole (David) Castle of Waterloo, Illinois; his granddaughter, Brooklynn Nicole Gerovac of Waterloo, Illinois; nieces, nephews and many friends.





## Walking beyond Our Ancestors "Footsteps" Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol. 10 Issue 14



Grand Rapids Native American Community Exhibition Part of GVSU during Native American Heritage Month ALLENDALE, MICHIGAN — Grand Valley State University's Kutsche Office of Local History will host an exhibition, "Walking beyond Our Ancestors' Footsteps: An Urban Native Experience," beginning November 3 at the Mary Idema Pew Library Learning and Information Commons on the Allendale Campus.

'Walking beyond Our Ancestors' Footsteps: An Urban Native Experience" will be part of several events planned to celebrate Native American Heritage Month during November at Grand Valley. The exhibition will conclude with a campus dialogue on November 18.

The new exhibition is beginning of a series that will highlight Native Americans living in the Grand Rapids area during the last half-century. It is a small portion of the work completed in conjunction with the "Gigikinomaage-min (We are all teachers): Defend Our History, Unlock Your Spirit" project that kicked off last fall by the Kutsche Office of Local History.

Melanie Shell-Weiss, director of the Kutsche Office, said the oral history project gives voice to the experience of urban Native Americans.

Levi Rickert, a tribal citizen of the Prairie Band Potawatomi Nation, was among the planners of the exhibition.

"The exhibit is truly a collaborative effort of the whole community that Grand Rapids can take considerable pride" Rickert said, "The exhibition shows the strength and resiliency of our local Native community that can trace our ancestry back hundreds of years to where Grand Valley's Allendale campus is today."

The exhibition contains historic documents and objects made by local Native Americans during the past several decades.

After the exhibition ends at Grand Valley, it will travel to the Grand Rapids Public Library in January.

The exhibition collaborators are the Grand Rapids Public Museum, Grand Rapids Public Library, and Grand Valley's Kutsche Office of Local History, Native American Advisory Board, Office of Multicultural Affairs, and Special Collections & Archives.









Offered in Manistee

## Wednesday, Oct. 14, 2015

9:00 a.m. to 11:30 a.m. Alliance for Economic Success Office 395 Third Street, Manistee

#### Call for more information and to register!

#### WHO SHOULD ATTEND:

The Starting a Business Workshop is intended for individuals in the beginning stages of starting a business, in need of accessing capital, or simply considering self-employment.

#### ABOUT THE WORKSHOP:

Delivered in a workshop format, this introductory session helps aspiring entrepreneurs assess their abilities to lead and manage a company, as well as evaluate market and sales potential for their products/services. Start-up costs, financing options, and business planning are introduced, along with additional necessary steps to getting started. The workshop features instruction by a Certified Small Business Consultant. This workshop is a pre-requisite to meeting with a consultant one-on-one.

#### LOCATION:

This workshop is being held at the Alliance for Economic Success office, 395 Third Street, Manistee, MI 49660.

#### FEES AND REGISTRATION:

There is no charge to attend the workshop, but pre-registration is required. Contact Tricia Stevens, Intake Specialist, at sbdc@networksnorthwest.org or 231.922.3780.

#### SBDCNorthwest.org

Reasonable arrangements for persons with disabilities will be made if requested at least two weeks in advance.







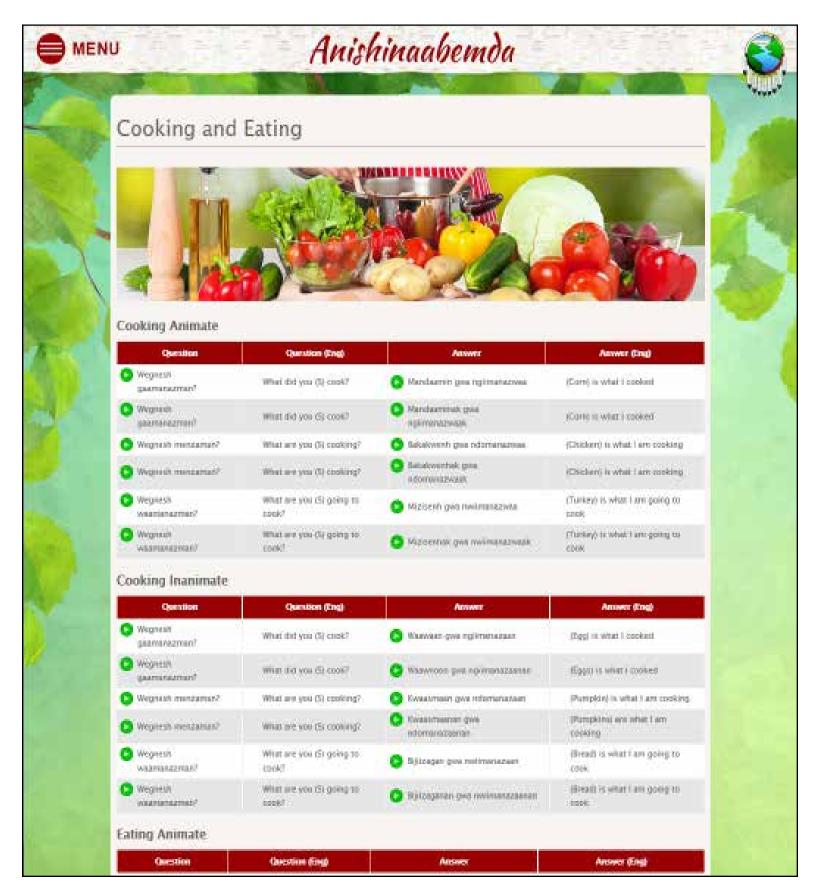




# Anishinaabemdaa.com website redesign Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

#### How we use the language!

The new website for Anishinaabemdaa.com will be mobile friendly so you can take your language with you anywhere you go with your tablet or smartphone. The new site will also have updated interactive lessons and games, including many of the topics that were part of the first website. In addition to the new website there will also be two companion games that you will be able to download for iPhone or Android. The games will follow the release of the website and on the new website you will find links to download the apps from the Apple iTunes store or the Google Play store for Android users.







The annual Tribal Peacemaking Conference was held in early September at the Little River Casino Resort. Pat Wilson, the head of Peacemaking within the Little River Tribal Court system, brought the conference together this year. As with previous conferences it was an emotional and fulfilling experience to the attendees and the presenters.

It takes an inordinate amount of patience, prayer and perseverance to work in Peacemaking as you are helping people reach an accommodation and come to terms with their differences. It is not about placing blame, but moving beyond the hurt and healing as people.

The conference started with Urban Nation and a song. Then Elder and Tribal Councilor Ron Wittenberg offered up a prayer.



Following the introductions, Ogema Larry Romanelli greeted everyone and spoke of the importance of Peacemaking. His words were echoed by Chief Judge Daniel Bailey who also spoke about the keynote speaker, the honorable Judge Tim Connors who has successfully introduced Peacemaking into his court.

Most of the conference was taken up with presentations, discussions and Talking Circles. Speakers included Stacey Ettawageshik, Paul Raphael, Amanda Craven, Wanda Joseph, Rebecca Garland and of course former tribal Ogema, Patrick Wilson.

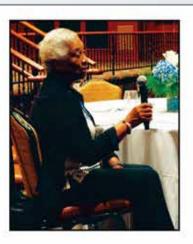


Pat Wilson added, the entertainer, Don Burnstick was a big hit with the Peacemaking participants and their special guests. Mr. Burnstick's comedy act was right on target for the conference, it was filled with over the top funny storied, jokes and observations. The show was held together by the heartfelt message of "laughter is good medicine".



One participant said" I laughed until I cried and my face hurt, it was great!"











Attendees had a special treat on Saturday as they were invited to attend the Nme' (Sturgeon) Release Ceremony at Rainbow Bend. Over 200 people gathered for that special occasion. (See related story).



# Suicide Talk



# SuicideTALK

# "Should we talk about suicide?"

Who should attend? Parents, Youth, Teachers, Counselors,
Prevention Coalitions, Medical Personnel, Social Workers,
Business & Community Members, Paith Community, Law Enforcement...

suicideTALK invites all participants—regardless of prior training or experience—

To become more aware of suicide prevention opportunities in our community, Deal openly with the stigma around suicide, and discover some of the beliefs and ideas about suicide in our community —and in themselves.

#### suicideTALK participants learn...

How suicide is a serious community health problem that is often misunderstood.

How personal and community beliefs about suicide affect suicide stigma and safety.

How the steps taught in LivingWorks' safeTALK program can be used to help prevent suicide.

How to get involved in life protection, preservation, and promotion activities in the community.

Join Us November 2, 2015 5:30-7:30 p.m.

Centra Wellness Administration Conference Room

310 N. Glocheski Dr. Manistee, MI

Refreshments will be provide to participants --

RSVP: BeDaBin Behavioral Health Staff

~ (231)723-8299 by October 28th ~

Imagine... a suicide-safer community

# Safe Talk



# safeTALK Training

## Suicide Alertness for Everyone

#### Upcoming workshops opportunities:

Register or inquire with: BeDaBin Behavioral Health Staff (231)723-8299

November 2, 2015 8:30-12 p.m.

LRBOI Government Center

"The Lodge"

2608 Government Center Dr.

Manistee, MI

November 3, 2015 9:00-12:30 p.m.

Centra Wellness Administration

"Conference Room"

310 N. Glocheski Dr.

Manistee, MI

Registration: FREE

PLEASE NOTE THAT THERE ARE A LIMITED NUMBER OF SEATS AVAILABLE.

THE REGISTRATION DUE: October 28th, 2015.

Anyone 15 years or older are encouraged to attend a training to improve your helping skills

safeTALK, about three hours in duration, is a training that prepares you to identify persons with thoughts of suicide and connect them to suicide first aid resources. Most people with thoughts of suicide invite help to stay safe. Alert helpers know how to use these opportunities to support that desire for safety. As a safeTALK-trained suicide alert helper, you will be better able to:

- · move beyond common tendencies to miss, dismiss or avoid suicide;
- identify people who have thoughts of suicide;
- apply the TALK steps (Tell, Ask, Listen and KeepSafe) to connect a person who
  has suicidal thoughts to suicide first aid/intervention caregivers.

## **Commission Openings!**

Even though most committee positions have been filled, the tribe continues to seek applications from qualified members interested in serving upon the Commerce, Gaming, Housing, Binojeeuk, Enrollment, Health and Natural Resources Commissions.

Ogema Romanelli is building a pool of tribal members who are interested in sitting on a Commission. Members are invited to submit letters of interest along with why they would like to be on the Commissions and what skills or knowledge they bring to the group. Applicants will need to submit a commission application along with your letter of interest. You will need to contact our office to get an application and will need to submit both in order to be considered.

Please send the letter and application to the attention of Executive Assistant, Mary Thomas, Office of the Ogema, 2608 Government Center Drive, Manistee, MI 49660.

> **Tribal Members from Outside the 9** county area are also invited to apply.

#### Government Closes for the following Holidays

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

Just use the toll-free number 888.723.8288.Some areas of the government will be continue to be available on these holidays, such as Public Safety. Currents will

inform you of any scheduled closings of the Government facilities. It's always a good idea to call first.

## Casino Employment

Check out the new Employment Opportunities tab on the tribal website at https://www.lrboi-nsn.gov/index.php/resources/employment

Our new preference ordinance is there along with links to website and job opportunities. All in one place for your convenience! Check out the exciting opportunities that await you at the Little River Casino Resort There are many ways to apply. Log onto our Website at www.LRCR.com and click on Careers Call our Human Resources Department at (231) 723-4530 Stop by our Human Resources

Department located at 2700 Orchard Hwy Manistee, MI

Monday – Friday 7am-5pm

Send your Application, Resumeand Cover letter to:

Little River Casino Resort Attn: Recruiting P.O. Box 417

Manistee, MI 49660

Phone: (231) 723-4530 · Fax: (231) 723-1589

Email: recruiting@lrcr.com

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

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

#### **LRBOI** Warriors Society

The Committee consist of the following:

Commander- John Shano



Vice Commander- Vacant

Secretary - Virgil Johnson

**Treasure - Vacant** 

Sargent of Arms -Chuck Nelson

#### **Chaplin- Raymond Zeeryp**

The Warrior Society is ever looking For Tribal Member Warriors to honor and support If you or someone you know would

like to attend any meetings, events, or join, please

contact allWarriorSociety@lrboi.com



## Advertisements

Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14





Eve Salisbury (231)571-0627
Independent Beauty Consultant

<u>craftylady1940@comcast.net</u>

<u>www.marykay.com/ysalisbury</u>







#### LRBOI Tribal Government Jobs

Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

#### LRBOI Tribal Government Jobs

The Human Resources Department

welcomes your application for posted positions that are of interest to you! Did you know that job openings can be found online, and on bulletin boards at government buildings. Job announcements are updated on a continuous basis. Look no further than these convenient sources for your next opportunity.

www.lrboi-nsn.gov

Tribal Government Buildings

Global E-Mail

Michigan Works Offices or Website

By Calling the H.R. Department

What about Temporary work?

Send in or drop off your "temporary" or pace "temp pool" on the position of interest line

Temporary assignments range from 1 to 180 days in duration. It's a great way to gain

experience and sharpen your skills.

Indian preference applies to the hiring of all vacant positions.

Please send your application, resume, and cover letters to:

L.R.B.O.I. Human Resources

2608 Government Center Road

Manistee, Michigan 49660

#### Vouchers for Newly Hired Tribal Citizens

LRBOI Tribal Citizens at least 18 years of age who are newly hired at a new employer and within 30 days of your hire date, you may qualify for a Career Assistance Voucher of \$200.00 and/or an Employment Daycare Assistance Voucher of \$250.00 through the LRBOI Workforce Development Program. If you are a new hire, please contact the Workforce Development Specialist within 30 days of hire at 231-398-6842, toll free at 1-888-723-8288 extension 6842, or by e-mail at dhawley@ lrboi-nsn.gov.

# Fraud Alert: Don't Be Fooled by Health Care Grant Scams



By: Kevin Griffis, HHS Assistant Secretary for Public Affairs

Fraudsters are out there trying to scam Americans, claiming they're from the Department of Health & Human Services. This recent story from a woman in Philadelphia was typical: She told me that she had received a call from someone who claimed he was with HHS. The caller told her she had been awarded a \$2,500 grant, and it was easy to get. All she had to do was send in a few hundred dollars for the application fee, and HHS would send her a check. Thankfully, she didn't. Instead, she hung up and reported the call.

The success of crude scams like these may seem implausible, but given the frequency of phone calls we get, they also must work – at least occasionally. Fraudsters may be asking for money orders or just looking for personal data, like bank accounts. But don't be fooled. HHS does not ask individuals for money; it definitely doesn't dole out grant money in exchange for deposits or ask for your banking information.

Fraudulent calls can be confusing, but you can protect yourself. In addition to protecting your personal financial information, whenever someone contacts you about your health or health coverage, always ask questions and never sign anything that makes you concerned. Keep an eye out for five red flags.



# Teachings of Ghost Supper

# **Ghost Supper**

The tradition of a Ghost Supper, or Feast of the Dead or Spirit Feast, is celebrated yearly to honor our departed loved ones with a meal and remembrances. Throughout the years, changes may have been made from what some people remember long ago, but the meaning has remained the same.

According to Christian beliefs, All Soul's Day occurs on November 2nd, thus our adaptation for celebrating and honoring our loved ones at this same time. Often, families gather together to host the suppers at their private homes and so that everyone can partake, the dates are sometimes spaced apart throughout the month of November.

Community members may often attend several Ghost Suppers and each individual that attends represents a spirit.

Generally, the foods that are prepared for the feast are those most enjoyed by the departed or a dish that they were remembered for making. Most often at a Ghost Supper one can expect to find meals of fish, venison, wild rice, fry bread, corn, squash, potatoes, and other traditional staples. A ceremonial fire is lit and maintained outside at which praying and a quiet time for reflection and remembrance is customary. Prior to the feasting, a prayer is said and a plate with a little bit of every dish is prepared and offered in the fire to honor those who are no longer physically with us. Typically, this time is for remembrance and fellowship with the living and the dead.

Besides food, gifts are set out and offered so that the spirits can partake of these offerings that they may be missing. Some of these gifts may include sema (tobacco), wiingash (sweetgrass), mshkwadewashk (sage), and kiishig (cedar). Non-traditional gifts may include candy, coffee, flowers, or some other favorite item that your loved one may be missing.

Traditionally, the Ghost Supper continues until all of the food is gone and at times they have been known to go on until the early morning hours or longer. Often, native communities host a community-wide Ghost Supper at a central location, which is what we do here at Little River.

#### A Prayer of Thanks for Food

Ngizhemanidoom, sema ngiimiinagoo wiinamaayaanh nangwaa.
Gagwejimin wiizhiwendamaan maanda miijim miinawa zhiwenmishinaang nangwaa.
Miigwech ndinaanaanik gewe wesiinhak, okaanak, bineshiinhak, miinawa giigonhik,
kinagwa gwayaa gaabigitnaamwat wiinwa bimaadiziwaan maanpii akiing niinwe wiimaadiziiyaang.
Miigwech ge ndikaadami netawging miinawa maanwaang gaamiizhiyaang wiimiijiyaang
wiizongziiyaang nangwaa. Miigwech ngizhemanidoom miigwech.

English translation...

My creator. Tobacco was given to me to pray today.

I ask you in a good way to bless this food and to bless us today.

We say thank you to all those animals, wild and domestic, the birds and the fish.

Everyone that gave up his or her lives here upon the earth, so that we can live.

We also say thank you for the vegetables and the fruits that you have given to us, so that we can have strength today. Thank you my creator thank you.



# Halloween Bash 2015



# Michigan Tribes Tackle Obesity With New Ad Campaign Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

Michigan, U.S.— A new media campaign urging Native Americans to get healthy for the ones they love will launch September 26 in seven cities across Michigan, What Moyes You? features inspiring images of Native American parents exercising with their children, highlighting family responsibility and mentorship as motivation for being more physically active. The goal is to reduce the risk for chronic diseases while improving long-term health.

"Diabetes affects Native Americans more than people from other racial backgrounds. Knowing that exercise can curb the onset of diabetes, or even prevent it, inspired me to get myself and my kids active so the chances of any of us developing this disease would be minimized. Plus, our bodies were designed to move and it's something fun we can all do together, for free!" said Marilee Fleming, a parent featured in the campaign and a member of the Saginaw Chippewa Indian Tribe and the Lac Courte Oreilles Band of Ojibwe.

Six federally recognized tribes and one health center in Michigan will distribute campaign materials and use What Moves You? to encourage their communities to become more physically active: The Saginaw Chippewa Indian Tribe, The Nottawaseppi Huron Band of the Potawatomi, The Little Traverse Bay Bands of Odawa Indians, The Keweenaw Bay Indian Community, The Hannahville Indian Community, The Bay Mills Indian Community and American Indian Health and Family Services.

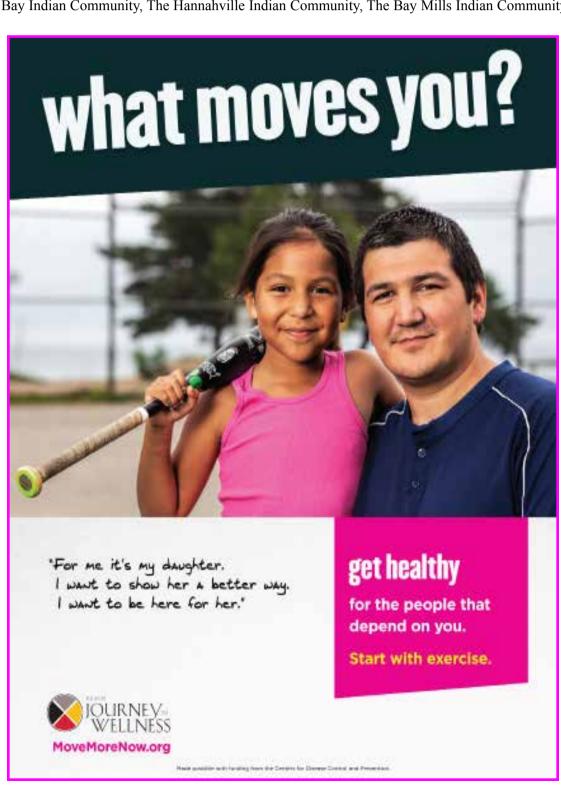
What Moves You? ads will also roll-out in the Michigan cities where the participating tribes and health center are located, including Detroit, Mount Pleasant, Fulton, Grand Rapids, Wilson, Brimley, Sault Ste. Marie, Petoskey and Baraga. The ads will appear online and locally on billboards, at convenience stores and in various publications.

The campaign website, MoveMoreNow.org, provides information about the benefits of exercise. outlines physical activity recommendations and highlights different types of activities to do yearround. It also includes local and online fitness resources

What Moves You? is part of the Racial and Ethnic Approaches to Community Health (REACH)-Journey to Wellness initiative, a multi-year effort led by the Inter-Tribal Council of Michigan to improve the health and quality of life for Native Americans in Michigan. Research shows that over 65% of Native Americans in Michigan are overweight and obese. \* "Forming healthy habits like regular exercise and nutritious eating, are vital in combatting chronic diseases," said Cathy Edgerly, REACH Program Manager at the Inter-Tribal Council of Michigan.

The project is funded by the CDC and the U.S. Department of Health and Human Services.

\* Kaiser Family Foundation. Overweight and Obesity Rates for Adults by Race/Ethnicity. http://kff.org/other/state-Retrieved from indicator/adult-overweightobesity-rate-by-re/.





#### Tribal American Marten Assessment and Restoration Project Highlighted on National Television Spot

A secretive inhabitant of the forests around Manistee, the American marten, has had a rough time in Michigan throughout the years, but a noted wildlife program for kids will highlight the Little River Band of Ottawa Indians efforts to conserve them. Marten are small carnivores that feed on mice and other small mammals. They spend most of their time in forests that have abundant cover and are often found in trees, resting and raising their young.



American marten, often commonly referred to as the "pine marten", previously ranged throughout Michigan, but due to habitat loss and overharvesting disappeared from the Lower Peninsula in 1911. It remained that way until the 1980's, when the Michigan Department of Natural Resources teamed up with the U.S. Forest Service to reintroduce marten, including 19 males and 17 females to the Manistee area, taken from Ontario, Canada. However, due to budget

and time constraints, little systematic monitoring took place thereafter, and the status of the fledgling marten population became somewhat of a mystery.

Of course, Little River biologists and tribal citizens never stopped wondering and caring about the marten. Culturally it is an important clan species and ecologically marten can help scientists track the health of the forest. So in 2010, Little River's Natural Resources Department took an interest in learning more about the marten population to see if it was still around. The big question was whether the population was increasing, stable, or decreasing, and whether there were any other looming threats they could detect such as disease or genetic inbreeding. Bob Sanders, wildlife biologist for the tribe, took on a Master's project to better characterize the habitat the marten in the Manistee were using. Bob's study has refined our understanding of how marten use the forest matrix and key habitat components such as larger-diameter trees and tree cavities for their resting and denning sites. This, in turn, has helped the tribe and the Forest Service cooperate in learning how to best manage the forest to protect the marten and the many other wildlife species that depend on healthy forests.

Work on the marten and its status continues. Current initiatives include mapping potential marten habitat across the Manistee watershed, trying to understand marten kit dispersal, and characterizing diseases in the Manistee population. The tribe's assessments have discovered, among other things, that the Lower Peninsula populations have undergone genetic inbreeding due to small founding population sizes. Little River has initiated a marten working group with state, federal, tribal, and academic partners to address this and other marten concerns throughout Michigan.

In the meantime, other partners have joined the effort to restore martens, including Grand Valley State University, U.S. Forest Service, Detroit Zoo, Busch Gardens, Mesker Park Zoo, Grand Traverse Band of Ottawa and Chippewa Indians, Sault Ste. Marie Tribe of Chippewa Indians, and the University of Michigan-Flint.

"It's a real collaborative initiative among many different organizations, all combining their efforts and expertise to try to make a difference to this species," says Ari Cornman, Little River's Senior Wildlife Biologist. "There's a great deal of momentum behind marten conservation and we're excited to be at the forefront."

From its inception the tribe worked with Dr.



Maria Spriggs, a veterinarian from the Mesker Park Zoo. She taught them the techniques used to anaesthetize martens so that the research team could do medical workups and attach radio collars. When she moved to Busch Gardens in Florida, she brought along her interest in the marten. And she also interested the film crew for Wildlife Docs, the award-winning children's television program which features Busch Garden's wildlife veterinarians in action.

The TV crew has been up to Michigan three times throughout the past year to film the marten team in action. In fact, they braved last year's especially harsh winter to get the best footage possible. In fact, the crew became so interested in the work the team was doing that one of them

> offered a small private donation to help pay for gas and other expenses!

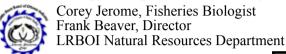
The program will feature Little River employees Jay Sam, Ari Cornman, and Bob Sanders. It also features staff from many of the partners they work with, including Grand Valley State University and Busch Gardens. The Wildlife Docs episode featuring Little River and the marten project will air on Saturday, October 31; check your local listings for the time.





# Nmé Release Ceremony

Thank You to the hundreds of people who participated in the 12th Annual LRBOI Sturgeon Release Ceremony and who have made this restoration possible. We enjoy seeing all of you and spending time along the river bank celebrating all of the Tribes hard work and dedication. We had a magnificent day and a great turnout to match. With 241 fish released this year it helped to achieve a record number of over 1,000 young Nmé released from our Streamside Rearing Facility. The success of this year's sturgeon release was a true milestone. This is a great sign for the future of this culturally and scientifically important species, the lake sturgeon. Thanks to everyone for showing your support.













































#### Supervisor of the Peacemaking/Probation Department

Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

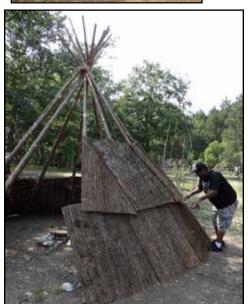
The Peacemaking/Probation Department has gone through some changes this year. Indian Village Camp will also be making some changes; we are looking closely at the needs of a whole new group of young people. We will be reviewing the programing and restructuring to keep pace with the youth of today. Our goal will be to show our youth, why and how the crafts and Tribal living skills directly relate to the Odawa Anishinaabe Tribal Lifeways. The first project we kicked off to get things started in that direction was to construct a tree bark Teepee.

The project came together when we learned that the Natural Resource Department was going to gather some logs for firewood. Our two departments saw this as an opportunity to work together. The Natural resource Department was able to get needed firewood for the sacred fire, and the Peacemaking Department was able to get the supplies for the Woodland style bark Teepee. Tribal Workforce Development workers Spring Howe, Joshua Wilson, Ponce Zamborowski and Jacob Smith helped in acquiring the tree bark. We found out that the gathering of the bark was very labor intensive. Once we got the correct tools and learned the process on how to retrieve the bark, we moved right along. In no time at all, we were out at Indian Village constructing the Teepee.

We plan to use the Bark Teepee as a teaching tool. Indian Village has many different temporary structures we "Anishinaabek" used. A teaching of ours is; "all things are connected." When we were raising the Bark Teepee, the Anishinaabemowin, "Odenaang Enjinoojimoying" kept popping up in my thoughts. As I looked at the Bark Teepee I said out loud, "You know, this is 'A Place Of Healing Many Hearts."

Written by Patrick D. Wilson





















# Breast Cancer Facts

- One in eight women will be diagnosed with breast cancer in their lifetime.
- Breast cancer is the most commonly diagnosed cancer in women.
- Breast cancer is the second leading cause of death among women.
- Each year it is estimated that over 220,000 women in the United States will be diagnosed with breast cancer and more than 40,000 will die.
- Although breast cancer in men is rare, an estimated 2,150 men will be diagnosed with breast cancer and approximately 410 will die each year.



Tribal Elder Kathy Sam gifted Tribal Elder Peggy Derouin who is a cancer survivor with this beautiful shawl. Kathy presented Peggy with this shawl during the Elder Meal lunch. It was a touching moment and Peggy said that Kathy will forever be in her heart.



# Beading

# Workshop In October Monday 12, 19 and 26<sup>th.</sup>

#### 5:30 - 7:00pm

If you need some help on a project or some helpful hints we will help.
Is there a type of beading you would like to learn, we will help.
Bring your beads, thread and needles,
And we will help.

Come to the Community Center on Dontz Rd.

For more information call

Deb Davis 231-398-6724

#### **Commodities**

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

#### **USDA** Income

Food Distribution Program on Indian Reservations Monthly Income Standards September 30, 2014 & October 1, 2015

Household S	Size Income Limit
1.	\$ 1,136.00
2.	\$ 1,483.00
3.	\$ 1,830.00
4.	\$ 2,189.00
5.	\$ 2,565.00
6.	\$ 2,941.00
7.	\$ 3,287.00
8.	\$ 3,634.00

For each additional member add \$ 347.00

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

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



# **Elders**



Emil Boucher
Vweronica Burrows
Mary Bush
Kenneth Crawford
Susan Davis
Mary Drake
Joyce Harrington
Mary Korhorn

Madeleine Kunnen Ethelynne Kunnen Suzanne Moby Beverly Ninise Donna Ostergaard Joann Pannill Russell Peters Leo Petts Frances Pitts

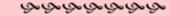
Sharon Reed Lance Russ James Russ Edward Shalifoe Gary Tyler Edward Tyler Sandra Witkop



#### 

#### NOVEMBER

#### Elder Meals Menu 2015





Tip of the Month: Winter months may keep you from being active outside. Chair exercises for seniors are gentle on the body and are generally safe for most people to do. It's always a good idea to talk to your doctor before beginning a new exercise program, but you're not likely to injure yourself doing chair exercises. Give it a Try! Please contact Noelle Cross with any questions

Phone: 231-398-6886 E-mail: ncross@lrboi.com

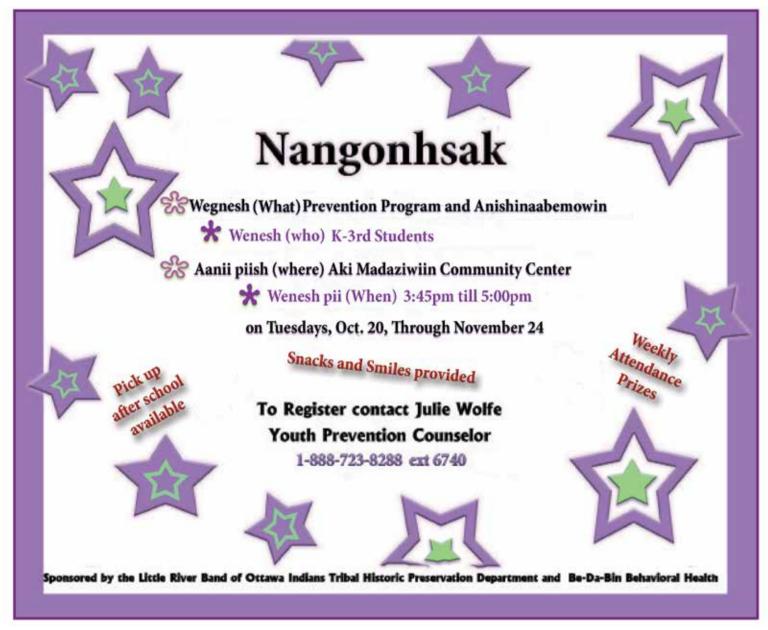
Volunteers are needed to help with meals if interested please contact Noelle. Meals served at 12 o'clock

- No Charge to Elders, their Spouse and Handicap/Disabled individuals who reside with Elder.
- Guests Meals are \$6.00
   Donations are appreciated and will be used for program activities and food.

	Sun		Mon		Tue		Wed		Thu		Fri		Sat
1		2	Taco Beans Rice Dessert Language Class 12:30		Beef Tips Pasta Green Beans Fruit	4	Pork Roast Sweet Potato Mixed Veggies Dessert Activity: Wii Bowling	5	Lasagna Garlic Bread Broccoli Dessert	6		7	Elder Conference at Casino
8	Elder Conference at Casino	9	Chicken Marsala Rice Veggie Blend Dessert Language Class 12:30		Pot Pie Mixed Veggies Whole Wheat Roll Dessert	11	Office Closed  Veterns	12	Ruben Sandwich Coleslaw Dessert BINGO	13		14	
15		16	French Dip Potato Wedges Peas Dessert Language Class 12:30	17	Baked Fish Rice Mixed Veggies Dessert Share Day!	18	Smothered Pork Chops Mashed Potato Corn Dessert Activity: Wii Bowling	19	Chicken Salad Sandwich Pasta Salad Carrot Coin Dessert	20	Muskegon Meal !! RSVP Noelle 231-398-6886	21	
22		23	Spaghetti & Meatballs Veggies Garlic Bread Dessert Language Class 12:30		Roasted Chicken Baked Potato Veggie Blend Dessert	25	Hot Beef Sandwich Mashed Potato Green Beans Dessert Activity: Wii Bowling	26	Office Closed Thanksgiving	27	Office Closed	28	
29		30	Wednesdays' Wii Bowling! Friday the 1st Birthday of the month!			wa	ffee, milk and ter are available at ery meal.			with mee base	nu subject to change out notice. Meals t 1/3 of the RDI d on a 1600 to 2000 rie diet.		



# Nangonhsak



# Phil Memberto wedding







# **Events and Directory**

Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

#### **Tribal Member Discount Rules**

Tribal member must be present and show their Tribal ID to receive any of the following discounts. Discounts may not be combined with other discounts or comps.

- 20% Daily Discount in food outlets
- \*Available to all Tribal Members and one guest; additional guests will be charged full price.
- \*Cigarettes and alcohol are excluded from discounts.
- Thursday 2 for 1 meal discount (50% off if Tribal Member is alone).
- \* Charge will be for meal of the highest price.
- \*Cigarettes and alcohol are excluded from discounts.
- 25% discount in the Gift Shop. Cigarettes, alcohol, consignment items, sundries and gift certificates are excluded from discounts.
- Hotel room rate \$79 plus tax and fees. Suite rate \$129 plus tax and fees.
- \*Tribal Member must identify themselves as a Tribal Member and \ provide Tribal Member number when booking the room.
- \*Tribal Member must present Tribal ID when Checking in and occupy the room.
- \*No hotel discounts will be provided on the Fourth of July weekend or on New Year's Eve.
- In anticipation of the opening of the spa the Resort will not offer discounts for spa services.
- River Credits will be given to all LR-BOI Tribal Members only (no spouses). Member must present their Tribal ID and provide a signature upon receipt of the voucher when registering at the meeting or event.
  - \*Spring and Fall membership meeting
  - \*LRBOI Elders Conference
  - \*Elders Christmas Party
  - \*Tribal Members only
- No Tribal Member private banquet functions will be discounted.\
- Tribal Member discounts will not be provided on December 31st (New Year's Eve).

Any Tribal Member found trying to circumvent these rules may have their benefits suspended by Resort management.

	Departments	Location Dire	ctor or main phone numbers
	Accounting	government center -main entrance	231.398.6868
	Be-Da-Bin	government center- clinic entrance	231.398.6741
	Commerce	government center -main entrance	231.398.6815
	Commodities	aki maadiziwin -community center	231.398. 6715
	Education	government center- clinic entrance	231.398.6735
	Enrollment	government center-main entrance	231.398.6712
limat	Fitness Center	government center-lower level	231.398.6636
	Family Services	government center- clinic entrance	231.398.6734
	Gaming Commission	interim casino	231-723-7755
	Grants Department	government center- main entrance	231.398.6843
FERRINE !	Health Clinic	government center -north end	231.398.6600
	Historic Preservation	government center-lower level	231.398.6893
	Housing	aki maadiziwin -gommunity center	231.398.6879
3	Human Resources	government center- main entrance	231.398.6871
	Members Legal Asst.	justice center on M22	231.398.2234
	Members Assistance	government center-main entrance	231.398.6718
3	Natural Resources	9th street offices manistee	231.398.2191
	Peacemaking/Probation	justice center on M22	231.398.2239
	Planning Department	government center -main entrance	231.398.6810
3	Prosecutor	justice center on M22	231.398.2242
	Public Affairs	government center- main entrance	231.398.6872
	Public Safety	justice center on M22	231.398.2225
	Tax Office	government center -main entrance	231.398.6874
	Utilities/Waste Water	dontz road (near aki maadiziwin)	231.398.2285
	Work Force Development	government center-main entrance	231.398.6842
	Tribal Court	justice center on M22	231-398-3406
		2016 N. 1. 1. 2017 N. 1.	Call Little River

Some Events
To look
forward to



Elders Meal Aki Community Center Mon-Thur 12pm

Language Class Every Friday 10:30am 2016 Membership Meetings April 9, 2016 & October 8, 2016 2017 Membership Meetings April 8, 2017 & October 9, 2017 Call Little River Resort Hotel in US Toll-Free: 1-888-568-2244 or Local 231-723-1535

# Tribal Text Message Service

Bnaakwii Giizis (Falling Leaves Moon) October 2015 Vol.10 Issue 14

# THIS POLICY IS EFFECTIVE AS OF November 13, 2013 UNTIL FURTHER NOTICE

Severe Weather Policy



those instances when inclement weather may impact Tribal Operations.

The following describe the Severe Weather Policy of the Little River Band Tribal Government Operations. Severe Weather Condition Descriptions

• Severe Weather Conditions: are defined as heavy snow or ice accumulations, flooding or tornado damage that significantly effects normal operations.

**Notification Process** 

LRBOI government offices closure policy is shown on page 2 of this notice. Severe weather affecting tribal operations will be announced via text messaging (NIXLE\*) and it is announced on the following TV stations and radio stations as well as NOAA radios:

Contact Names/ Website	
9 &10 7 & 4	9and10news.com tv7-4.com
TV STATIONS  ABC 29/8  CBS 9/10  NBC 7/4	RADIO STATIONS  101.5 FM 106.3 & 1450 AM WKLA 94.9 WKZC 102.7 WMOM 103.5 WTCM 91.1 WOLW 98.1 WGFN 107.1 WCKC



#### Pay Practices during Severe Weather Closing

If LRBOI is officially closed by the Order of the Tribal Ogema, full time and part time employees will be compensated at their regular rate of pay. Temporary employees will not be compensated.

The following procedures also apply to all government offices; The Little River Band Tribal Government Offices located within the 1836/1855 Treaty Reservation Territories located in Manistee, Michigan and the Southern Service Area Satellite Office located in Muskegon, Michigan.

Please note that closure of either set of offices is dependent upon the weather only in their specific area and is not influenced by conditions at the other offices and is dependent on the status of the Manistee and Muskegon Area Public Schools systems, however, and independent of each other.

#### INCLEMENT OR SEVERE WEATHER CLOSURES; DELAYS

- 1. Tribal Government Offices.
- a. School Delay: If Manistee Area or Muskegon Public Schools are delayed due to inclement or severe weather then employees of their respective Tribal Government office will be expected to report to work on time or utilize Paid Time Off (PTO) to compensate for late arrival.
- b. School Closures: If Manistee Area or Muskegon Public Schools are closed due to inclement or severe weather then employees of their respective Tribal Government office will be expected to report to work. Employees may elect to invoke PTO or Annual Leave for the balance of the 8 hour day should they determine to not report to work, and must report that request no later than 30 minutes prior to the normal starting time of their regular shift as per the Government Employee Manual.

<sup>\*</sup>To receive text information from the tribal government, text LRBOI to 888777 to activate your account.